

Review of the Statutory Minimum Wage Rate: Relevant Reference Information and Data

The Minimum Wage Commission (MWC) is now conducting a review of the Statutory Minimum Wage (SMW) rate. This document sets out the relevant information and data for reference of the public so as to facilitate their submission of views to MWC on the review of the SMW rate. All relevant information and data are for reference only and do not imply that MWC has any preconceived stance or has come to any conclusion on its recommendation about the SMW rate. Upon completion of the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment. MWC looks forward to receiving views from various sectors of the community on the review of the SMW rate.

Introduction

The Minimum Wage Commission (MWC) is tasked to report to the Chief Executive in Council its recommendation about the Statutory Minimum Wage (SMW) rate. According to the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), in performing its function, MWC must have regard to the need to maintain an appropriate balance between the objectives of forestalling excessively low wages and minimising the loss of low-paid jobs, and the need to sustain Hong Kong's economic growth and competitiveness. Before arriving at its recommendation, MWC will consult various sectors of the community including organisations representing employers and employees, consider views received in the course of consultations, and analyse and consider data and information from researches or surveys.

2. For the review of the SMW rate, MWC will make reference to, among other things, the following:
 - (i) an “Array of Indicators” and the latest data on these indicators reflecting the socio-economic and employment conditions after the implementation of SMW in May 2011 and the three upratings of the SMW rate in May 2013, May 2015 and May 2017 (paragraphs 4 to 6 below);

- (ii) supplementary statistical data and other considerations relevant to the review of the SMW rate (paragraphs 7 and 8 below); and
- (iii) assessment of the possible impact of different SMW test levels on employees, enterprises, unemployment rate and inflation based on data available (paragraph 9 below).

3. MWC makes available the relevant information and data with a view to enhancing the transparency of its work progress and inviting views on the review of the SMW rate from the public and stakeholders. All the relevant information and data are for reference only and do not imply that MWC has come to any conclusion. To this end, MWC looks forward to receiving views on the review of the SMW rate from various sectors of the community.

Array of Indicators with Latest Data

4. Drawing on its previous experience, MWC is of the view that it could facilitate the review of the SMW rate through examining and monitoring the Array of Indicators with latest data on socio-economic and employment conditions regularly and undertaking thorough analysis and study of relevant quantitative indicators with an evidence-based approach.

5. Having examined the feasibility and appropriateness of adding new statistics to the Array of Indicators referred to in previous reviews of the SMW rate, MWC initially considers that relevant indicators covering the following four areas be maintained:

- (i) general economic conditions;
- (ii) labour market conditions;
- (iii) competitiveness; and
- (iv) social inclusion.

6. The Array of Indicators not only covers the essential considerations that MWC must take into account in discharging its function as stipulated in the Minimum Wage Ordinance, but also has drawn on the experience and factors of consideration in other places in reviewing minimum wage rates, providing MWC with important information for the review. The Array of Indicators initially identified by MWC is at Appendix I and the latest data on these indicators are at Appendix II. MWC has further noted the data about employees' entitlement to paid rest day(s) and/or paid meal break(s)¹ in different sectors as set out at Appendix III.

Supplementary Statistical Data

7. The supplementary statistical data analysed by different SMW test levels are provided to facilitate the public and stakeholders to comprehend the possible impacts of various SMW test levels on employees involved² and enterprises, as well as the ability of various sectors in coping with the possible impacts of SMW test levels. It is noteworthy that MWC does not have any preconceived stance or has not come to any conclusion on its recommendation about the SMW rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment. The supplementary statistical data cover:

- (i) number and proportion of employees involved earning less than different SMW test levels, and number and proportion of employees earning the prevailing SMW rate analysed by sector (Supplementary Statistical Table I);
- (ii) estimated extent of increase in wages of employees involved analysed by sector and different SMW test levels (Supplementary Statistical Table II);

¹ For employees who are granted rest day pay and/or meal break pay according to their employment contract or agreement.

² Employees involved refer to employees with an hourly wage below a specific level (i.e. an SMW test level). Employees do not include those not covered by SMW (i.e. government employees, live-in domestic workers, student interns and work experience students as defined in the Minimum Wage Ordinance).

- (iii) estimated increase in wage bill of all enterprises and small and medium enterprises (SMEs) analysed by sector and different SMW test levels (Supplementary Statistical Tables III a & III b); and
- (iv) operating characteristics of all enterprises and SMEs analysed by sector (Supplementary Statistical Table IV).

Other Relevant Considerations

8. In addition to the data in the four areas of general economic conditions, labour market conditions, competitiveness and social inclusion mentioned above, MWC will take into account other relevant considerations that cannot be fully quantified in reviewing the SMW rate. The other relevant considerations set out below were the conditions observed by MWC in the previous SMW rate reviews and after the three upratings of the SMW rate in May 2013, May 2015 and May 2017. They do not imply that MWC has any preconceived stance on these considerations:

- (i) **Enhancing employees' quality of life** – Benefiting from the uprating of SMW, employees can enjoy pay rises which will in turn increase their consumption power and improve their quality of life;
- (ii) **Enhancing work incentive** – Wage increases induced by the implementation of SMW and the upward adjustments have attracted more people to enter or re-enter the labour market and encouraged those who used to live on social welfare to become self-reliant;
- (iii) **Impact on workers with lower bargaining power and those with less working experience** – Although SMW provides wage protection to vulnerable groups (such as older people, the less-educated, and people with disabilities), in the face of higher labour costs, employers may however tend to hire employees with higher capabilities, thereby potentially undermining the employment opportunities of the vulnerable groups. Some employers may also hire fewer inexperienced young people and offer them fewer training and internship opportunities, making it difficult for young people to accumulate work experience;

- (iv) **Impact on wage differentials across sectors or occupations** – With SMW applying across-the-board, some grassroots workers can choose to work in different sectors, occupations, districts and/or enterprises while still making a comparable income. This will aggravate staff turnover in certain sectors. To some extent, the enterprises concerned have to offer higher wage rates to retain or attract talents, thereby further pushing up labour costs and inflationary pressure;
- (v) **Preserving the market's capacity to adjust** – While imposing a wage floor, SMW will also limit the flexibility of wage adjustment. If the rate is raised to an excessively high level, SMW will undermine the flexibility of different sectors and enterprises to respond to changes in their operating environment. Preserving some room for the market's wage adjustment will be conducive to the sustainable development of various sectors;
- (vi) **Impact on social harmony** – The implementation of SMW and its upratings have enabled low-income employees to share the fruits of economic development and thus helped promote social harmony. Nevertheless, as grassroots workers, enterprises and other people (including those not directly benefiting from SMW) hold different views on the SMW rate, it will take time to narrow this divergence;
- (vii) **Additional costs induced by increase in wages** – The implementation of SMW and its upratings have additional cost implications on business risks, premium for employees' compensation insurance, long service payment, contributions to the Mandatory Provident Fund, etc;
- (viii) **Impact on quality of products and services** – Employees can enjoy wage protection after the implementation of SMW and its upratings. Nevertheless, this may reduce the incentive of some employees to improve their performance or take up extra work, especially in times of tight labour supply, thereby affecting service quality. Moreover, quality of products and services may also be compromised for enterprises that fail to pass on the SMW-induced additional costs to consumers; and

- (ix) **Other impact of SMW yet to fully emerge** – The long-term impact of SMW, for instance, on the profitability and long-term operating strategies of enterprises as well as Hong Kong’s competitiveness, labour productivity and attractiveness to foreign investment may not have fully emerged.

Impact Assessment

9. MWC will draw reference from the framework, scope and methodology of impact assessment³ adopted in the last review of the SMW rate and refine the assessment items, taking into account the mitigation measures already adopted by enterprises of various sectors upon the implementation of SMW and the three upratings of the SMW rate in May 2013, May 2015 and May 2017 as well as the views of the community. Impact assessment under different SMW test levels will then be conducted in order to analyse the possible impact of SMW test levels on employees, enterprises, unemployment rate and inflation.

Minimum Wage Commission
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³ For details about the framework, scope and methodology of impact assessment, please refer to Section 5.IV and Appendix IV in the *2016 Report of the Minimum Wage Commission*.

