

**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 applicable, 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 and consider the views from various sectors of the community including organisations representing employers and employees, and analyse data and information from different surveys.

2. In reviewing the SMW rate, MWC will not only consider the views from the public and relevant organisations, but also examine an “Array of Indicators” (paragraphs 4 to 6 below) and make reference to other considerations relevant to the review of the SMW rate (paragraph 7 below), and the assessment of the possible impact of different SMW test levels on employees, enterprises, unemployment rate and inflation based on data available (paragraph 8 below).

3. To enhance the transparency of MWC’s work, this document provides relevant information and data, including the latest data on the “Array of Indicators” and supplementary statistical data relevant to the review of the SMW rate, for reference of the public and relevant organisations. 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. MWC hopes that various sectors of the community would actively express their views on the review of the SMW.

Array of Indicators

4. Based on an evidence-based approach and drawing on its previous experience, MWC is of the view that it could facilitate the review of the SMW rate by regularly examining and monitoring latest statistics that reflect the socio-economic and employment conditions and undertaking thorough analysis and study of relevant quantitative indicators.

5. Based on the Array of Indicators (which include a large number of indicators that are released more frequently and are more up-to-date) referred to in previous reviews of the SMW rate, MWC has examined the feasibility and appropriateness of adding new statistics to the Array of Indicators. MWC initially considers that relevant indicators covering the following four areas can be maintained:

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

6. The Array of Indicators covers the essential considerations that MWC must take into account in discharging its function as stipulated in the Minimum Wage Ordinance and provides MWC with important information for the review. The Array of Indicators initially identified by MWC and the latest statistics on these indicators are listed in Appendix I and Appendix II respectively. The data on employees’ entitlement

to paid rest day(s) and/or paid meal break(s)¹ by sector and the sectoral operating characteristics of enterprises are set out at Appendix III and Appendix IV respectively.

Other Relevant Considerations

7. In addition to the data on the Array of Indicators which cover the four areas as mentioned above, MWC will also take into account other factors that are pertinent to the review of the SMW rate but cannot be fully quantified. The other relevant considerations set out below were the situations observed by MWC in the previous SMW rate reviews, but they do not imply that MWC has any preconceived stance on these considerations:

- (i) **Effect on employees' quality of life** – Benefiting from the implementation and upratings of SMW in the past, and the relatively tight labour market back then, employees enjoyed pay rises which in turn increased their consumption power and improved their quality of life;
- (ii) **Enhancing work incentive** – The implementation and upratings of SMW helped forestall excessively low wages, thereby attracting more people to enter or re-enter the labour market and providing a conducive environment that encouraged people who used to live on social welfare supplements to work again and become self-reliant;
- (iii) **Impact on workers with relatively lower bargaining power and less working experience** – Benefiting from the implementation of SMW, the wages of vulnerable groups (such as older people, people with disabilities, less-educated and lower-skilled workers) are protected. However, in the face of increasing labour costs, employers might tend to hire employees with higher capabilities or more working experience, which might in turn undermine the employment opportunities of the vulnerable groups. Besides, some employers might reduce employment of young people with less working experience and offer them fewer training and internship

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

opportunities, making it difficult for young people to accumulate working experience and climb up the social ladder;

- (iv) **Impact on wage differentials across sectors or positions** – With a uniform SMW rate, grassroots workers could choose to work in different sectors, occupations, districts and/or enterprises while still earning a comparable income. This would however aggravate staff turnover in certain sectors. To some extent, the enterprises concerned needed to offer higher wage rates to retain their existing employees or attract new recruits, thereby further pushing up labour costs;
- (v) **Preserving the market's capacity to adjust** – While imposing a wage floor, SMW also limited the flexibility of wage adjustment. If the rate was raised to an excessively high level, SMW would undermine the flexibility of different sectors and enterprises in responding to changes in their operating environment. Preserving some room for the market's wage adjustment would be conducive to the sustainable development of all sectors;
- (vi) **Impact on social harmony** – The implementation and upratings of SMW 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) held different views on the SMW rate, it would take time to narrow this divergence;
- (vii) **Additional costs induced by wage increase** – The implementation and upratings of SMW entailed additional cost implications for enterprises in terms of business risks, premium for employees' compensation insurance and contributions to the Mandatory Provident Fund, etc;
- (viii) **Impact on quality of products and services** – Employees enjoyed wage protection after the implementation and upratings of SMW. Nevertheless, this might reduce the incentive of some employees to improve their performance or take up extra work, especially when labour supply was tight, thereby affecting service quality. Moreover, enterprises that failed to pass on the SMW-induced additional labour costs to customers or consumers might choose to

reduce the quality of their products or services, especially when the overall economic environment was weak; and

- (ix) **Other impact of SMW yet to fully emerge** – The long-term impact of SMW, to various extent, might not have fully emerged. These include, for instance, the impact on profitability and long-term operating strategies of enterprises, Hong Kong’s competitiveness in the long run, labour productivity and the attractiveness to foreign investment, etc.

Impact Assessment

8. In conducting the impact assessment, MWC will draw reference from the framework, scope and methodology of impact assessment adopted in the last review of the SMW rate² and consider the experiences of the implementation of SMW and the four upratings in the past, the conditions of relevant socio-economic indicators as well as the views of the various sectors of the community, in order to analyse the possible impact of different SMW test levels on employees, enterprises, unemployment rate and inflation. In reviewing the SMW rate, MWC will take into consideration the time gap between the review of the SMW rate and the implementation of the recommended rate. MWC will endeavour to conduct a forward-looking estimation which takes into account the knock-on effect on pay hierarchies not only by using statistical data on employees’ wage distribution in May – June 2019 from the 2019 “Annual Earnings and Hours Survey” conducted by the Census and Statistics Department as a base for estimation, but also by making references to wage statistics available in the later periods of 2020 and the latest economic situation by then (especially in view of the severe disruptions to a wide range of economic activities caused by the COVID-19 epidemic).

Supplementary Statistical Data

9. To facilitate the public and relevant organisations to understand the wage distribution of employees³ analysed by sector in the 2019 “Annual Earnings and Hours

² For details of the framework, scope and methodology of impact assessment, please refer to Section 4.IV and Appendix IV in the *2018 Report of the Minimum Wage Commission*.

³ 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).

Survey” in the survey reference period (May – June 2019), supplementary statistical data based on the results of the above survey are listed in Annex.

10. It is noteworthy that the above supplementary statistical data are for reference only, and MWC does not have any preconceived stance or has not 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 applicable, the direction and magnitude of adjustment.

