



Pricing Report – Employment Law Hong Kong Legal Market, 2016.

Hourly Rates

For a market with a limited number of genuine participants, Hong Kong’s employment lawyers provide the market with a clear range of pricing points to choose from. While the lower end of the Hong Kong employment market is equal to the higher portions of other Asia-Pacific employment law markets this is consistent with pricing across other practice areas.

Although a significant portion of the market sits above the \$6,000 per hour mark there are plenty of quality options within the \$5,500-\$6,500 per hour band. Nonetheless consumers should be aware that there is a strong correlation between our rankings and pricing (with those at the upper end of our rankings likely to be more costly than those at the lower ends).

Partner Hourly Rates – Employment Law, Hong Kong 2016

Hourly Rate (HKD)	Market Share
\$4,500 - \$5,000	8%
\$5,000 - \$5,500	17%
\$5,500 - \$6,000	35%
\$6,000 - \$6,500	26%
\$6,500 - \$7,000	8%
\$7,000 +	6%

Alternative Pricing

Although the overwhelming majority (96%) of the Hong Kong employment law market recorded a move away from an hourly rate model in the past 12 months the level of innovation when it came to the use of such was limited. 78% of those who used alternative pricing reported using fixed pricing and 100% reported the use of capped pricing. Stage based costing and performance/outcome driven fees recorded only insignificant use however the use of retainers was common with 50% of firms recording it’s use (a not uncommon trend in employment law across the Asia-Pacific region).