Appendix I: Array of Indicators initially identified by the Minimum Wage Commission

Area considered	Summary of indicators	Statistical indicators	Data sources [Source hyperlinks]	Frequency of update
(I) General Economic Conditions	I.1 Latest local economic performance and forecasts	Nominal and real Gross Domestic Product (GDP)	National Income Statistics, Census and Statistics Department (C&SD) [1]	Quarterly
		Main expenditure components of real GDP	(Same as above) [2]	(Same as above)
		Composite Consumer Price Index and Consumer Price Index (A)	Monthly Retail Price Survey, C&SD [3]	Monthly
		Prominent establishments' views on expected changes in short-term business situation and number of persons engaged	Quarterly Business Tendency Survey, C&SD [4]	Quarterly
		GDP and price forecasts	Office of the Government Economist, Financial Secretary's Office [5]	Short-term: Quarterly/ Medium-term: Annual
(II) Labour Market Conditions	II.1 Labour demand and supply – employment, unemployment, underemployment, labour force and vacancies	Labour statistics	General Household Survey, C&SD [6]	Monthly [#]
		Vacancies	Quarterly Survey of Employment and Vacancies, C&SD [7]	Quarterly
		Mode of leaving last job of unemployed persons with a previous job	General Household Survey, C&SD [8]	Monthly [#]
	II.2 Wage level and distribution	Wage level and distribution	Annual Earnings and Hours Survey, C&SD [9]	Annual
	II.3 Wage differentials	Wage differentials	Annual Earnings and Hours Survey, C&SD [9]	Annual
	II.4 Employment characteristics	Employed persons analysed by employment status	General Household Survey, C&SD [8]	Monthly [#]
		Employees analysed by employment nature and contractual status	Annual Earnings and Hours Survey, C&SD [9]	Annual
		Employees analysed by basis on which basic wage rate is rated	(Same as above) [9]	(Same as above)
		Employees analysed by remuneration structure	(Same as above) [9]	(Same as above)
	II.5 Working hours	Distribution of working hours	Annual Earnings and Hours Survey, C&SD [9]	Annual
Overtime hours with pay		(Same as above) [9]	(Same as above)	
Hours of work during the 7 days before enumeration		General Household Survey, C&SD [8]	Monthly [#]	

Note: # Indicating the overall situation of the past 3-month period.

Area considered	Summary of indicators	Statistical indicators	Data sources [Source hyperlinks]	Frequency of update
(III) Competitiveness	III.1 Operating characteristics of enterprises	Operating characteristics of enterprises analysed by sector (only including enterprises with employees)	Annual Survey of Economic Activities, C&SD [10]	Annual
		Rental indices of non-residential properties	Rating and Valuation Department [11]	Monthly
		Total retail sales	Monthly Survey of Retail Sales, C&SD [12]	Monthly
		Total restaurant receipts	Quarterly Survey of Restaurant Receipts and Purchases, C&SD [13]	Quarterly
		Business receipts indices	Quarterly Survey of Service Industries, C&SD [14]	Quarterly
	III.2 Entrepreneurship, business sentiment and solvency	Number of establishments	Quarterly Survey of Employment and Vacancies, C&SD [7]	Quarterly
		Labour demand	(Same as above) [7]	(Same as above)
		Number of creation and deletion of business registration	Inland Revenue Department [15]	Annual
		Number of bankruptcy and compulsory winding-up cases	Official Receiver's Office [16]	Monthly
	III.3 Relative economic freedom and competitiveness of Hong Kong	Hong Kong's rankings on indices of economic freedom and competitiveness	Various rating agencies [17] [18] [19] [20] [21]	Annual
		Regional headquarters, regional offices and local offices in Hong Kong representing parent companies located outside Hong Kong	Annual Survey of Companies in Hong Kong Representing Parent Companies Located outside Hong Kong, C&SD [22] [23] [24]	Annual
		Inward direct investment	Survey of External Claims, Liabilities and Income, C&SD [25]	Quarterly
	III.4 Productivity growth	Labour productivity growth in Hong Kong and other places	Hong Kong: National Income Statistics and Composite Employment Estimates, C&SD [1]	Annual
			Other places: Real GDP and employment data in CEIC database	Annual
	III.5 Labour costs	Nominal unit labour cost in Hong Kong and other places	Hong Kong: National Income Statistics, General Household Survey and Labour Earnings Survey, C&SD [1] [8] [26]	Quarterly
			Other places: National statistics authorities, CEIC and Datastream databases	Quarterly

Area considered	Summary of indicators	Statistical indicators	Data sources [Source hyperlinks]	Frequency of update
(IV) Social Inclusion	IV.1 Standard of living	Wage indices / indices of payroll per person engaged	Labour Earnings Survey, C&SD [27] [28] [29] [30]	Quarterly
		Employment earnings of full-time employees analysed by decile group	General Household Survey, C&SD [8]	Monthly [#]
		Average monthly employment earnings	(Same as above) [8]	(Same as above) [#]
IV.2 Enhancing work incentive	IV.2 Enhancing work incentive	Labour force participation rate	General Household Survey, C&SD [8]	Monthly [#]
		Number of long-term (unemployed for 6 months or above) unemployed persons	(Same as above) [8]	(Same as above) [#]
		Unemployment cases of Comprehensive Social Security Assistance	Social Welfare Department [31]	Monthly
IV.3 Labour relations	IV.3 Labour relations	Number of disputes and claim cases	Labour Department	Quarterly

Note: # Indicating the overall situation of the past 3-month period.

Appendix II : Latest figures of the Array of Indicators (as at 3 Apr 2018)

		2017					Full Year	Latest
		Q1	Q2	Q3	Q4			
(I) General Economic Conditions								
Gross Domestic Product (GDP) (year-on-year rate of change)								
Nominal	(%)	6.8	7.5	7.1	6.2 ^(*)	6.9^(*)	..	..
Real	(%)	4.3	3.9	3.7	3.4 ^(*)	3.8^(*)	..	..
Main expenditure components of real GDP (year-on-year rate of change)								
Private consumption expenditure	(%)	3.6	5.4	6.3	6.3 ^(*)	5.4^(*)	..	..
Gross domestic fixed capital formation	(%)	5.8	7.8	-1.3	4.7 ^(*)	4.2^(*)	..	..
Total exports of goods	(%)	9.5	5.8	5.7	3.4 ^(*)	5.9^(*)	..	..
Exports of services	(%)	3.4	2.7	3.9	4.0 ^(*)	3.5^(*)	..	..
Composite Consumer Price Index (CCPI) ^(^^) (year-on-year rate of change)								
Headline	(%)	0.5	2.0	1.8	1.6	1.5	2.4 (Jan-Feb 2018)	..
Underlying	(%)	1.4	2.0	1.7	1.6	1.7	2.3 (Jan-Feb 2018)	..
Consumer Price Index (A) ^(^^) (year-on-year rate of change)								
Headline	(%)	0.1	2.3	2.1	1.6	1.5	2.5 (Jan-Feb 2018)	..
Underlying	(%)	1.6	2.2	2.1	1.6	1.9	2.5 (Jan-Feb 2018)	..
Prominent establishments' views on expected changes in short-term business situation (Net balance ^(*))	(% points)	-1	5	6	5	..	2 (Q1 2018)	..
Prominent establishments' views on expected changes in short-term number of persons engaged (Net balance ^(**))	(% points)	5	7	5	4	..	3 (Q1 2018)	..
Real GDP growth forecast^(§)		..	..	..	..	..	3% - 4% (2018) 3% per annum (2019-2022)	..
Headline CCPI forecast (year-on-year rate of change)		..	..	..	..	..	2.2% (2018)	..
Underlying CCPI forecast ^(§) (year-on-year rate of change)		..	..	..	..	..	2.5% (2018) 2.5% per annum (2019-2022)	..
(II) Labour Market Conditions								
Labour force	('000)	3 947.4 [0.9%]	3 947.2 [0.9%]	3 965.6 [1.0%]	3 960.4 [1.3%]	3 946.6 [0.7%]	3 979.3 ^(*) (Dec 2017 - Feb 2018)	..
Employed persons	('000)	3 822.4 [1.0%]	3 822.1 [1.3%]	3 837.4 [1.4%]	3 850.6 [1.7%]	3 823.2 [1.0%]	3 872.4 ^(*) (Dec 2017 - Feb 2018)	..
Unemployed persons	('000)	125.0	125.2	128.2	109.8	123.4	106.9 ^(*) (Dec 2017 - Feb 2018)	..
Unemployment rate (seasonally adjusted)	(%)	3.2	3.1	3.1	2.9	3.1 ⁽⁺⁾	2.9 ^(*) (Dec 2017 - Feb 2018)	..
Underemployment rate	(%)	1.2	1.2	1.1	1.1	1.2	1.0 ^(*) (Dec 2017 - Feb 2018)	..
Job vacancies ⁽⁺⁺⁾	(no.)	70 500 <0.2%>	69 600 <-1.3%>	71 100 <4.3%>	74 000 <6.6%>	71 300 [3.7%]	..	..
Proportion of dismissed or laid off unemployed persons among all unemployed persons with a previous job	(%)	49.0	50.1	47.7	43.8	48.1	45.4 ^(*) (Dec 2017 - Feb 2018)	..
75 th percentile hourly wage of all employees	(HK\$)	..	..	..	..	107.5^(#)	..	..
Median hourly wage of all employees	(HK\$)	..	..	..	..	68.0^(#)	..	..
10 th percentile hourly wage of all employees	(HK\$)	..	..	..	..	40.0^(#)	..	..
Ratio of 75 th percentile to the 10 th percentile hourly wage of all employees		..	..	..	..	2.7^(#)	..	..
Ratio of median to the 10 th percentile hourly wage of all employees		..	..	..	..	1.7^(#)	..	..
Proportion of employees among all employed persons	(%)	91.4	91.5	91.4	91.3	91.3	91.5 ^(*) (Dec 2017 - Feb 2018)	..
Proportion of self-employed among all employed persons	(%)	5.6	5.5	5.4	5.7	5.6	5.6 ^(*) (Dec 2017 - Feb 2018)	..
Proportion of full-time employees among all employees	(%)	..	..	..	..	92.9^(#)	..	..
Proportion of employees employed on a permanent basis among all employees	(%)	..	..	..	..	88.7^(#)	..	..
Proportion of employees with basic wage rate on a monthly basis among all employees	(%)	..	..	..	..	85.7^(#)	..	..
Median weekly working hours of all employees	(hours)	..	..	..	..	44.3^(#)	..	..
Average weekly paid overtime hours of all employees	(hours)	..	..	..	..	0.7^(#)	..	..
Median hours of work of all employed persons during the 7 days before enumeration	(hours)	44	42	45	44	44	44 ^(*) (Dec 2017 - Feb 2018)	..