Minimum Wage Commission

April 2020

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 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 new business registration	Inland Revenue Department [15]	Monthly
		Number of cancellation of business registration	Inland Revenue Department [16]	Annual
		Number of bankruptcy and compulsory winding-up cases	Official Receiver's Office [17]	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 [18] [19] [20] [21] [22]	Annual
		Regional headquarters, regional offices and local offices in Hong Kong with their parent companies located outside Hong Kong	Annual Survey of Companies in Hong Kong with Parent Companies Located outside Hong Kong, C&SD [23] [24] [25]	Annual
		Inward direct investment	Survey of External Claims, Liabilities and Income, C&SD [26]	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] [27]	Annual
			Other places: National statistics authorities, CEIC and Datastream databases	Annual
	III.5 Labour costs	Changes in 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] [28]	Annual
			Other places: National statistics authorities, CEIC and Datastream databases	Annual

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 [29] [30] [31] [32]	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 (unemployed for 6 months or above) persons	(Same as above) [8]	(Same as above) [#]
		Unemployment cases of Comprehensive Social Security Assistance	Social Welfare Department [33]	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 20 April 2020)

		2019					Full Year	Latest
		Q1	Q2	Q3	Q4			
(I) General Economic Conditions								
Gross Domestic Product (GDP) (year-on-year rate of change)								
Nominal ^(φ)	(%)	3.5	3.3	-0.5	-1.2	1.2	..	
Real ^(φ)	(%)	0.7	0.4	-2.8	-2.9	-1.2	..	
Main expenditure components of GDP (year-on-year rate of change in real terms)								
Private consumption expenditure ^(φ)	(%)	0.6	1.2	-3.3	-2.9	-1.1	..	
Gross domestic fixed capital formation ^(φ)	(%)	-5.4	-11.4	-15.2	-16.7	-12.3	..	
Total exports of goods ^(φ)	(%)	-3.7	-5.3	-6.9	-2.7	-4.7	..	
Exports of services ^(φ)	(%)	-0.4	-1.3	-14.4	-24.7	-10.4	..	
Composite Consumer Price Index (CCPI) ^(^^) (year-on-year rate of change)								
Headline	(%)	2.2	3.0	3.3	3.0	2.9	1.8 ^(@@) (Jan-Feb 2020)	
Underlying	(%)	2.7	2.9	3.3	3.0	3.0	3.1 (Jan-Feb 2020)	
Consumer Price Index (A) ^(^^) (year-on-year rate of change)								
Headline	(%)	2.6	3.3	3.9	3.4	3.3	0.4 ^(@@) (Jan-Feb 2020)	
Underlying	(%)	3.2	3.4	3.9	3.6	3.5	3.7 (Jan-Feb 2020)	
Prominent establishments' views on expected changes in short-term business situation (Net balance ^(*))	(% points)	-12	-1	-8	-25	..	-22 (Q1 2020)	
Prominent establishments' views on expected changes in short-term number of persons engaged (Net balance ^(**))	(% points)	3	1	4	-7	..	-8 (Q1 2020)	
Real GDP growth forecast^(§)		..	..	..	..	..	-1.5% to 0.5% (2020) 2.8% per annum (2021-2024)
Headline CCPI forecast (year-on-year rate of change)		..	..	..	..	..	1.7% (2020)
Underlying CCPI forecast ^(§) (year-on-year rate of change)		..	..	..	..	..	2.5% (2020) 2.5% per annum (2021-2024)
(II) Labour Market Conditions								
Labour force	('000)	3 970.8 [-0.1%]	3 985.0 [0.4%]	3 975.7 [-0.2%]	3 941.8 [-0.8%]	3 966.2 [-0.3%]	3 882.2 ^(^) (Q1 2020)	
Employed persons	('000)	3 860.4 [-0.1%]	3 870.7 [0.4%]	3 855.4 [-0.3%]	3 817.8 [-1.3%]	3 849.9 [-0.4%]	3 720.0 ^(^) (Q1 2020)	
Unemployed persons	('000)	110.4	114.3	120.3	124.0	116.3	162.2 ^(^) (Q1 2020)	
Unemployment rate (seasonally adjusted)	(%)	2.8	2.8	2.9	3.3	2.9 ⁽⁺⁾	4.2 ^(^) (Q1 2020)	
Underemployment rate	(%)	1.0	1.0	1.0	1.2	1.1	2.1 ^(^) (Q1 2020)	
Job vacancies ^{(+)(&&)}	(no.)	79 600 <-1.3%>	73 500 <-7.0%>	63 000 <-12.7%>	54 400 <-13.2%>	67 600 [-13.5%]	..	
Proportion of dismissed or laid off unemployed persons among all unemployed persons with a previous job	(%)	46.5	43.1	36.9	42.2	42.2	48.9 ^(^) (Q1 2020)	
75 th percentile hourly wage of all employees	(HK\$)	..	..	..	..	114.9 ^(#)	..
Median hourly wage of all employees	(HK\$)	..	..	..	..	73.0 ^(#)	..
10 th percentile hourly wage of all employees	(HK\$)	..	..	..	..	43.9 ^(#)	..
Ratio of 75 th percentile to the 10 th percentile hourly wage of all employees		..	..	..	..	2.6 ^(#)	..
Ratio of median to the 10 th percentile hourly wage of all employees		..	..	..	..	1.7 ^(#)	..
Proportion of employees among all employed persons	(%)	91.7	91.1	91.0	91.0	91.3	91.3 ^(^) (Q1 2020)	
Proportion of self-employed among all employed persons	(%)	5.6	6.0	5.9	5.8	5.8	5.7 ^(^) (Q1 2020)	
Proportion of full-time employees among all employees	(%)	..	..	..	..	92.9 ^(#)	..
Proportion of employees employed on a permanent basis among all employees	(%)	..	..	..	..	89.3 ^(#)	..
Proportion of employees with basic wage rate on a monthly basis among all employees	(%)	..	..	..	..	85.9 ^(#)	..
Median weekly working hours of all employees	(hours)	..	..	..	..	44.3 ^(#)	..
Average weekly paid overtime hours of all employees	(hours)	..	..	..	..	0.6 ^(#)	..
Median hours of work of all employed persons during the 7 days before enumeration	(hours)	44	44	45	45	44	42 ^(^) (Q1 2020)	

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

(φ) Revised figures. These "revised figures" are still subject to further revision later on when more data are incorporated.

(^) Preliminary figures.

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

(@@) The CCPI inflation rate and the CPI(A) inflation rate were only 1.8% and 0.4% respectively, in January and February 2020 combined, mainly because of the one-off relief measures implemented by the government (including Government's payment of public housing rentals and waiver of two-thirds of rent for tenants of Group B estates by Hong Kong Housing Society in January 2020, as well as the additional Government's provision of electricity charge subsidy starting from January 2020).

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

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

(§) The trend rates of change for 2021-2024 are the economic forecast as stated in the 2020-21 Budget.

[] Year-on-year rate of change.

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

(++) Excluding those in the civil service.

(&&) The quarterly figures are based on the statistics of March, June, September and December 2019 respectively.

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

(#) Refer to May - June 2019 figures.

.. Not applicable.

