



香港人力資源管理學會

Hong Kong Institute of Human Resource Management

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PRESS RELEASE

For immediate release

Overall Average Staff Turnover Rate at 12.3% in First Half of 2017

Employers' Hiring Intention for Second Half of 2017 Remains Stable

[10 October 2017 - Hong Kong] The Hong Kong Institute of Human Resource Management (HKIHRM) revealed the findings of **The Half Yearly Survey on Manpower Statistics (First Half of 2017)**. An overall average staff turnover rate for the first half of 2017 was 12.3%, rose 1.8 percentage points from 10.5% in the second half of 2016. The job vacancy rate in the first half of 2017 stood at 6.5%, down 0.1 percentage point from the second half of 2016. The hiring intention of the majority of companies remained stable for the second half of 2017.

Since 2002, the HKIHRM Survey on Manpower Statistics has been collecting data to track manpower movement in Hong Kong's labour market. A total of 80 companies participated in the survey conducted in July and August 2017, covering 97,935 full-time employees

Key findings of the survey are as follows:

Staff Turnover and Job Vacancy (chart 1)

	2017 H1	2016 H2	2016 H1
	Percentage (weighted average)		
Staff turnover	12.3%	10.5%	10.2%
Job vacancy	6.5%	6.6%	5.2%

Staff turnover rate in 2017 H1

The top three business sectors with the highest staff turnover rate: **(chart 2)**

- Construction/ Property development/ Real estate (20.7%)
- Retail (18.3%)
- Telecommunication (14.6%)

The top three business sectors with the lowest staff turnover rate:

- Transport / Services allied to transport (storage) (2.1%)
- Electricity / Gas / Petrol (2.4%)
- Manufacturing (6.4%)

In terms of employee level, clerical/ frontline staff continued to record the highest turnover rate in the first half of 2017 at 17.3% while the lowest turnover rate was recorded for top/ senior/management at 3.4%. **(chart 3)**

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香港銅鑼灣怡和街六十八號一五〇三室

Suite 1503, 15/F., 68 Yee Wo Street, Causeway Bay, Hong Kong.

電話：二八八一五一一三 圖文傳真：二八八一六〇六二

Web Site: <http://www.hkihrm.org> E-mail: info@hkihrm.org Tel: (852) 2881 5113 Fax: (852) 2881 6062



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Job vacancy rate in first half of 2017 (chart 2)

The top three business sectors with the highest job vacancy rate:

- Retail (11.7%)
- Construction/ Property development/ Real estate (9.7%)
- Community / Social / Personal Services (7.3%)

The top three business sectors with the lowest job vacancy rate:

- Transport / Services allied to transport (Storage) (1.9%)
- Wholesale, Import / Export, Trading, Distribution (1.9%)
- Telecommunication (2.2%)

In terms of employee level, clerical/ frontline staff recorded the highest job vacancy rate in the first half of 2017 at 7.4% while top/ senior management registered the lowest job vacancy rate at 2.4%. **(chart 3)**

Position Growth/ Cut in first half of 2017 (chart 4)

The net growth in new positions for the first half of 2017 was 2.3%, up 1.8 percentage points when compared with the second half of 2016.

The top three business sectors with the highest new growth in new positions: **(chart 4)**

- Financial Services / Banking / Insurance (11.4%)
- Construction / Property Development / Real Estate (7.6%)
- Manufacturing (5.1%)

In terms of employee level, positions for clerical/ frontline recorded the highest net growth in the first half of 2017 at 2.4% while net growth for positions at top/ senior management, middle management/ non-managerial professionals and supervisory/ officers stood at 1.3%, 1.8% and 2.3% respectively. **(chart 5)**

Absence Rate in first half of 2017

Among the 80 participating companies in the survey, 62 companies provided data on staff absence. In the survey, "absence" is defined as unscheduled absences of one or more than one day including sick leave (paid or no paid), emergency leave, and casual leave.

The overall absence rate in the first half of 2017 was 2.4%, 0.3 percentage point higher than the second half of 2016, and 0.1 percentage point higher from a year earlier.