Notes: Please refer to data sources and the hyperlinks in [Appendix I](#) for detailed figures.

(*) Net balance refers to the difference between the percentage of establishments choosing "better" and that choosing "worse". It reflects the direction of expected change in business situation versus preceding quarter. A positive sign indicates a likely upward trend while a negative sign indicates a likely downward trend.

(**) Net balance refers to the difference between the percentage of establishments choosing "up" and that choosing "down". It reflects the direction of expected change in the number of persons engaged versus preceding quarter. A positive sign indicates a likely upward trend while a negative sign indicates a likely downward trend.

(§) The trend rates of change for 2019-2022 are the medium range forecast as adopted in the 2018-19 Budget.

(+) Seasonally adjustment is not applicable to annual figures.

(++) Excluding those in the civil service.

(#) Refer to May - June 2017 figures.

[] Year-on-year rate of change.

<> Seasonally adjusted quarter-to-quarter rate of change.

(^) Preliminary figures.

(^^) Calculated based on the 2014/15-based Consumer Price Index series.

.. Not applicable.

		2017						
		Q1	Q2	Q3	Q4	Full Year	Latest	
(III) Competitiveness								
Non-residential property rental indices (year-on-year rate of change)								
Office	(%)	2.8	3.7	4.9 ^(*)	5.0 ^(*)	4.1 ^(*)	4.3 ^(*) (Jan 2018)	
Retail shop	(%)	0.5	1.7	3.4 ^(*)	3.3 ^(*)	2.2 ^(*)	3.9 ^(*) (Jan 2018)	
Flatted factory	(%)	4.2	3.9	5.9 ^(*)	5.9 ^(*)	5.0 ^(*)	4.2 ^(*) (Jan 2018)	
Value of total retail sales (year-on-year rate of change)	(%)	-1.3	0.2	4.1	5.8	2.2	15.7 ^(*) (Jan-Feb 2018)	
Value of total restaurant receipts (year-on-year rate of change)	(%)	4.2	4.0	5.0	6.7	5.0	..	
Number of establishments (except government bureaux/departments)	(no.)	368 000 [0.6%]	369 000 [1.0%]	370 000 [1.0%]	372 000 [1.2%]	370 000 [0.9%]	..	
Labour demand ⁽⁺⁺⁾	('000)	2 907.0 [1.0%]	2 901.0 [0.9%]	2 914.9 [1.1%]	2 931.9 [1.2%]	2 913.7 [1.0%]	..	
New business registration	(cases)	..	..	..	..	..	202 581 [24.0%] (2016-17 fiscal year)
Cancellation of business registration	(cases)	..	..	..	..	..	141 060 [-8.0%] (2016-17 fiscal year)
Number of bankruptcy petitions presented	(cases)	2 115 [-3.6%]	1 953 [-21.3%]	1 911 [-17.3%]	1 876 [-9.2%]	7 855 [-13.2%]	1 125 (Jan-Feb 2018)	
Number of compulsory winding-up petitions presented	(cases)	100 [7.5%]	101 [-16.5%]	98 [-27.4%]	105 [-1.9%]	404 [-11.4%]	49 (Jan-Feb 2018)	
Hong Kong's rankings on indices of economic freedom and competitiveness								
Fraser Institute, <i>Economic Freedom of the World Report</i>		..	..	..	..	..	Maintained at No.1 (Publishing year: 2017)
The Heritage Foundation, <i>Index of Economic Freedom</i>		..	..	..	..	..	Maintained at No.1 (Publishing year: 2018)
World Economic Forum, <i>Global Competitiveness Report</i>		..	..	..	..	..	Up to No.6 (Publishing year: 2017)
International Institute for Management Development, <i>World Competitiveness Yearbook</i>		..	..	..	..	..	Maintained at No.1 (Publishing year: 2017)
World Bank, <i>Doing Business Report</i>		..	..	..	..	..	Down to No.5 (Publishing year: 2017)
Regional headquarters, regional offices and local offices in Hong Kong representing parent companies located outside Hong Kong (as of the first working day of June)								
Regional headquarters	(no.)	..	..	..	..	1 413 [2.5%]	..
Regional offices	(no.)	..	..	..	..	2 339 [-0.6%]	..
Local offices	(no.)	..	..	..	..	4 473 [5.1%]	..
Position of liabilities of direct investment (as at the end of)	(billion HK\$)	14 511.1 ^(*)	15 747.1 ^(*)	16 442.2 ^(*)	17 190.1^(*)	..	..
Labour productivity growth	(%)	..	..	..	..	..	1.7 ^(*) (Average annual change of 10 years from 2007 to 2017)
Change in nominal unit labour cost	(%)	..	..	..	..	..	2.4 ^(*) (Average annual change of 10 years from 2007 to 2017)
(IV) Social Inclusion								
Wage index (year-on-year rate of change)								
Nominal	(%)	3.6	3.8	3.7	3.8	..	..
Real ⁽¹⁾	(%)	3.5	1.5	2.2	2.1	..	..
Index of payroll per person engaged (year-on-year rate of change)								
Nominal	(%)	3.5	3.8	3.3	4.2	..	..
Real ⁽¹⁾	(%)	2.9	1.7	1.5	2.6	..	..
Nominal average monthly employment earnings of full-time employees ^(##) (year-on-year rate of change)								
Lowest 10% of employees	(%)	3.4	6.6	6.7	6.3	5.4	5.2 (Nov 2017 - Jan 2018)	
Overall ⁽⁻⁾	(%)	2.0	2.5	1.6	6.0	3.7	6.3 (Nov 2017 - Jan 2018)	
Real average monthly employment earnings of full-time employees ^{(##)(1)} (year-on-year rate of change)								
Lowest 10% of employees	(%)	3.3	4.2	4.5	4.6	3.8	3.4 (Nov 2017 - Jan 2018)	
Overall ⁽⁻⁾	(%)	1.5	0.5	-0.2	4.3	2.2	4.6 (Nov 2017 - Jan 2018)	
Labour force participation rate	(%)	61.2	61.1	61.3	61.1	61.1	61.3 ^(*) (Dec 2017 - Feb 2018)	
Long-term (unemployed for 6 months or above) unemployed persons	(no.)	23 600 [-2.3%]	24 900 [0.4%]	24 500 [-7.1%]	20 400 [-24.6%]	23 700 [-6.9%]	21 600 ^(*) (Dec 2017 - Feb 2018)	
Unemployment cases of Comprehensive Social Security Assistance (as at the end of)	(no.)	13 981 [-11.8%]	13 707 [-10.7%]	13 415 [-10.5%]	12 741 [-11.2%]	..	12 538 (Feb 2018)	
Total number of labour dispute and claim cases handled by Labour Department (LD) ^(@)	(no.)	3 439 [-5.3%]	3 341 [-9.5%]	4 178 [12.8%]	3 765 [1.7%]	14 723 [-0.03%]	3 538 (Jan-Mar 2018)	

Notes: (++) Excluding those in the civil service. Labour demand is crudely estimated by the sum of employment and vacancies in private sector establishments.