		2019						
		Q1	Q2	Q3	Q4	Full Year	Latest	
(III) Competitiveness								
Non-residential property rental indices (year-on-year rate of change)								
Office	(%)	5.1	4.8	3.9 ^(^)	1.2 ^(^)	3.7 ^(^)	-1.2 ^(^) (Feb 2020)	
Retail shop	(%)	2.1	1.3	0.6 ^(^)	-3.5 ^(^)	0.1 ^(^)	-6.2 ^(^) (Feb 2020)	
Flatted factory	(%)	4.9	4.4	4.1 ^(^)	1.5 ^(^)	3.7 ^(^)	(&) ^(^) (Feb 2020)	
Value of total retail sales (year-on-year rate of change)	(%)	-1.2	-4.2	-17.5	-22.4	-11.1	-31.8 ^(^) (Jan-Feb 2020)	
Value of total restaurant receipts (year-on-year rate of change)	(%)	3.1	-0.5	-11.8	-14.4	-5.9	..	
Number of establishments (except government bureaux/departments) ^(&&)	(no.)	379 000 [1.2%]	379 000 [0.9%]	376 000 [-0.2%]	374 000 [-1.0%]	377 000 [0.2%]	..	
Labour demand ^{(++)(&&)}	('000)	2 953.9 [0.3%]	2 937.2 [-0.5%]	2 895.3 [-1.9%]	2 874.4 [-2.8%]	2 915.2 [-1.2%]	..	
New business registration ^(§§)	(cases)	..	48 001	39 649	35 791	..	28 213 (Q1 2020)	
Cancellation of business registration	(cases)	..	..	..	..	..	193 929 [15.3%] (2018-19 fiscal year)
Number of bankruptcy petitions presented	(cases)	1 883 [4.4%]	1 977 [2.0%]	2 080 [17.1%]	2 211 [12.6%]	8 151 [9.0%]	1 526 ^(β) (Q1 2020)	
Number of compulsory winding-up petitions presented	(cases)	92 [8.2%]	110 [18.3%]	100 [-1.0%]	117 [33.0%]	419 [14.2%]	77 ^(β) (Q1 2020)	
Hong Kong's rankings on economic freedom and competitiveness								
Fraser Institute, <i>Economic Freedom of the World Report</i>		..	..	..	..	..	Maintained at No.1 (Publishing year: 2019)
The Heritage Foundation, <i>Index of Economic Freedom</i>		..	..	..	..	..	Down to No.2 (Publishing year: 2020)
World Economic Forum, <i>Global Competitiveness Report</i>		..	..	..	..	..	Up to No.3 (Publishing year: 2019)
International Institute for Management Development, <i>World Competitiveness Yearbook</i>		..	..	..	..	..	Maintained at No.2 (Publishing year: 2019)
World Bank, <i>Doing Business Report</i>		..	..	..	..	..	Up to No.3 (Publishing year: 2019)
Regional headquarters, regional offices and local offices in Hong Kong with parent companies located outside Hong Kong (as of the first working day of June)								
Regional headquarters	(no.)	..	..	..	..	1 541 [0.7%]	..
Regional offices	(no.)	..	..	..	..	2 490 [2.7%]	..
Local offices	(no.)	..	..	..	..	5 009 [4.4%]	..
Position of liabilities of direct investment (as at the end of)	(billion HK\$)	17,941.4 ^(^)	16,430.0 ^(^)	16,202.1 ^(^)	16,173.1^(^)	..	..
Labour productivity growth	(%)	..	..	..	..	..	1.8 ^(^) (Average annual change of 10 years from 2009 to 2019)
Change in nominal unit labour cost	(%)	..	..	..	..	..	2.7 ^(^) (Average annual change of 10 years from 2009 to 2019)
(IV) Social Inclusion								
Wage index (year-on-year rate of change)								
Nominal ^(&&)	(%)	3.9	3.8	3.4	2.8	3.5	..	
Real ^{(l)(&&)}	(%)	1.4	-0.1	(&)	-0.5	0.2	..	
Index of payroll per person engaged (year-on-year rate of change)								
Nominal	(%)	4.0	4.1	3.0	2.4	3.4	..	
Real ^(l)	(%)	1.8	1.1	-0.3	-0.6	0.5	..	
Nominal average monthly employment earnings of full-time employees ^(##) (year-on-year rate of change)								
Lowest decile group	(%)	3.5	2.9	3.1	2.4	2.6	3.7 (Dec 2019-Feb 2020)	
Overall ⁽⁻⁾	(%)	9.5	8.7	4.6	4.1	4.6	4.4 (Dec 2019-Feb 2020)	
Real average monthly employment earnings of full-time employees ^{(##)(l)} (year-on-year rate of change)								
Lowest decile group	(%)	0.9	-0.5	-0.7	-1.0	-0.7	2.3 (Dec 2019-Feb 2020)	
Overall ⁽⁻⁾	(%)	7.1	5.5	1.2	1.1	1.7	2.2 (Dec 2019-Feb 2020)	
Labour force participation rate	(%)	60.7	60.7	60.5	60.1	60.6	59.5 ^(^) (Q1 2020)	
Long-term (unemployed for 6 months or above) unemployed persons	(no.)	23 200 [-3.3%]	23 900 [5.8%]	22 900 [-2.4%]	27 600 [13.3%]	24 200 [2.6%]	34 900 ^(^) (Q1 2020)	
Unemployment cases of Comprehensive Social Security Assistance (as at the end of)	(no.)	11 696 [-7.3%]	11 710 [-6.7%]	12 101 [-1.8%]	12 570 [6.4%]	..	13 204 (Feb 2020)	
Total number of labour dispute and claim cases handled by Labour Department (LD) ^(@)	(no.)	3 480 [-1.6%]	3 313 [-2.3%]	3 684 [2.7%]	3 354 [2.8%]	13 831 [0.4%]	2 469 (Q1 2020) ^(a)	

Notes: (^) Preliminary figures.
[] Year-on-year rate of change.
(++) Excluding those in the civil service. Labour demand is crudely estimated by the sum of employment and vacancies in private sector establishments.
(&&) The quarterly figures are based on the statistics of March, June, September and December 2019 respectively.
(§§) Earlier data on new business registration were released on a fiscal year basis. In 2018-19 fiscal year, there were 163 413 cases of new business registrations, representing a decline of 12.9% year-on-year.
(β) Due to the special work arrangement of the Court, no petition was presented and no order was made during the period from 29 January 2020 to 28 February 2020.
(l) 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.
(&) Change less than 0.05%.
(##) Figures exclude government employees and live-in domestic workers.
(-) Figures on average employment earnings might be affected by extreme values in the survey sample, in particular for the situation among high-paid employees and the overall figure might be affected. Excluding bonuses which tend to be volatile between periods, the average monthly employment earnings of overall full-time employees rose by 3.4%, 4.8%, 3.8% and 4.6% in the four quarters in 2019 respectively. The corresponding increases in real terms were 1.2%, 1.8%, 0.4% and 1.6% respectively.
(@) 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 economic environment and labour market situation.
(a) In accordance with the special work arrangement implemented by the Government due to the COVID-19 epidemic, Labour Relations Division (LRD) has suspended counter services since 29 January 2020, except for the period from 2 to 20 March 2020 when counter services were temporarily resumed on Mondays, Wednesdays and Fridays. Throughout the period when counter services were suspended, LRD continued to handle emergency cases, follow up on labour disputes and conduct telephone conciliation.
.. 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 2019)