The top five business sectors with the highest absence rate: **(chart 6)**

- Community / Social / Personal Services (2.8%)
- Construction / Property Development / Real Estate (2.6%)
- Electricity / Gas / Petrol (2.2%)

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- Transport / Services allied to Transport (Storage) (2.2%)
- Wholesale, Import / Export, Trading, Distribution (1.6%)

In terms of employee level, the clerical/ frontline staff recorded the highest absence rate at 3.2%, compared with top/ senior management staff at 1.0%. **(chart 7)**

Hiring Intention for Second Half of 2017

Among the 80 participating companies, all of them provided data on their hiring intention for the second half of 2017, with results as follows: **(chart 8)**

Hiring Intention	2nd half 2017 (projected fig.)	1st half 2017 (projected fig.)	Change
Remain hiring as in previous 6-month period	68.8%	72.4%	Down 3.6 percentage points
Increase hiring	13.8%	15.8%	Down 2 percentage points
Freeze hiring	12.5%	7.9%	Up 4.6 percentage points
Reduce hiring	5%	3.9%	Up 1.1 percentage points

68.8% of the surveyed companies indicated that they would maintain hiring in the second half of 2017 at a level similar as the first half of 2017, with a higher percentage anticipated in sectors including business services/professional services; community/social/personal services; manufacturing.

By business sector, financial services/banking/insurance; telecommunication; and construction / property development / real estate were the top three sectors with the strongest intention to increase hiring in the second half year of 2017, while wholesale, import / export, trading, distribution was the sector with the strongest intention to freeze hiring in the second half year of 2017. **(chart 9)**

Conclusion

Mr David Li, President of the HKIHRM, comments that Hong Kong's unemployment rate remained at 3.1% in the third quarter of 2017, which can be regarded as full employment, with the employment situation continuing to improve across various business sectors, especially in manufacturing, property and real estate, and retail, according to the government's figures.

According to the findings of HKIHRM's Half Yearly Survey on Manpower Statistics, construction/property development/real estate, and retail were among the business sectors seeing a high turnover rate and a job vacancy rate in the first half of 2017. Employers' hiring intention in the second half of 2017 remained stable, with 68.8% of the surveyed employers would remain hiring at the same level as in the first half of 2017, followed by 12.5% who would freeze hiring, and 5% who would reduce hiring.

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By business sector, financial services/banking/insurance, telecommunications, construction/property development/real estate, and retail showed the strongest hiring intention for the second half of 2017 while companies in wholesale, import/export, trading and distribution would anticipate a hiring freeze.

In general, Hong Kong employers remain optimistic about Hong Kong's labour market in the short term. Looking ahead, local consumer sentiment and global trade environment will continue to influence the business confidence of companies and near-term employment outlook in Hong Kong. With Hong Kong's job market continuing to improve, Hong Kong employers will face the challenge of manpower shortages and retaining staff.

Please click the link [here](#) for viewing or downloading related charts for reference.

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Media Enquiry

Mr Bernard Wan/ Ms Ellen Wong - Public Relations and Communications Department, HKIHRM

Tel: (852) 2837 3820 / 2837 3826

Fax: (852) 2881 6062

Email: pr@hkihrm.org

About HKIHRM

As a leading human resource professional body in Hong Kong, the Hong Kong Institute of Human Resource Management (HKIHRM), a non-profit making organisation, boasts more than 5,300 members, about 600 of whom are corporate members. Founded in February 1977, the Institute aims at developing, maintaining and enhancing professional standards in HR management, and increasing the perceived value and influence of the HR profession. The Institute organises a wide range of professional purpose-built activities such as multi-level training programmes, conferences and an award programme, and provides services such as conducting surveys and publishing a professional journal. The Institute is commissioned by the Government of the HKSAR as the professional writer to develop and produce the Specification of Competency Standards (SCS) for the Human Resource Management sector under Hong Kong Qualifications Framework. The HKIHRM is a member of the Asia Pacific Federation of Human Resource Management which is one of the continental federations under the World Federation of People Management Associations. For more information, please visit our website at <http://www.hkihrm.org>.

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