(##) Figures exclude government employees and live-in domestic workers.

(@) Increase or decrease in the number of labour dispute and claim cases handled by LD is often subject to a host of factors, particularly the prevailing economy and labour market situation.

[] Year-on-year rate of change.

(*) Preliminary figures.

(1) Discounting inflation. Inflation is calculated based on the 2014/15-based Consumer Price Index series. Figures on real wage/payroll/employment earnings might be affected by the Government's one-off relief measures, and should be interpreted with caution.

(-) Figures on average employment earnings might be affected by extreme values in the survey sample, especially for high-paid employees and consequently the overall figure.

.. Not applicable.

Appendix III : Number of employees with paid rest day(s) and/or paid meal break(s)^(Note 1) analysed by sector (May - June 2017)

Sector ^(Note 3)	Full-time employees ^(Note 2)							
	With paid rest day(s) and paid meal break(s)		With paid rest day(s) only		With paid meal break(s) only		Without paid rest day(s) and paid meal break(s)	
	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector
	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)
(A) Low paying sectors^(Note 4)	335.3	45.3	138.0	18.6	136.1	18.4	130.6	17.7
1. Retail	127.7	52.1	49.4	20.2	31.6	12.9	36.1	14.8
1.1 Supermarkets and convenience stores	14.7	41.5	4.8	13.5	9.2	26.1	6.7	18.9
1.2 Other retail stores	112.9	53.9	44.7	21.3	22.4	10.7	29.4	14.1
2. Restaurants	89.4	48.5	23.1	12.5	38.2	20.7	33.6	18.2
2.1 Chinese restaurants	33.5	48.6	11.6	16.9	9.8	14.1	14.1	20.5
2.2 Non-Chinese restaurants	29.7	48.2	9.0	14.5	13.1	21.2	9.9	16.1
2.3 Fast food cafes	18.1	55.4	1.4	4.3	7.4	22.7	5.8	17.6
2.4 Hong Kong style tea cafes	8.0	38.7	1.1	5.3	7.9	37.9	3.7	18.0
3. Estate management, security and cleaning services	84.5	38.0	43.6	19.6	50.4	22.7	43.7	19.7
3.1 Real estate maintenance management	53.1	48.0	14.2	12.9	30.4	27.4	12.9	11.7
3.2 Security services	16.8	40.0	4.6	11.1	14.5	34.7	6.0	14.2
3.3 Cleaning services	6.5	11.6	23.0	40.9	4.1	7.3	22.5	40.1
3.4 Membership organisations	8.1	59.9	1.8	13.2	1.4	10.2	2.3	16.6
4. Other low paying sectors	33.7	38.0	21.8	24.6	16.0	18.0	17.2	19.4
4.1 Elderly homes	9.4	45.2	3.7	18.0	5.5	26.6	2.1	10.1
4.2 Laundry and dry cleaning services	1.7	39.0	*	*	*	*	1.3	30.5
4.3 Hairdressing and other personal services	11.2	28.8	13.3	34.1	6.6	17.0	7.8	20.1
4.4 Local courier services	1.2	26.9	*	*	*	*	2.0	45.4
4.5 Food processing and production	10.3	50.4	4.0	19.8	2.1	10.1	4.0	19.7
(B) Other sectors	1 226.8	58.8	481.7	23.1	159.0	7.6	219.7	10.5
5. Manufacturing	34.4	44.3	26.1	33.6	4.6	6.0	12.6	16.2
6. Construction	94.6	32.0	47.3	16.0	78.8	26.6	75.2	25.4
7. Import/export trade and wholesale	276.8	61.6	101.4	22.6	20.9	4.6	50.5	11.2
8. Accommodation and food services	38.6	79.2	7.2	14.8	*	*	*	*
9. Transportation, storage, courier services, information and communications	218.6	63.1	83.9	24.2	20.4	5.9	23.4	6.8
10. Financing, insurance, real estate, professional and business services	272.0	60.9	129.7	29.0	14.7	3.3	30.2	6.8
11. Education, medical and other social and personal services	280.9	69.1	82.4	20.3	17.3	4.3	25.9	6.4
12. Others	10.9	68.6	3.6	22.7	*	*	*	*
(C) All sectors	1 562.0	55.3	619.7	21.9	295.1	10.4	350.4	12.4

Notes: (1) For employees who are granted rest day pay and/or meal break pay according to their employment contract or agreement. Employees do not include those not covered by Statutory Minimum Wage (i.e. government employees, live-in domestic workers, student interns and work experience students as defined in the Minimum Wage Ordinance).

(2) An employee is regarded as working full-time if he or she could not be classified as a part-time employee.

(An employee is regarded as working part-time if one of the following conditions is met: (i) the number of usual days of work per week is less than 5 (for a person with a fixed number of working days per week); or (ii) the number of usual hours of work per working day is less than 6 (for a person with a fixed number of working days per week); or (iii) the number of usual hours of work per week is less than 30 (for a person without a fixed number of working days per week). However, persons who usually work 24 hours per shift are excluded, regardless of the number of usual days of work per week.)

(3) Please refer to Supplementary Statistical Table A for coverage of individual sectors.

(4) According to the *2016 Report of the Minimum Wage Commission*.

* Estimates are not released due to relatively large sampling error.

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the table.

Supplementary Statistical Table I: Number and proportion of employees involved^(Note 1) earning less than different Statutory Minimum Wage (SMW) test levels and employees earning the prevailing SMW rate by sector (May - June 2017)

(The data are provided for reference only. The Minimum Wage Commission (MWC) does not have any preconceived stance on its recommendation on the Statutory Minimum Wage (SMW) rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment.)