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)	351.0	46.8	139.3	18.6	132.9	17.7	126.4	16.9
1. Retail	127.5	53.7	46.7	19.7	29.4	12.4	34.1	14.3
1.1 Supermarkets and convenience stores	15.8	46.1	3.2	9.3	8.2	23.7	7.2	20.9
1.2 Other retail stores	111.7	54.9	43.6	21.4	21.2	10.4	26.9	13.2
2. Food and beverage services	98.5	50.5	23.6	12.1	37.9	19.5	34.9	17.9
2.1 Chinese restaurants	35.0	50.2	12.1	17.3	9.1	13.0	13.5	19.4
2.2 Non-Chinese restaurants	30.7	48.9	8.1	12.9	13.4	21.4	10.6	16.8
2.3 Fast food cafes	17.8	54.0	1.4	4.3	7.5	22.7	6.3	19.0
2.4 Hong Kong style tea cafes	8.8	42.2	1.1	5.1	7.4	35.7	3.5	17.0
2.5 Other food and beverage services	6.3	71.1	0.9	10.7	0.6	6.6	1.0	11.6
3. Estate management, security and cleaning services	87.1	38.7	47.0	20.9	50.9	22.6	40.2	17.9
3.1 Real estate maintenance management	54.4	49.1	15.9	14.4	29.4	26.5	11.1	10.0
3.2 Security services	18.1	42.7	4.8	11.4	14.5	34.1	5.0	11.9
3.3 Cleaning services	6.3	10.9	24.4	41.9	5.6	9.6	21.9	37.6
3.4 Membership organisations	8.3	60.3	1.9	13.4	1.4	10.4	2.2	15.9
4. Other low-paying sectors	37.8	41.3	22.0	24.0	14.7	16.0	17.2	18.7
4.1 Elderly homes	11.0	49.0	4.4	19.4	5.4	24.2	1.7	7.4
4.2 Laundry and dry cleaning services	1.7	37.7	*	*	*	*	1.5	32.4
4.3 Hairdressing and other personal services	13.2	33.7	12.3	31.4	6.0	15.4	7.6	19.5
4.4 Local courier services	1.7	37.0	*	*	*	*	1.9	42.4
4.5 Food processing and production	10.2	48.7	4.4	21.0	1.9	8.9	4.5	21.3
(B) Other sectors	1 286.4	61.2	466.0	22.2	158.4	7.5	190.2	9.1
5. Manufacturing	31.7	44.3	23.6	33.1	4.0	5.7	12.1	16.9
6. Construction	102.4	35.2	38.7	13.3	85.3	29.3	64.8	22.3
7. Import/export trade and wholesale	275.4	65.0	94.2	22.2	16.9	4.0	37.5	8.8
8. Accommodation services	34.1	80.7	6.2	14.7	0.8	2.0	1.1	2.7
9. Transportation, storage, courier services, information and communications	229.8	65.9	77.5	22.2	20.4	5.8	21.1	6.1
10. Financing, insurance, real estate, professional and business services	297.8	63.1	131.1	27.8	14.5	3.1	28.6	6.1
11. Education, medical and other social and personal services	303.9	70.2	89.4	20.6	15.6	3.6	24.2	5.6
12. Others	11.3	62.7	5.2	29.0	0.8	4.4	0.7	3.9
(C) All sectors	1 637.4	57.4	605.4	21.2	291.2	10.2	316.5	11.1

Notes: (1) Refers to whether employees 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 not regarded as part-time employees, 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) The Minimum Wage Commission (MWC) defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".

* 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.

Appendix IV: Operating characteristics of enterprises^(Note 1) analysed by sector (only including enterprises with employees) (2018)

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)	40 740	41.8%	18.1%	5.7%	-3.3%	3.3%	38 750	95.1%	31.0%	45.0%	21.0%	3.4%	-3.7%	3.3%
1. Retail	20 150	30.1%	9.7%	5.5%	-7.0%	2.3%	19 580	97.2%	32.1%	36.2%	11.9%	3.1%	-7.0%	2.4%
1.1 Supermarkets and convenience stores	70	31.8%	8.7%	2.8%	-4.1%	3.3%	60	87.7%	1.3%	39.3%	10.0%	1.9%	-5.6%	3.3%
1.2 Other retail stores	20 080	29.9%	9.8%	5.8%	-7.0%	2.3%	19 520	97.2%	36.5%	36.1%	12.0%	3.1%	-7.0%	2.4%
2. Food and beverage services	13 990	49.4%	31.5%	4.8%	-1.2%	2.6%	13 300	95.1%	47.8%	51.7%	32.7%	2.9%	-1.2%	2.6%
2.1 Chinese restaurants	2 420	53.2%	34.5%	3.1%	-3.8%	0.4%	1 890	77.9%	38.9%	53.2%	34.3%	1.1%	-3.8%	0.3%
2.2 Non-Chinese restaurants	5 060	50.0%	32.2%	4.7%	-0.9%	4.4%	4 980	98.6%	65.9%	51.2%	32.6%	3.2%	-0.9%	4.4%
2.3 Fast food cafes	940	40.5%	25.2%	9.0%	*	8.8%	910	97.5%	13.5%	43.2%	23.7%	8.7%	*	8.8%
2.4 Hong Kong style tea cafes	2 710	55.8%	34.4%	2.8%	-0.4%	2.4%	2 680	98.9%	84.4%	56.2%	34.5%	2.7%	-0.4%	2.4%
2.5 Other food and beverage services	2 870	43.1%	27.3%	5.1%	-1.0%	2.9%	2 840	98.9%	53.8%	45.4%	30.3%	3.2%	-1.0%	2.9%
3. Estate management, security and cleaning services	2 330	61.2%	56.6%	6.8%	0.3%	6.3%	1 890	81.1%	7.0%	44.9%	42.1%	5.5%	-1.1%	7.0%
3.1 Real estate maintenance management	700	45.1%	41.4%	6.8%	-18.1%	2.2%	550	79.5%	8.0%	39.6%	38.7%	2.0%	-32.6%	2.2%
3.2 Security services	380	80.2%	74.7%	6.7%	1.9%	8.9%	250	66.3%	4.2%	47.7%	42.1%	9.1%	4.4%	10.8%
3.3 Cleaning services	1 260	75.6%	70.3%	7.0%	2.3%	6.7%	1 090	86.4%	8.2%	53.7%	48.4%	9.7%	2.3%	12.2%
4. Other low-paying sectors	4 260	54.9%	25.3%	8.6%	0.5%	9.8%	3 970	93.3%	39.9%	49.9%	27.5%	6.7%	0.6%	11.2%
4.1 Elderly homes ^(Note 7)	670	63.2%	54.7%	5.7%	1.3%	8.1%	530	78.7%	45.3%	50.7%	40.9%	11.4%	4.2%	9.1%
4.2 Laundry and dry cleaning services	690	41.6%	37.5%	5.6%	3.3%	20.7%	670	97.5%	46.8%	41.2%	33.0%	16.2%	3.3%	20.7%
4.3 Hairdressing services	1 700	48.4%	41.4%	7.9%	0.6%	13.8%	1 690	99.8%	95.0%	48.0%	40.8%	9.1%	0.6%	13.8%
4.4 Local courier services	180	49.6%	47.2%	4.8%	-1.7%	8.4%	160	91.1%	27.3%	46.3%	41.3%	10.8%	-1.7%	8.4%
4.5 Food processing and production	1 020	54.3%	17.0%	9.5%	-2.3%	2.3%	920	89.6%	23.8%	53.2%	16.5%	2.9%	-6.3%	2.3%
(B) Other sectors	181 660	35.8%	11.0%	20.5%	-4.5%	5.1%	177 610	97.8%	49.1%	37.3%	8.3%	12.7%	-4.6%	5.0%
5. Manufacturing	4 740	54.4%	8.0%	3.7%	-1.2%	9.1%	4 590	96.9%	48.0%	56.2%	21.3%	7.0%	-1.2%	9.1%
6. Construction	16 640	33.0%	24.7%	8.1%	0.9%	8.3%	16 270	97.8%	56.7%	44.0%	31.2%	9.4%	0.9%	8.3%
7. Import/export trade and wholesale	71 350	36.9%	4.2%	7.2%	-3.8%	2.9%	70 530	98.8%	78.6%	41.6%	4.3%	5.3%	-3.9%	2.8%
8. Accommodation services	980	44.8%	28.3%	28.5%	1.0%	11.7%	840	85.3%	11.3%	26.2%	21.2%	18.5%	1.0%	11.7%
9. Transportation, storage, courier services, information and communications	19 570	19.1%	16.7%	9.6%	-16.4%	1.5%	18 830	96.2%	32.3%	19.9%	18.1%	6.7%	-16.4%	1.5%
10. Financing, insurance, real estate, professional and business services	42 840	44.1%	18.7%	57.6%	-7.8%	8.8%	41 680	97.3%	33.4%	35.7%	15.6%	55.9%	-7.8%	8.7%
11. Social and personal services								^						
12. Others	^	29.7%	8.7%	28.8%	0.3%	4.2%	^	^	^	34.2%	12.1%	-0.4%	0.3%	2.4%
(C) All sectors	222 400	36.5%	11.7%	19.1%	-4.4%	4.6%	216 360	97.3%	43.9%	38.1%	9.0%	12.2%	-4.4%	4.6%

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) The Minimum Wage Commission (MWC) defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".

(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 Data

Based on the findings of the 2019 “Annual Earnings and Hours Survey”, Minimum Wage Commission (MWC) provides supplementary statistical data as follows:

- (i) the number and proportion of employees earning the prevailing Statutory Minimum Wage (SMW) rate and those earning wages less than some higher wage rates by sector (Supplementary Statistical Table I);
- (ii) assuming that the SMW rate had already been adjusted to the different test levels in May – June 2019 and that the hourly wages of all employees originally earning wages less than these test levels were uniformly raised to the respective test levels, the estimated changes in wages of these employees by sector (Supplementary Statistical Table II); and
- (iii) assuming that the SMW rate had already been adjusted to the different test levels in May – June 2019 and that the hourly wages of all employees originally earning wages less than these test levels were uniformly raised to the respective test levels, the estimated changes in wage bills of all enterprises, and small and medium enterprises by sector (estimations have not taken into account the knock-on effect on pay hierarchies) (Supplementary Statistical Tables III a & III b).

2. As there are currently no employees earning less than the SMW rate of \$37.5 under the Minimum Wage Ordinance (the Ordinance) (other than those with disabilities who have completed productivity assessment according to the Ordinance), the methodology for estimating the changes in wages in Supplementary Statistical Table II and the changes in wage bills in Supplementary Statistical Tables III a & III b is not applicable to test levels below \$37.5. Nonetheless, in reviewing the SMW rate, MWC will set assumptions for different hypothetical test level scenarios (including upward or downward adjustments) so as to estimate the changes in overall wage bill of all enterprises under different test levels. Specifically, MWC will take into consideration the time gap between the review of the SMW rate and the implementation of the recommended rate. MWC will endeavour to conduct a forward-looking estimation which takes into account the knock-on effect on pay

hierarchies not only by using statistical data on employees' wage distribution in May – June 2019 as a base for estimation, but also by making references to wage statistics available in the later periods of 2020 and the latest economic situation by then.

3. Besides, it is noteworthy that the data and test levels are for reference only. MWC does not have any preconceived stance on its recommendation on the SMW rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where applicable, the direction and magnitude of adjustment.

Supplementary Statistical Table I: The number and proportion of employees^(Note 1) earning the prevailing Statutory Minimum Wage (SMW) rate and those earning less than some higher wage rates by sector (May - June 2019)

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

Sector ^(Note 3)	Overall employees		Hourly wage level ^(Note 2)		Hourly wage level ^(Note 2) less than													
			\$37.5		\$38.0		\$39.0		\$40.0		\$41.0		\$42.0		\$43.0		\$44.0	
	Employees		Employees		Employees		Employees		Employees		Employees		Employees		Employees		Employees	
	Number	Proportion among all sectors	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)	(%)	
(A) Low-paying sectors^(Note 4)	854.8	27.9	15.9	1.9	20.5	2.4	43.1	5.0	58.9	6.9	99.5	11.6	134.9	15.8	161.8	18.9	193.8	22.7
1. Retail	273.7	8.9	0.9	0.3	1.4	0.5	7.9	2.9	11.4	4.2	21.7	7.9	28.2	10.3	36.2	13.2	45.4	16.6
1.1 Supermarkets and convenience stores	43.8	1.4	*	*	*	*	3.5	8.0	3.6	8.3	6.7	15.4	7.5	17.1	10.9	25.0	12.6	28.8
1.2 Other retail stores	229.9	7.5	*	*	*	*	4.4	1.9	7.8	3.4	15.0	6.5	20.8	9.0	25.3	11.0	32.8	14.3
2. Food and beverage services	234.6	7.6	1.5	0.6	1.9	0.8	4.8	2.1	6.8	2.9	11.1	4.8	15.7	6.7	22.0	9.4	29.7	12.6
2.1 Chinese restaurants	73.7	2.4	*	*	*	*	2.0	2.7	2.5	3.4	4.0	5.4	5.2	7.1	6.8	9.2	8.5	11.5
2.2 Non-Chinese restaurants	71.3	2.3	*	*	*	*	*	*	0.8	1.1	1.6	2.3	3.4	4.8	4.5	6.4	5.6	7.9
2.3 Fast food cafes	55.5	1.8	1.1	2.1	1.2	2.2	2.0	3.6	2.5	4.6	3.6	6.6	4.3	7.7	7.6	13.6	11.5	20.8
2.4 Hong Kong style tea cafes	22.4	0.7	*	*	*	*	*	*	*	*	0.9	4.0	1.4	6.2	1.7	7.4	2.0	8.7
2.5 Other food and beverage services	11.6	0.4	*	*	*	*	*	*	*	*	1.0	8.6	1.4	12.0	1.5	13.1	2.0	17.6
3. Estate management, security and cleaning services	246.2	8.0	11.4	4.6	14.8	6.0	25.3	10.3	34.0	13.8	53.7	21.8	73.3	29.8	84.4	34.3	96.3	39.1
3.1 Real estate maintenance management	112.8	3.7	4.8	4.2	5.7	5.1	9.2	8.1	10.1	8.9	19.2	17.0	31.5	27.9	38.0	33.7	43.3	38.4
3.2 Security services	44.8	1.5	2.0	4.6	3.0	6.6	3.6	8.1	4.2	9.4	8.3	18.4	13.1	29.1	16.0	35.8	18.9	42.1
3.3 Cleaning services	72.7	2.4	3.9	5.3	5.2	7.1	11.4	15.7	18.2	25.0	23.7	32.6	26.1	36.0	27.1	37.3	30.8	42.3
3.4 Membership organisations	16.0	0.5	0.8	4.7	1.0	6.1	1.1	7.2	1.5	9.5	2.6	16.1	2.6	16.4	3.2	20.2	3.4	21.5
4. Other low-paying sectors	100.4	3.3	2.1	2.1	2.4	2.3	5.0	5.0	6.7	6.7	13.0	12.9	17.7	17.6	19.2	19.1	22.5	22.4
4.1 Elderly homes	23.0	0.7	*	*	0.5	2.3	1.1	4.7	1.4	6.2	4.1	17.8	5.4	23.5	6.0	26.1	8.0	34.8
4.2 Laundry and dry cleaning services	5.5	0.2	*	*	*	*	*	*	*	*	0.8	14.4	0.9	16.8	1.0	17.4	1.4	25.7
4.3 Hairdressing and other personal services	43.0	1.4	0.6	1.4	0.6	1.5	2.4	5.5	3.1	7.1	4.3	10.0	6.0	13.9	6.1	14.2	6.3	14.6
4.4 Local courier services	5.4	0.2	*	*	*	*	*	*	*	*	0.7	12.1	0.8	14.1	0.9	16.0	1.0	17.9
4.5 Food processing and production	23.4	0.8	0.8	3.5	1.0	4.1	1.3	5.5	1.6	7.0	3.1	13.3	4.6	19.6	5.2	22.4	5.8	24.7
(B) Other sectors	2 212.7	72.1	5.3	0.2	9.9	0.4	20.2	0.9	30.3	1.4	52.5	2.4	67.8	3.1	86.2	3.9	113.0	5.1
5. Manufacturing	73.4	2.4	*	*	*	*	1.1	1.5	1.6	2.2	2.2	3.0	2.8	3.8	3.4	4.6	4.0	5.5
6. Construction	304.6	9.9	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7. Import/export trade and wholesale	441.1	14.4	1.3	0.3	2.0	0.5	4.0	0.9	5.9	1.3	11.4	2.6	14.7	3.3	19.4	4.4	25.5	5.8
8. Accommodation services	42.7	1.4	*	*	*	*	0.8	1.9	1.1	2.6	2.0	4.8	3.3	7.7	4.3	10.0	5.3	12.4
9. Transportation, storage, courier services, information and communications	362.0	11.8	1.0	0.3	2.1	0.6	5.5	1.5	7.6	2.1	11.4	3.2	14.4	4.0	17.9	5.0	22.2	6.1
10. Financing, insurance, real estate, professional and business services	485.5	15.8	0.7	0.1	1.3	0.3	2.4	0.5	4.1	0.8	7.8	1.6	10.5	2.2	13.1	2.7	18.5	3.8
11. Education, medical and other social and personal services	484.7	15.8	1.7	0.3	3.5	0.7	5.9	1.2	8.7	1.8	15.4	3.2	19.3	4.0	24.3	5.0	33.2	6.9
12. Others	18.6	0.6	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
(C) All sectors	3 067.5	100.0	21.2	0.7	30.5	1.0	63.2	2.1	89.2	2.9	152.0	5.0	202.8	6.6	248.1	8.1	306.8	10.0