Sector ^(Note 3)	Overall employees		Hourly wage level ^(Note 2) less than																		
			\$34.5		\$35.0		\$36.0		\$37.0		\$38.0		\$39.0		\$40.0		\$41.0		\$42.0		
	Number	Proportion among all sectors	Employees		Employees		Employees		Employees		Employees		Employees		Employees		Employees		Employees		
			Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	Number	Proportion among employees in respective sector	
('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)	('000)	(%)		
(A) Low paying sectors^(Note 4)	840.4	27.6	21.9	2.6	26.8	3.2	52.2	6.2	85.5	10.2	121.5	14.5	160.3	19.1	188.6	22.4	241.8	28.8	278.5	33.1	
1. Retail	279.6	9.2	2.0	0.7	3.5	1.3	11.3	4.0	18.9	6.8	25.5	9.1	37.1	13.3	45.7	16.4	63.0	22.5	75.0	26.8	
1.1 Supermarkets and convenience stores	43.7	1.4	*	*	0.7	1.6	2.5	5.7	5.5	12.7	6.5	14.9	10.7	24.5	12.1	27.6	16.8	38.4	19.0	43.5	
1.2 Other retail stores	235.9	7.7	*	*	2.8	1.2	8.8	3.7	13.3	5.7	19.0	8.1	26.4	11.2	33.7	14.3	46.2	19.6	56.0	23.7	
2. Restaurants	221.3	7.3	1.0	0.4	1.9	0.9	5.4	2.4	9.8	4.4	13.2	5.9	20.3	9.2	25.9	11.7	40.4	18.2	54.1	24.5	
2.1 Chinese restaurants	73.2	2.4	*	*	0.7	0.9	2.2	3.0	3.1	4.3	4.2	5.8	6.2	8.5	8.2	11.1	12.3	16.7	15.4	21.0	
2.2 Non-Chinese restaurants	71.2	2.3	*	*	*	*	*	*	2.6	3.7	3.6	5.0	4.9	6.9	6.0	8.4	8.8	12.4	12.9	18.1	
2.3 Fast food cafes	54.5	1.8	0.6	1.1	0.7	1.3	1.4	2.6	3.5	6.5	4.5	8.3	7.9	14.5	10.3	18.9	17.0	31.2	22.2	40.7	
2.4 Hong Kong style tea cafes	22.4	0.7	*	*	*	*	*	*	0.5	2.4	0.8	3.8	1.2	5.5	1.5	6.6	2.3	10.2	3.7	16.6	
3. Estate management, security and cleaning services	242.5	8.0	16.8	6.9	18.6	7.7	29.9	12.3	48.6	20.0	68.9	28.4	85.8	35.4	98.0	40.4	115.7	47.7	124.0	51.1	
3.1 Real estate maintenance management	112.4	3.7	4.5	4.0	5.6	5.0	9.2	8.2	17.6	15.7	30.4	27.1	39.1	34.8	45.4	40.4	54.7	48.6	59.5	52.9	
3.2 Security services	44.1	1.4	3.2	7.2	3.6	8.1	4.5	10.1	10.1	23.0	12.3	27.8	15.4	35.0	18.1	41.2	22.2	50.4	23.9	54.2	
3.3 Cleaning services	70.2	2.3	8.0	11.4	8.0	11.5	14.2	20.2	17.9	25.5	23.2	33.1	27.9	39.8	30.6	43.6	34.1	48.6	35.5	50.5	
3.4 Membership organisations	15.9	0.5	1.1	6.9	1.4	8.9	2.0	12.7	2.9	18.5	3.0	19.1	3.3	20.8	3.9	24.6	4.8	30.2	5.2	32.6	
4. Other low paying sectors	97.0	3.2	2.1	2.2	2.7	2.8	5.7	5.9	8.2	8.4	13.9	14.3	17.1	17.6	18.9	19.5	22.7	23.4	25.4	26.2	
4.1 Elderly homes	21.1	0.7	0.5	2.6	0.7	3.2	1.5	7.0	2.1	9.9	4.1	19.2	5.3	25.1	6.0	28.4	7.1	33.6	7.7	36.6	
4.2 Laundry and dry cleaning services	5.3	0.2	*	*	*	*	*	*	*	*	*	*	1.2	23.1	1.4	26.0	1.8	33.6	1.9	35.8	
4.3 Hairdressing and other personal services	42.7	1.4	0.6	1.5	1.0	2.3	2.0	4.6	2.9	6.7	5.5	12.8	5.6	13.1	5.7	13.4	6.6	15.4	7.8	18.3	
4.4 Local courier services	5.0	0.2	*	*	*	*	*	*	*	*	*	*	0.7	13.3	0.8	16.0	1.3	25.4	1.4	28.0	
4.5 Food processing and production	22.9	0.8	0.8	3.4	0.8	3.7	1.7	7.6	2.5	10.8	3.2	14.2	4.3	18.8	5.0	21.9	6.0	26.4	6.5	28.6	
(B) Other sectors	2 204.1	72.4	4.8	0.2	9.9	0.4	26.1	1.2	39.3	1.8	58.7	2.7	83.8	3.8	102.0	4.6	121.3	5.5	140.3	6.4	
5. Manufacturing	79.6	2.6	0.8	1.0	0.8	1.0	1.1	1.4	1.4	1.7	2.2	2.8	3.5	4.4	4.3	5.4	5.4	6.8	6.2	7.8	
6. Construction	309.1	10.2	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	5.5	1.8
7. Import/export trade and wholesale	468.4	15.4	*	*	0.9	0.2	4.4	0.9	7.5	1.6	13.6	2.9	16.8	3.6	20.9	4.5	25.9	5.5	31.9	6.8	
8. Accommodation and food services	51.7	1.7	*	*	0.7	1.3	1.5	2.9	2.4	4.6	3.8	7.3	5.3	10.3	6.5	12.6	8.5	16.4	9.9	19.1	
9. Transportation, storage, courier services, information and communications	360.2	11.8	0.5	0.1	2.5	0.7	4.6	1.3	7.8	2.2	10.7	3.0	18.1	5.0	22.0	6.1	25.8	7.2	29.4	8.2	
10. Financing, insurance, real estate, professional and business services	460.1	15.1	1.3	0.3	2.5	0.5	5.3	1.2	6.8	1.5	9.2	2.0	13.1	2.8	16.6	3.6	18.3	4.0	20.9	4.5	
11. Education, medical and other social and personal services	458.3	15.1	1.4	0.3	2.5	0.6	8.3	1.8	12.2	2.7	16.9	3.7	23.7	5.2	27.9	6.1	31.8	6.9	35.9	7.8	
12. Others	16.6	0.5	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0.6	3.5	
(C) All sectors	3 044.5	100.0	26.7	0.9	36.7	1.2	78.3	2.6	124.8	4.1	180.2	5.9	244.1	8.0	290.6	9.5	363.1	11.9	418.8	13.8	

Notes: (1) Employees involved refer to employees with an hourly wage below the specific level. Employees do not include those not covered by SMW (i.e. government employees, live-in domestic workers, student interns and work experience students as defined in the Minimum Wage Ordinance).

(2) Hourly wage levels in the above table are exact figures without rounding and are computed in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(3) Please refer to [Supplementary Statistical Table A](#) for coverage of individual sectors.

(4) According to the *2016 Report of the Minimum Wage Commission*.

* Estimates are not released due to relatively large sampling error.

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the table.

Supplementary Statistical Table II: Estimated extent of increase in wages^(Note 1) of employees involved^(Note 2) analysed by sector and different SMW test levels (May - June 2017)

(The data are provided for reference only. The Minimum Wage Commission (MWC) does not have any preconceived stance on its recommendation on the Statutory Minimum Wage (SMW) rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment.)

Sector ^(Note 4)	Hourly wage level ^(Note 3) (i.e. SMW test levels)							
	\$35.0 (%)	\$36.0 (%)	\$37.0 (%)	\$38.0 (%)	\$39.0 (%)	\$40.0 (%)	\$41.0 (%)	\$42.0 (%)
(A) Low paying sectors^(Note 5)	1.3	2.9	4.0	5.3	6.4	7.9	8.6	9.8
1. Retail	1.1	2.4	3.7	5.3	6.0	7.2	7.5	8.6
1.1 Supermarkets and convenience stores	0.7	2.0	3.0	5.1	5.8	7.7	7.3	9.1
1.2 Other retail stores	1.2	2.5	4.0	5.3	6.1	7.0	7.6	8.5
2. Restaurants	0.9	2.3	3.6	5.2	5.7	6.8	6.5	6.8
2.1 Chinese restaurants	0.8	2.1	3.8	5.3	5.8	6.7	6.6	7.5
2.2 Non-Chinese restaurants	*	*	3.3	5.0	6.1	7.6	7.7	7.2
2.3 Fast food cafes	1.3	2.7	3.6	5.3	5.1	6.0	5.3	6.1
2.4 Hong Kong style tea cafes	*	*	4.0	5.2	5.8	7.3	7.3	5.9
3. Estate management, security and cleaning services	1.4	3.2	4.2	5.4	6.7	8.4	9.6	11.4
3.1 Real estate maintenance management	1.3	3.4	3.9	4.6	6.0	7.7	8.9	10.7
3.2 Security services	1.4	3.8	4.0	5.9	7.1	8.6	9.4	11.1
3.3 Cleaning services	1.4	2.8	4.7	6.1	7.5	9.4	11.1	13.3
3.4 Membership organisations	1.3	3.4	4.9	7.5	9.3	10.1	10.5	12.2
4. Other low paying sectors	1.3	2.6	4.1	4.8	6.4	8.3	9.5	10.9
4.1 Elderly homes	1.3	2.8	4.5	4.7	6.1	7.9	9.2	10.9
4.2 Laundry and dry cleaning services	*	*	*	*	5.8	7.7	8.6	10.5
4.3 Hairdressing and other personal services	1.2	2.3	3.9	4.6	7.3	9.8	11.4	12.1
4.4 Local courier services	*	*	*	*	4.1	5.6	5.6	7.5
4.5 Food processing and production	1.4	3.0	4.0	5.0	6.0	7.5	8.5	10.2
(B) Other sectors	1.2	2.5	3.9	5.0	5.7	7.1	8.5	9.7
5. Manufacturing	1.4	3.5	5.6	5.8	6.1	7.4	8.3	9.9
6. Construction	*	*	*	*	*	*	*	8.8
7. Import/export trade and wholesale	1.0	1.7	3.3	4.0	5.6	6.8	7.8	8.6
8. Accommodation and food services	1.2	2.7	4.1	4.9	5.7	6.9	7.6	9.0
9. Transportation, storage, courier services, information and communications	1.2	2.9	3.3	5.1	5.0	6.6	8.2	9.7
10. Financing, insurance, real estate, professional and business services	1.1	2.8	4.7	6.0	6.5	7.7	9.5	10.7
11. Education, medical and other social and personal services	1.1	2.5	4.1	5.3	6.1	7.6	9.3	10.6
12. Others	*	*	*	*	*	*	*	6.9
(C) All sectors	1.3	2.8	4.0	5.2	6.2	7.7	8.6	9.8