Notes: (1) 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 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) MWC defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".

* 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: Assuming that the SMW rate had already been adjusted to the different test levels in May – June 2019 and that the hourly wages of all employees^(Note 1) originally earning wages less than these test levels were uniformly raised to the respective test levels, the estimated changes in wages^(Note 2) of these employees by sector

(As there are currently no employees earning less than the SMW rate of \$37.5 under the Minimum Wage Ordinance (the Ordinance) (other than those with disabilities who have completed productivity assessment according to the Ordinance), the estimation methodology in this table is not applicable to test levels below \$37.5. Nonetheless, in reviewing the SMW rate, the Minimum Wage Commission (MWC) will set assumptions for different hypothetical test level scenarios (including upward or downward adjustments) so as to estimate the change in overall wage bills of all enterprises under different test levels. Specifically, MWC will take into consideration the time gap between the review of the SMW rate and the implementation of the recommended rate. MWC will endeavour to conduct a forward-looking estimation which takes into account the knock-on effect on pay hierarchies not only by using statistical data on employees' wage distribution in May-June 2019 as a base for estimation, but also by making references to wage statistics available in the later periods of 2020 and the latest economic situation by then.

Besides, it is noteworthy that the data and test levels are for reference only. MWC does not have any preconceived stance on its recommendation on the SMW rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where applicable, the direction and magnitude of adjustment.)

Sector ^(Note 4)	Hourly wage level ^(Note 3) (i.e. SMW test levels)						
	\$38.0	\$39.0	\$40.0	\$41.0	\$42.0	\$43.0	\$44.0
	(%)	(%)	(%)	(%)	(%)	(%)	(%)
(A) Low-paying sectors^(Note 5)	1.2	2.6	4.3	4.6	5.5	6.9	8.1
1. Retail	1.1	2.0	3.5	4.0	5.0	6.2	7.1
1.1 Supermarkets and convenience stores	*	1.9	4.2	4.6	6.1	5.8	7.1
1.2 Other retail stores	*	2.1	3.4	3.9	4.8	6.3	7.1
2. Food and beverage services	1.1	2.1	3.7	4.6	5.2	5.9	6.7
2.1 Chinese restaurants	*	1.4	3.5	4.4	5.6	6.4	7.2
2.2 Non-Chinese restaurants	*	*	3.1	3.7	3.5	4.9	6.5
2.3 Fast food cafes	1.2	3.1	4.9	6.1	7.6	5.9	6.1
2.4 Hong Kong style tea cafes	*	*	*	3.2	3.9	5.7	7.0
2.5 Other food and beverage services	*	*	*	3.9	4.5	6.5	6.7
3. Estate management, security and cleaning services	1.2	2.9	4.6	4.9	5.8	7.3	8.7
3.1 Real estate maintenance management	1.2	3.0	5.3	4.4	4.8	6.3	7.9
3.2 Security services	1.3	3.4	5.5	4.7	5.3	6.6	8.0
3.3 Cleaning services	1.2	2.3	3.8	5.4	7.4	9.6	10.8
3.4 Membership organisations	1.5	4.0	5.6	5.6	8.0	8.8	10.6
4. Other low-paying sectors	1.6	2.7	4.2	4.0	5.1	7.1	8.3
4.1 Elderly homes	1.2	2.7	4.4	3.3	4.7	6.6	7.1
4.2 Laundry and dry cleaning services	*	*	*	2.5	4.5	6.9	7.5
4.3 Hairdressing and other personal services	1.3	2.3	4.0	5.1	5.6	7.9	10.2
4.4 Local courier services	*	*	*	3.6	5.5	7.7	9.2
4.5 Food processing and production	2.3	3.8	4.9	4.3	5.0	6.7	8.3
(B) Other sectors	1.2	2.5	3.9	4.3	5.5	6.5	7.1
5. Manufacturing	*	2.4	4.0	5.1	6.2	7.3	8.4
6. Construction	*	*	*	*	*	*	*
7. Import/export trade and wholesale	1.2	2.5	3.9	3.9	5.1	5.8	6.6
8. Accommodation services	*	2.7	4.3	4.3	4.7	5.9	6.9
9. Transportation, storage, courier services, information and communications	0.9	2.0	3.7	4.7	6.0	6.9	7.6
10. Financing, insurance, real estate, professional and business services	1.1	2.6	3.7	4.1	5.0	6.3	6.7
11. Education, medical and other social and personal services	1.3	3.0	4.4	4.5	5.9	6.8	7.1
12. Others	*	*	*	*	*	*	*
(C) All sectors	1.2	2.6	4.2	4.5	5.5	6.8	7.7

Notes: (1) 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) Estimation of the change in wages of employees assumed other things being equal, with the wage estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(3) Hourly wage levels 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) MWC defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".