Notes: (1) Extent of increase in wages of employees refers to the percentage increase in wages of all employees earning hourly wage rates below the specific level (i.e. employees involved) when raised to that hourly wage level, while other things being equal. Extent of increase in wages is estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(2) Employees involved refer to employees with an hourly wage below the specific level. Employees do not include those not covered by SMW (i.e. government employees, live-in domestic workers, student interns and work experience students as defined in the Minimum Wage Ordinance).

(3) Hourly wage levels in the above table are exact figures without rounding and are computed in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(4) Please refer to [Supplementary Statistical Table A](#) for coverage of individual sectors.

(5) According to the *2016 Report of the Minimum Wage Commission*.

* Estimates are not released due to relatively large sampling error.

Supplementary Statistical Table III a: Estimated increase in wage bill^(Note 1) of all enterprises^(Note 2) analysed by sector and different SMW test levels (May - June 2017)

(The data are provided for reference only. The Minimum Wage Commission (MWC) does not have any preconceived stance on its recommendation on the Statutory Minimum Wage (SMW) rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment.)

Sector ^(Note 4)	Hourly wage level ^(Note 3) (i.e. SMW test levels)															
	\$35.0		\$36.0		\$37.0		\$38.0		\$39.0		\$40.0		\$41.0		\$42.0	
	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)
(A) Low paying sectors^(Note 5)	33.3	#	145.3	0.1	339.8	0.3	653.8	0.5	1 055.0	0.9	1 551.7	1.3	2 165.5	1.8	2 883.0	2.4
1. Retail	3.0	#	23.8	0.1	63.7	0.2	123.0	0.3	204.4	0.5	309.5	0.7	452.5	1.1	626.3	1.5
1.1 Supermarkets and convenience stores	0.4	#	5.1	0.1	15.1	0.3	30.7	0.6	53.0	1.0	79.8	1.6	114.7	2.2	158.8	3.1
1.2 Other retail stores	2.6	#	18.7	0.1	48.6	0.1	92.3	0.3	151.4	0.4	229.7	0.6	337.8	0.9	467.5	1.3
2. Restaurants	1.4	#	11.5	#	31.8	0.1	62.3	0.2	103.7	0.3	160.4	0.5	248.0	0.8	366.0	1.2
2.1 Chinese restaurants	0.5	#	4.9	#	12.6	0.1	23.7	0.2	39.2	0.3	60.4	0.5	91.9	0.8	132.7	1.1
2.2 Non-Chinese restaurants	*	*	*	*	10.1	0.1	20.7	0.2	33.7	0.3	50.4	0.5	74.2	0.7	104.1	1.0
2.3 Fast food cafes	0.5	#	2.2	#	6.8	0.1	13.4	0.3	23.3	0.4	38.4	0.7	65.2	1.2	104.7	2.0
2.4 Hong Kong style tea cafes	*	*	*	*	2.3	0.1	4.5	0.1	7.4	0.2	11.2	0.3	16.6	0.5	24.5	0.8
3. Estate management, security and cleaning services	26.2	0.1	97.4	0.3	213.9	0.6	402.4	1.2	636.5	1.9	921.1	2.8	1 245.2	3.8	1 604.1	4.8
3.1 Real estate maintenance management	9.2	0.1	37.9	0.2	82.0	0.5	173.2	1.0	293.0	1.7	439.6	2.5	608.9	3.4	796.2	4.5
3.2 Security services	5.9	0.1	20.4	0.3	49.1	0.8	87.7	1.4	133.4	2.2	190.0	3.1	256.1	4.2	330.5	5.4
3.3 Cleaning services	9.4	0.1	33.2	0.5	70.6	1.0	122.0	1.8	182.4	2.7	254.3	3.7	331.8	4.9	415.9	6.1
3.4 Membership organisations	1.7	0.1	6.1	0.2	12.2	0.5	19.6	0.8	27.7	1.1	37.2	1.5	48.4	1.9	61.4	2.4
4. Other low paying sectors	2.7	#	12.5	0.1	30.5	0.2	66.1	0.5	110.4	0.8	160.6	1.1	219.7	1.6	286.6	2.0
4.1 Elderly homes	1.0	#	4.9	0.1	11.2	0.3	23.2	0.7	39.5	1.2	58.4	1.8	80.8	2.5	105.6	3.2
4.2 Laundry and dry cleaning services	*	*	*	*	*	*	*	*	6.3	0.9	9.6	1.4	13.5	2.0	17.8	2.6
4.3 Hairdressing and other personal services	1.1	#	4.0	0.1	10.7	0.2	26.4	0.4	42.2	0.7	58.2	0.9	76.2	1.2	97.0	1.6
4.4 Local courier services	*	*	*	*	*	*	*	*	2.2	0.3	3.8	0.6	6.1	1.0	9.1	1.5
4.5 Food processing and production	0.5	#	2.7	0.1	6.3	0.2	11.8	0.4	20.2	0.6	30.6	0.9	43.1	1.3	57.2	1.7
(B) Other sectors	10.0	#	57.2	#	139.0	#	266.6	#	443.5	0.1	677.5	0.1	956.6	0.2	1 278.0	0.2
5. Manufacturing	1.0	#	3.6	#	6.9	#	12.1	0.1	19.8	0.1	29.7	0.2	41.9	0.3	56.5	0.3
6. Construction	*	*	*	*	*	*	*	*	*	*	*	*	*	*	46.8	0.1
7. Import/export trade and wholesale	0.6	#	6.1	#	20.5	#	45.1	#	78.4	0.1	121.0	0.1	173.4	0.2	237.6	0.2
8. Accommodation and food services	0.8	#	4.0	#	9.2	0.1	17.7	0.2	29.6	0.4	45.0	0.6	65.2	0.8	89.0	1.1
9. Transportation, storage, courier services, information and communications	2.8	#	12.4	#	28.3	#	57.6	0.1	96.3	0.1	153.3	0.2	220.3	0.3	296.7	0.4
10. Financing, insurance, real estate, professional and business services	2.2	#	11.9	#	26.1	#	45.0	#	73.8	0.1	109.4	0.1	150.1	0.1	195.3	0.1
11. Education, medical and other social and personal services	2.5	#	17.9	#	44.3	#	80.8	0.1	130.7	0.1	195.5	0.2	269.8	0.2	352.3	0.3
12. Others	*	*	*	*	*	*	*	*	*	*	*	*	*	*	3.8	0.1
(C) All sectors	43.3	#	202.5	#	478.8	0.1	920.4	0.1	1 498.5	0.2	2 229.2	0.3	3 122.1	0.5	4 161.0	0.6

Notes: (1) Wage bill is estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance. Increase in wage bill refers to the additional wage bill comparing with the original wage bill when the wages of all employees earning hourly wage rates below the specific level (i.e. employees involved) are raised to that hourly wage rate level, while other things being equal.

(2) In this table, a business establishment is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location. An enterprise consists of one or more business establishments which engage, under a single ownership or control, in one or predominantly one kind of economic activity at one or more locations.

(3) Hourly wage levels in the above table are exact figures without rounding and are computed in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(4) Please refer to [Supplementary Statistical Table A](#) for coverage of individual sectors.

(5) According to the 2016 Report of the Minimum Wage Commission.

* Estimates are not released due to relatively large sampling error.

Less than 0.05%

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the table.

Supplementary Statistical Table III b: Estimated increase in wage bill^(Note 1) of small and medium enterprises^{(Note 2)(Note 3)} analysed by sector and different SMW test levels (May - June 2017)

(The data are provided for reference only. The Minimum Wage Commission (MWC) does not have any preconceived stance on its recommendation on the Statutory Minimum Wage (SMW) rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where appropriate, the direction and magnitude of adjustment.)

Sector ^(Note 5)	Hourly wage level ^(Note 4) (i.e. SMW test levels)															
	\$35.0		\$36.0		\$37.0		\$38.0		\$39.0		\$40.0		\$41.0		\$42.0	
	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)
(A) Low paying sectors^(Note 6)	8.8	#	43.4	0.1	94.3	0.2	181.3	0.4	289.2	0.6	417.3	0.9	583.1	1.3	775.7	1.7
1. Retail	1.6	#	10.6	#	25.2	0.1	50.8	0.2	84.4	0.4	126.6	0.6	188.3	0.9	262.7	1.2
1.1 Supermarkets and convenience stores	*	*	*	*	2.1	0.2	7.1	0.8	12.3	1.3	18.0	1.9	25.8	2.7	35.8	3.8
1.2 Other retail stores	*	*	*	*	23.1	0.1	43.7	0.2	72.1	0.4	108.7	0.5	162.5	0.8	226.9	1.1
2. Restaurants	0.6	#	5.3	#	13.1	0.1	24.7	0.2	39.8	0.3	59.8	0.4	89.0	0.7	125.7	0.9
2.1 Chinese restaurants	*	*	1.6	#	3.9	0.1	7.0	0.2	11.3	0.3	17.3	0.5	25.5	0.7	36.3	1.0
2.2 Non-Chinese restaurants	*	*	*	*	6.1	0.1	11.5	0.2	18.3	0.3	27.2	0.4	39.7	0.6	55.4	0.8
2.3 Fast food cafes	*	*	*	*	*	*	3.4	0.3	5.6	0.5	8.2	0.7	12.8	1.0	18.0	1.5
2.4 Hong Kong style tea cafes	*	*	*	*	*	*	2.8	0.1	4.6	0.2	7.1	0.3	10.9	0.5	16.0	0.7
3. Estate management, security and cleaning services	4.2	0.1	18.0	0.4	34.4	0.8	56.7	1.3	82.9	1.9	112.5	2.5	145.3	3.3	181.7	4.1
3.1 Real estate maintenance management	*	*	6.6	0.5	13.4	1.1	22.9	1.9	34.6	2.9	47.4	4.0	60.6	5.1	74.3	6.2
3.2 Security services	1.4	0.1	4.4	0.3	7.6	0.6	11.1	0.8	15.1	1.1	19.6	1.4	24.9	1.8	31.3	2.3
3.3 Cleaning services	*	*	1.2	0.3	2.3	0.5	5.6	1.3	9.3	2.2	13.5	3.1	18.2	4.2	23.1	5.3
3.4 Membership organisations	1.7	0.1	5.8	0.4	11.0	0.8	17.1	1.2	23.9	1.7	31.9	2.2	41.6	2.9	53.0	3.7
4. Other low paying sectors	2.4	#	9.4	0.1	21.6	0.3	49.1	0.7	82.1	1.2	118.4	1.8	160.6	2.4	205.6	3.1
4.1 Elderly homes	0.8	0.1	3.5	0.2	7.0	0.5	15.1	1.0	27.1	1.8	41.1	2.7	58.2	3.9	76.9	5.1
4.2 Laundry and dry cleaning services	*	*	*	*	*	*	*	*	3.6	1.5	5.2	2.1	7.2	3.0	9.6	3.9
4.3 Hairdressing and other personal services	1.1	#	4.0	0.1	10.6	0.3	26.2	0.7	41.9	1.1	57.9	1.5	75.7	2.0	94.0	2.5
4.4 Local courier services	*	*	*	*	*	*	*	*	2.0	0.7	3.2	1.2	4.5	1.7	5.8	2.2
4.5 Food processing and production	0.4	0.1	1.2	0.2	2.5	0.3	4.6	0.6	7.6	1.0	11.0	1.4	14.9	2.0	19.3	2.5
(B) Other sectors	4.8	#	27.9	#	69.2	#	139.2	0.1	232.1	0.1	348.9	0.2	489.0	0.2	651.1	0.3
5. Manufacturing	0.8	#	2.5	#	4.5	0.1	7.7	0.1	12.7	0.2	18.7	0.3	25.4	0.4	33.1	0.5
6. Construction	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7. Import/export trade and wholesale	0.5	#	4.6	#	16.0	#	36.6	#	65.1	0.1	101.1	0.1	145.9	0.2	200.8	0.3
8. Accommodation and food services	*	*	2.3	0.2	4.4	0.3	7.1	0.5	10.6	0.8	15.1	1.1	21.1	1.6	27.8	2.1
9. Transportation, storage, courier services, information and communications	*	*	2.0	#	6.3	#	17.4	0.1	31.2	0.1	50.4	0.2	73.1	0.3	98.6	0.3
10. Financing, insurance, real estate, professional and business services	0.7	#	4.9	#	12.0	#	22.1	#	34.8	0.1	51.0	0.1	70.4	0.1	92.1	0.2
11. Education, medical and other social and personal services	2.0	#	10.8	#	23.9	0.1	43.1	0.1	68.5	0.2	98.2	0.3	132.2	0.4	169.7	0.5
12. Others	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
(C) All sectors	13.6	#	71.3	#	163.5	0.1	320.5	0.1	521.2	0.2	766.3	0.3	1 072.1	0.4	1 426.8	0.5

Notes: (1) Wage bill is estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance. Increase in wage bill refers to the additional wage bill comparing with the original wage bill when the wages of all employees earning hourly wage rates below the specific level (i.e. employees involved) are raised to that hourly wage rate level, while other things being equal.

(2) In this table, small and medium enterprises refer to those enterprises with fewer than 50 employees.

(3) In this table, a business establishment is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location. An enterprise consists of one or more business establishments which engage, under a single ownership or control, in one or predominantly one kind of economic activity at one or more locations.

(4) Hourly wage levels in the above table are exact figures without rounding and are computed in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(5) Please refer to [Supplementary Statistical Table A](#) for coverage of individual sectors.

(6) According to the *2016 Report of the Minimum Wage Commission*.

* Estimates are not released due to relatively large sampling error.

Less than 0.05%

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the table.

Supplementary Statistical Table IV: Operating characteristics of enterprises^(Note 1) analysed by sector (only including enterprises with employees) (2016)