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

Supplementary Statistical Table III a: Assuming that the SMW rate had already been adjusted to the different test levels in May – June 2019 and that the hourly wages of all employees^(Note 1) originally earning wages less than these test levels were uniformly raised to the respective test levels, the estimated changes in wage bills^(Note 2) of all enterprises^(Note 3) by sector (estimations have not taken into account the knock-on effect on pay hierarchies)

(As there are currently no employees earning less than the SMW rate of \$37.5 under the Minimum Wage Ordinance (the Ordinance) (other than those with disabilities who have completed productivity assessment according to the Ordinance), the estimation methodology in this table is not applicable to test levels below \$37.5. Nonetheless, in reviewing the SMW rate, the Minimum Wage Commission (MWC) will set assumptions for different hypothetical test level scenarios (including upward or downward adjustments) so as to estimate the change in overall wage bills of all enterprises under different test levels. Specifically, MWC will take into consideration the time gap between the review of the SMW rate and the implementation of the recommended rate. MWC will endeavour to conduct a forward-looking estimation which takes into account the knock-on effect on pay hierarchies not only by using statistical data on employees' wage distribution in May-June 2019 as a base for estimation, but also by making references to wage statistics available in the later periods of 2020 and the latest economic situation by then.

Besides, it is noteworthy that the data and test levels are for reference only. MWC does not have any preconceived stance on its recommendation on the SMW rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where applicable, the direction and magnitude of adjustment.)

Sector ^(Note 5)	Hourly wage level ^{Note 4} (i.e. SMW test levels)													
	\$38.0		\$39.0		\$40.0		\$41.0		\$42.0		\$43.0		\$44.0	
	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)
(A) Low-paying sectors^(Note 6)	26.3	#	111.9	0.1	255.8	0.2	477.8	0.4	815.5	0.6	1 227.1	1.0	1 723.8	1.3
1. Retail	1.5	#	11.8	#	33.1	0.1	74.7	0.2	131.0	0.3	207.7	0.5	306.2	0.7
1.1 Supermarkets and convenience stores	*	*	2.9	0.1	7.1	0.1	15.9	0.3	27.4	0.5	44.5	0.8	66.7	1.3
1.2 Other retail stores	*	*	8.9	#	26.0	0.1	58.8	0.2	103.7	0.3	163.2	0.4	239.4	0.7
2. Food and beverage services	1.7	#	9.5	#	25.0	0.1	50.3	0.1	84.7	0.2	134.1	0.4	200.4	0.6
2.1 Chinese restaurants	*	*	3.2	#	10.1	0.1	20.7	0.2	35.1	0.3	53.0	0.4	76.5	0.6
2.2 Non-Chinese restaurants	*	*	*	*	2.6	#	6.6	0.1	13.7	0.1	25.3	0.2	39.0	0.4
2.3 Fast food cafes	1.0	#	4.8	0.1	9.7	0.2	16.5	0.3	24.0	0.4	36.2	0.6	56.1	0.9
2.4 Hong Kong style tea cafes	*	*	*	*	*	*	3.2	0.1	6.0	0.2	10.3	0.3	15.2	0.4
2.5 Other food and beverage services	*	*	*	*	*	*	3.3	0.2	5.9	0.3	9.3	0.5	13.6	0.8
3. Estate management, security and cleaning services	20.0	0.1	77.7	0.2	169.7	0.5	295.8	0.8	499.3	1.4	733.0	2.1	1 005.2	2.8
3.1 Real estate maintenance management	8.3	#	33.4	0.2	64.4	0.4	106.9	0.6	203.2	1.1	314.5	1.7	447.9	2.4
3.2 Security services	5.0	0.1	16.3	0.2	29.9	0.5	51.9	0.8	89.7	1.3	138.2	2.1	195.8	2.9
3.3 Cleaning services	5.4	0.1	23.9	0.3	67.5	0.9	122.8	1.6	185.4	2.4	251.4	3.2	323.9	4.0
3.4 Membership organisations	1.4	0.1	4.2	0.2	7.9	0.3	14.3	0.5	20.9	0.8	28.9	1.1	37.5	1.4
4. Other low-paying sectors	3.2	#	12.9	0.1	28.0	0.2	57.0	0.4	100.4	0.6	152.3	1.0	212.1	1.4
4.1 Elderly homes	0.8	#	3.6	0.1	7.9	0.2	18.3	0.5	34.1	0.9	53.3	1.4	77.5	2.0
4.2 Laundry and dry cleaning services	*	*	*	*	*	*	2.1	0.3	4.4	0.6	6.8	0.9	10.1	1.3
4.3 Hairdressing and other personal services	0.7	#	4.9	0.1	11.7	0.2	21.7	0.3	35.1	0.5	51.1	0.8	67.4	1.0
4.4 Local courier services	*	*	*	*	*	*	2.1	0.3	3.8	0.6	5.6	0.8	7.6	1.1
4.5 Food processing and production	1.5	#	3.5	0.1	6.5	0.2	12.7	0.4	23.0	0.6	35.5	1.0	49.6	1.4
(B) Other sectors	10.5	#	47.2	#	110.6	#	213.3	#	355.8	0.1	542.0	0.1	792.5	0.1
5. Manufacturing	*	*	2.6	#	6.0	#	10.7	0.1	16.8	0.1	24.7	0.2	34.0	0.2
6. Construction	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7. Import/export trade and wholesale	1.7	#	8.2	#	18.7	#	37.5	#	65.0	0.1	102.5	0.1	154.4	0.2
8. Accommodation services	*	*	2.7	#	5.5	0.1	9.7	0.1	17.0	0.2	27.5	0.4	40.4	0.6
9. Transportation, storage, courier services, information and communications	1.8	#	10.6	#	28.1	#	53.0	0.1	85.4	0.1	125.3	0.1	178.3	0.2
10. Financing, insurance, real estate, professional and business services	1.2	#	5.3	#	13.2	#	27.6	#	47.9	#	75.4	#	114.8	0.1
11. Education, medical and other social and personal services	4.7	#	17.2	#	36.8	#	68.2	0.1	110.6	0.1	164.8	0.1	239.3	0.2
12. Others	*	*	*	*	*	*	*	*	*	*	*	*	*	*
(C) All sectors	36.9	#	159.1	#	366.5	0.1	691.1	0.1	1 171.3	0.2	1 769.1	0.3	2 516.4	0.4

Notes: (1) 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) Estimation of changes in wage bill is done by comparison with the original wage bill, assuming other things being equal, with the wage bill estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance.
(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 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) MWC defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".
* 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: Assuming that the SMW rate had already been adjusted to the different test levels in May – June 2019 and that the hourly wages of all employees^(Note 1) originally earning wages less than these test levels were uniformly raised to the respective test levels, the estimated changes in wage bill^(Note 2) of small and medium enterprises^(Note 3) by sector (estimations have not taken into account the knock-on effect on pay hierarchies)

(As there are currently no employees earning less than the SMW rate of \$37.5 under the Minimum Wage Ordinance (the Ordinance) (other than those with disabilities who have completed productivity assessment according to the Ordinance), the estimation methodology in this table is not applicable to test levels below \$37.5. Nonetheless, in reviewing the SMW rate, the Minimum Wage Commission (MWC) will set assumptions for different hypothetical test level scenarios (including upward or downward adjustments) so as to estimate the change in overall wage bills of all enterprises under different test levels. Specifically, MWC will take into consideration the time gap between the review of the SMW rate and the implementation of the recommended rate. MWC will endeavour to conduct a forward-looking estimation which takes into account the knock-on effect on pay hierarchies not only by using statistical data on employees' wage distribution in May-June 2019 as a base for estimation, but also by making references to wage statistics available in the later periods of 2020 and the latest economic situation by then.

Besides, it is noteworthy that the data and test levels are for reference only. MWC does not have any preconceived stance on its recommendation on the SMW rate. After completing the review, MWC will make recommendation on whether to maintain or adjust the SMW rate, and where applicable, the direction and magnitude of adjustment.)

Sector ^(Note 5)	Hourly wage level ^(Note 4) (i.e. SMW test levels)													
	\$38.0		\$39.0		\$40.0		\$41.0		\$42.0		\$43.0		\$44.0	
	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)	(\$Mn)	(%)
(A) Low-paying sectors^(Note 6)	7.1	#	29.1	0.1	65.5	0.1	131.7	0.3	218.4	0.5	321.7	0.7	445.6	0.9
1. Retail	1.2	#	6.7	#	20.2	0.1	45.2	0.2	75.7	0.4	111.9	0.6	157.8	0.8
1.1 Supermarkets and convenience stores	*	*	0.3	0.1	1.4	0.3	5.9	1.2	10.5	2.1	15.1	2.9	19.7	3.8
1.2 Other retail stores	*	*	6.4	#	18.8	0.1	39.3	0.2	65.3	0.3	96.9	0.5	138.2	0.7
2. Food and beverage services	0.8	#	3.6	#	8.4	0.1	17.1	0.1	30.2	0.2	48.5	0.3	69.8	0.5
2.1 Chinese restaurants	*	*	*	*	*	*	*	*	6.5	0.2	9.0	0.2	12.5	0.3
2.2 Non-Chinese restaurants	*	*	*	*	2.3	#	5.4	0.1	11.0	0.2	19.1	0.3	27.6	0.4
2.3 Fast food cafes	*	*	*	*	2.2	0.2	3.7	0.3	5.3	0.4	7.6	0.5	10.5	0.7
2.4 Hong Kong style tea cafes	*	*	*	*	*	*	2.7	0.1	5.2	0.2	9.0	0.4	13.3	0.5
2.5 Other food and beverage services	*	*	*	*	*	*	*	*	2.1	0.2	3.8	0.4	6.0	0.6
3. Estate management, security and cleaning services	3.6	0.1	12.9	0.3	24.4	0.5	41.7	0.9	64.1	1.4	90.1	2.0	118.9	2.6
3.1 Real estate maintenance management	*	*	3.3	0.3	6.6	0.6	11.3	1.0	20.3	1.8	29.7	2.7	40.1	3.6
3.2 Security services	1.6	0.1	4.9	0.4	8.6	0.6	13.4	1.0	18.6	1.4	25.3	1.9	32.8	2.4
3.3 Cleaning services	*	*	1.2	0.2	2.4	0.4	4.2	0.7	6.3	1.1	8.8	1.5	11.9	2.0
3.4 Membership organisations	0.9	0.1	3.5	0.2	6.9	0.5	12.8	0.9	18.9	1.3	26.3	1.8	34.1	2.4
4. Other low-paying sectors	1.5	#	5.8	0.1	12.5	0.2	27.8	0.4	48.3	0.6	71.2	0.9	99.1	1.3
4.1 Elderly homes	*	*	1.9	0.1	4.4	0.3	11.6	0.7	22.1	1.2	34.3	1.9	50.5	2.8
4.2 Laundry and dry cleaning services	*	*	*	*	*	*	*	*	2.7	0.9	4.1	1.4	5.7	1.9
4.3 Hairdressing and other personal services	0.7	#	2.3	0.1	4.6	0.1	9.6	0.2	15.4	0.3	21.4	0.5	27.6	0.6
4.4 Local courier services	*	*	*	*	*	*	*	*	3.5	1.1	5.0	1.6	6.7	2.1
4.5 Food processing and production	*	*	*	*	1.6	0.2	3.0	0.4	4.7	0.6	6.4	0.8	8.6	1.1
(B) Other sectors	7.8	#	30.4	#	66.4	#	122.5	0.1	196.4	0.1	291.6	0.1	424.4	0.2
5. Manufacturing	*	*	1.3	#	3.7	0.1	6.8	0.1	10.9	0.2	16.0	0.3	22.3	0.4
6. Construction	*	*	*	*	*	*	*	*	*	*	*	*	*	*
7. Import/export trade and wholesale	1.6	#	7.5	#	16.9	#	33.5	#	58.1	0.1	91.7	0.1	138.5	0.2
8. Accommodation services	*	*	*	*	*	*	5.0	0.6	7.6	1.0	10.5	1.4	13.9	1.8
9. Transportation, storage, courier services, information and communications	0.6	#	2.8	#	7.7	#	16.3	0.1	26.0	0.1	37.7	0.1	51.7	0.2
10. Financing, insurance, real estate, professional and business services	0.7	#	3.1	#	6.9	#	14.6	#	24.4	#	37.3	0.1	58.6	0.1
11. Education, medical and other social and personal services	4.1	#	13.5	#	26.6	0.1	43.4	0.1	64.4	0.2	91.2	0.2	129.7	0.3
12. Others	*	*	*	*	*	*	*	*	*	*	*	*	*	*
(C) All sectors	14.9	#	59.5	#	131.9	#	254.2	0.1	414.8	0.1	613.3	0.2	870.0	0.3

Notes: (1) 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) Estimation of changes in wage bill is done by comparison with the original wage bill, assuming other things being equal, with the wage bill estimated in accordance with the definition of wages as set out in the Minimum Wage Ordinance.

(3) In this table, small and medium enterprises refer to those enterprises with fewer than 50 employees. 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 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) MWC defined "low-paying sectors" (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of "other food service activities" (including beverage serving places and event catering among others) which had been under "other sectors", as part of "restaurants" sector under LPS, and name it as "other food and beverage services". The "restaurants" sector was also renamed as "food and beverage services".

* 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.

Data source : Estimates based on the 2019 Annual Earnings and Hours Survey, Census and Statistics Department.

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 Appendix 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. Food and beverage services	56	56
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
2.5 Other food and beverage services	562-563	562-563, 561901, 561903
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 services	I55	I55
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) The Minimum Wage Commission (MWC) defined “low-paying sectors” (LPS) as sectors employing relatively large number of low-paid employees or sectors with a relatively large proportion of low-paid employees. Based on the above criteria and the results of the 2018 Annual Earnings and Hours Survey, the current term of MWC (2019-2021), in reviewing the coverage of the LPS, decided to include the subsector of “other food service activities” (including beverage serving places and event catering among others) which had been under “other sectors”, as part of “restaurants” sector under LPS, and name it as “other food and beverage services”. The “restaurants” sector was also renamed as “food and beverage services”.

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