Sector ^(Note 5)	All enterprises ^(Note 1)						Small and medium enterprises ^(Note 2)							
	Number of enterprises ^(Note 1)	Share of compensation of employees in total operating expenses	Ratio of compensation of employees to business receipts	Profit ratio ^(Note 3)			Number of enterprises ^(Note 1)	Share in total number of enterprises	Share in total number of employees	Share of compensation of employees in total operating expenses	Ratio of compensation of employees to business receipts	Profit ratio ^(Note 3)		
				Overall	First quartile ^(Note 4)	Median ^(Note 4)						Overall	First quartile ^(Note 4)	Median ^(Note 4)
(A) Low paying sectors^(Note 6)	35 200	41.4%	18.0%	6.2%	-1.7%	3.9%	33 200	94.3%	30.0%	45.8%	20.5%	3.6%	-1.9%	3.9%
1. Retail	19 110	30.1%	9.9%	5.9%	-3.6%	3.1%	18 510	96.9%	31.1%	38.8%	11.9%	3.2%	-3.6%	3.1%
1.1 Supermarkets and convenience stores	50	31.1%	8.5%	2.0%	-6.3%	3.3%	40	86.3%	1.0%	33.2%	8.9%	0.6%	-4.1%	3.3%
1.2 Other retail stores	19 060	30.0%	10.0%	6.3%	-3.6%	3.1%	18 460	96.9%	35.6%	38.8%	11.9%	3.2%	-3.6%	3.1%
2. Restaurants	9 800	48.2%	30.6%	5.1%	-1.1%	4.2%	9 160	93.4%	49.0%	51.3%	32.1%	2.9%	-1.3%	4.2%
2.1 Chinese restaurants	2 060	50.2%	32.8%	3.4%	-1.8%	1.4%	1 570	76.2%	43.4%	51.7%	34.2%	0.8%	-1.8%	0.5%
2.2 Non-Chinese restaurants	4 310	47.1%	29.5%	5.5%	-1.7%	4.9%	4 230	98.0%	63.5%	48.4%	30.1%	4.0%	-1.7%	4.9%
2.3 Fast food cafes	900	41.1%	25.6%	8.9%	*	2.8%	870	96.7%	13.6%	45.5%	25.6%	7.5%	*	2.8%
2.4 Hong Kong style tea cafes	2 530	56.1%	34.3%	2.8%	-1.1%	5.4%	2 500	98.7%	88.7%	56.7%	34.4%	2.5%	-1.1%	5.4%
3. Estate management, security and cleaning services	2 290	60.0%	55.5%	7.0%	1.5%	9.0%	1 840	80.1%	6.8%	40.8%	37.2%	8.2%	1.7%	12.5%
3.1 Real estate maintenance management	740	44.7%	41.6%	6.2%	0.3%	4.2%	580	77.6%	6.6%	29.5%	27.4%	6.3%	0.3%	7.1%
3.2 Security services	380	80.3%	74.0%	7.7%	*	7.4%	260	68.8%	5.3%	50.5%	44.5%	10.6%	*	8.7%
3.3 Cleaning services	1 170	78.4%	71.7%	8.4%	3.7%	12.5%	1 000	85.4%	8.0%	61.4%	54.8%	10.8%	6.0%	12.5%
4. Other low paying sectors	4 000	54.6%	23.8%	9.7%	0.6%	9.0%	3 700	92.4%	39.3%	50.8%	26.5%	7.2%	0.6%	9.8%
4.1 Elderly homes ^(Note 7)	770	61.2%	50.4%	8.6%	1.6%	7.2%	630	82.6%	45.9%	53.3%	41.7%	12.0%	2.4%	7.3%
4.2 Laundry and dry cleaning services	690	39.7%	33.6%	7.2%	1.5%	10.4%	670	96.8%	46.7%	36.3%	30.7%	9.9%	1.5%	10.4%
4.3 Hairdressing services	1 490	46.8%	38.6%	10.5%	3.0%	14.6%	1 480	99.2%	89.8%	46.2%	37.9%	11.0%	3.0%	15.1%
4.4 Local courier services	170	45.9%	43.6%	5.2%	-1.7%	6.4%	150	88.0%	32.0%	42.4%	41.6%	2.0%	-1.7%	6.5%
4.5 Food processing and production	890	55.7%	16.2%	10.2%	-3.1%	2.5%	770	86.6%	21.6%	58.8%	15.3%	3.8%	-3.1%	2.5%
(B) Other sectors	181 500	36.3%	11.2%	20.3%	-6.8%	2.9%	177 540	97.8%	49.6%	36.0%	7.7%	12.7%	-7.1%	2.8%
5. Manufacturing	5 350	58.1%	8.4%	4.2%	-7.1%	7.4%	5 200	97.1%	49.4%	58.7%	24.0%	7.3%	-7.1%	7.4%
6. Construction	15 100	34.7%	25.2%	8.9%	-3.5%	4.7%	14 560	96.4%	46.5%	38.9%	26.4%	9.9%	-3.5%	4.5%
7. Import/export trade and wholesale	78 400	37.1%	4.4%	7.1%	-6.6%	1.6%	77 670	99.1%	80.3%	39.4%	4.2%	4.8%	-7.7%	1.6%
8. Accommodation and food services	3 290	43.2%	27.6%	22.3%	-1.6%	11.5%	3 120	95.0%	28.4%	38.7%	26.8%	9.0%	-1.6%	10.3%
9. Transportation, storage, courier services, information and communications	16 950	19.5%	17.1%	9.9%	-9.6%	1.7%	16 240	95.8%	31.6%	18.1%	17.2%	2.9%	-9.8%	1.7%
10. Financing, insurance, real estate, professional and business services	38 860	44.6%	18.6%	58.2%	-10.0%	7.9%	37 910	97.6%	34.1%	36.4%	14.4%	60.2%	-10.4%	7.7%
11. Social and personal services														
12. Others	^	29.4%	9.0%	30.2%	-9.9%	*	^	^	^	35.7%	13.0%	5.1%	-9.9%	*
(C) All sectors	216 700	36.9%	11.8%	19.0%	-5.4%	3.2%	210 740	97.3%	44.1%	36.9%	8.3%	12.3%	-5.6%	3.1%

Notes: (1) In this table, a business establishment is defined as an economic unit (i.e. a unit engaged in the production of goods or services) which engages, under a single ownership or control, in one or predominantly one kind of economic activity at a single physical location. An enterprise consists of one or more business establishments which engage, under a single ownership or control, in one or predominantly one kind of economic activity at one or more locations. Figures were rounded to the nearest ten.

(2) In this table, small and medium enterprises refer to those enterprises with fewer than 50 persons engaged.

(3) Earnings before tax ratio (abbreviated as profit ratio) refers to ratio of profit before deducting tax; gain/loss on disposal of property, machinery and equipment; bad debts/write-off; provisions; etc.; to business receipts.

(4) Not including those enterprises without business receipts and local representative offices of overseas companies.

(5) Please refer to Supplementary Statistical Table A for coverage of individual sectors.

(6) According to the 2016 Report of the Minimum Wage Commission.

(7) In calculating figures for business receipts and profit, subsidies from government and other organisations were also included.

* In between -0.05% and 0.05%.

^ Data not released.

Owing to rounding, there may be a slight discrepancy between the sum of individual items and the total as shown in the table.

Supplementary Statistical Table A: Coverage of sector in statistical tables

Sector	Coverage of sector in Appendix III and Supplementary Statistical Tables I to III	Coverage of sector in Supplementary Statistical Table IV
	Hong Kong Standard Industrial Classification Version 2.0 ^(Note 1)	Hong Kong Standard Industrial Classification Version 2.0 ^(Note 1)
(A) Low paying sectors ^(Note 2)		
1. Retail	47	47
1.1 Supermarkets and convenience stores	471101, 471102	471101, 471102
1.2 Other retail stores	47 excluding 471101, 471102	47 excluding 471101, 471102
2. Restaurants	561	561 excluding 561901, 561903
2.1 Chinese restaurants	561109-11	561109-11
2.2 Non-Chinese restaurants	561103-8, 561199	561103-8, 561199
2.3 Fast food cafes	5612, 5619	5612, 561902 excluding 561901, 561903
2.4 Hong Kong style tea cafes	561101	561101
3. Estate management, security and cleaning services	6822, 80-81, 949	6822, 80-81
3.1 Real estate maintenance management	6822	6822
3.2 Security services	80, 811, 813	80, 811, 813
3.3 Cleaning services	812	812
3.4 Membership organisations	949	Figures not available
4. Other low paying sectors		
4.1 Elderly homes	873	873
4.2 Laundry and dry cleaning services	9601	9601
4.3 Hairdressing and other personal services	960201, 9603-9, 97-99	960201
4.4 Local courier services	5322	5322
4.5 Food processing and production	10-12	10-12
(B) Other sectors ^(Note 3)		
5. Manufacturing	B, C excluding 10-12	C excluding 10-12
6. Construction	F	F
7. Import/export trade and wholesale	G45-46	G45-46
8. Accommodation and food services	155, 562-563	155, 562-563, 561901, 561903
9. Transportation, storage, courier services, information and communications	H & J excluding 5322	H & J excluding 5322
10. Financing, insurance, real estate, professional and business services	K-N excluding 6822, 80-81	K-N excluding 6822, 80-81
11. Education, medical and other social and personal services	O-S excluding 873, 949, 9601, 960201, 9603-9	P-S excluding 873, 9601, 960201 and part of 851, 852, 853, 86
12. Others	D-E	B, D-E

Notes: (1) The Hong Kong Standard Industrial Classification Version 2.0 (HSIC V2.0) is modelled on the International Standard Industrial Classification of All Economic Activities Revision 4 (ISIC Rev. 4), which was released by the United Nations Statistics Division in August 2008 and is the latest international statistical standard for industrial classification. HSIC V2.0 has been used progressively in different surveys by Census and Statistics Department (C&SD) since 2009 as a standard framework for classifying business establishments into industry classes as well as for compilation, analysis and dissemination of statistics by industry. A full index of HSIC V2.0 industry codes and titles is available from the publication entitled *Hong Kong Standard Industrial Classification (HSIC) Version 2.0*, which can be downloaded free of charge from the website of C&SD (www.censtatd.gov.hk).

(2) According to the *2016 Report of the Minimum Wage Commission*.

(3) Sectors other than those in (A) above.