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EXPLANATORY NOTE

1. The tables in this publication summarize the results of a wage survey on 12 manufacturing industries, 6 public utilities and 3 service industries conducted in April 1974. The survey covers operative employees, foremen, supervisors and service technicians such as fitters, mechanics and electricians.
2. Information on wages, hours of work, overtime rates, supplementary payments and fringe benefits are supplied by employers from wage records. Wage rates in the manufacturing industries, the taxi service and motor vehicle repairing are generally fixed individually between employers and workers. Wages in dockyards, electricity supply, buses, tramway, ferries and telephone service, on the other hand, are fixed by employers.
3. From the information collected two sets of wage indexes are compiled - an index of wage changes which is weighted by the numbers employed in March 1964 but takes no account of the changes in employment since that date, and an index of average daily wages which is weighted according to the numbers employed in the months under review and measures the percentage changes in average daily wages since March 1964.
4. The nominal wage indexes indicate the changes in the amount of money earned as wages. As the cost of living also rises real wage indexes are also compiled to show the changes in the purchasing power of wages earned. The real wage indexes are obtained by applying to the nominal indexes the average monthly modified consumer price index for the previous six months. Hence the average monthly modified consumer price index for April to September inclusive is used to calculate the real indexes for September and that for October to March to calculate the real index for March.
5. The index of average daily wages are further classified into two components, one excluding fringe benefits and the other including fringe benefits. Fringe benefits include: (i) cash benefits such as new year bonuses, good attendance and efficiency bonuses, and other cash allowances, e.g. electricity allowance (ii) free or subsidized food or food allowance (iii) free or subsidized accommodation (iv) paid holidays. Overtime payment is not included.
6. Details of occupational wage rates and related information for each of the selected industries and public utilities are separately tabulated.
7. Average daily wages for workers in the building construction industry are calculated from wage sheets prepared by Public Works Department staff in Government building and construction sites.
8. The General and Modified Consumer Price Indexes are compiled and published by the Consumer Price Index Section, Census and Statistics Department. The former index on households spending between \$100-1999 a month and the latter between \$100-599 a month.

Table 1

INDEX OF NOMINAL WAGE CHANGES SINCE 1964

(The index measures the changes in the amount of money earned as wages)

Industry	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974
Cotton spinning	100	110	114	123	130	135	158	180	190	196	201	215	237	249	267
Cotton weaving (three shifts)	100	113	122	127	136	142	160	181	196	208	215	227	248	260	269
Cotton weaving (two shifts)	100	124	125	130	133	145	156	167	186	214	221	225	243	263	289
Cotton knitting	100	106	116	130	133	152	178	196	209	218	231	232	254	279	296
Garments	100	108	119	128	135	141	165	181	194	207	211	224	235	244	244
Rubber footwear	100	113	118	134	159	172	196	210	230	238	254	255	269	272	277
Plastic flowers	100	104	109	117	122	128	155	167	179	192	197	225	235	239	244
Enamelware	100	112	117	126	129	144	154	159	161	172	188	192	221	263	280
Metal torch cases	100	115	128	137	144	153	174	193	201	214	242	252	268	279	299
Electronics	100	120	120	126	133	147	176	187	200	219	247	260	283	300	309
Dockyards	100	102	115	125	145	146	167	170	189	192	210	212	237	256	252
Electricity supply	100	104	119	122	133	147	166	168	183	185	203	205	233	259	279
Bus operators	100	102	113	117	120	137	140	157	156	176	177	180	203	216	239
Tramway operators	100	115	123	124	136	145	162	166	165	183	181	204	240	254	290
Telephone service	100	110	122	125	128	142	156	158	174	174	197	198	220	230	265
Motor vehicle repairing	100	104	113	115	126	128	137	146	158	159	172	185	211	230	256
Textiles *	100	110	119	127	134	142	164	181	194	207	212	224	239	251	259
Manufacturing +	100	110	118	127	134	142	165	181	194	206	214	226	241	253	261
Utilities and dockyards	100	104	116	122	133	143	156	164	174	184	195	199	223	240	254
Overall	100	109	118	126	134	142	163	178	190	202	210	221	238	251	260

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above

Table 2

INDEX OF REAL WAGE CHANGES SINCE 1964

(The index measures the changes in the purchasing power of money earned as wages)

	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974
Cotton spinning	100	109	110	115	114	116	128	138	144	146	148	150	158	143	144
Cotton weaving (three shifts)	100	112	117	119	119	122	130	139	148	154	158	158	165	150	146
Cotton weaving (two shifts)	100	123	120	122	116	124	127	128	140	159	162	157	162	151	156
Cotton knitting	100	105	112	122	116	130	144	150	157	162	170	162	169	161	160
Garments	100	107	114	120	118	121	134	139	146	154	155	156	156	140	132
Rubber footwear	100	112	113	125	139	148	159	161	173	177	186	178	179	157	150
Plastic flowers	100	103	105	110	107	110	126	128	135	143	145	157	156	138	132
Enamelware	100	111	112	118	113	124	125	122	121	128	138	134	147	151	152
Metal torch cases	100	114	123	128	126	131	141	148	151	159	178	176	178	161	162
Electronics	100	119	115	118	116	126	143	144	151	163	181	181	188	173	167
Dockyards	100	101	111	117	127	125	136	130	142	143	154	148	158	147	136
Electricity supply	100	103	114	114	116	126	135	129	138	137	149	143	155	149	151
Bus operators	100	101	109	110	105	118	114	120	117	131	130	126	135	124	129
Tramway operators	100	114	118	116	119	124	131	127	124	136	133	142	160	146	157
Telephone service	100	109	117	117	112	122	127	121	131	129	145	138	146	132	143
Motor vehicle repairing	100	103	109	108	110	110	111	112	119	118	126	129	140	132	139
Textiles *	100	109	114	119	117	122	133	139	146	154	156	156	159	145	140
Manufacturing +	100	109	113	119	117	122	134	139	146	153	157	158	160	146	141
Utilities and dockyards	100	103	112	114	116	123	127	126	131	137	143	139	148	138	138
Overall	100	108	113	118	117	122	132	137	144	150	154	154	158	145	141

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments.

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above.

Table 3

INDEX OF NOMINAL AVERAGE DAILY WAGES FOR INDUSTRIAL WORKERS

(The index measures the changes in the amount of money earned as wages)

A. Excluding fringe benefits

Industry	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974	Wages in Mar. 1974
																HK\$
Cotton spinning	100	110	114	122	129	134	156	179	189	196	202	215	238	246	268	20.83
Cotton weaving (three shifts)	100	112	123	128	135	139	157	177	194	206	215	225	246	257	269	20.28
Cotton weaving (two shifts)	100	125	120	125	131	143	154	164	184	214	223	224	246	268	302	25.02
Cotton knitting	100	107	117	129	131	156	189	207	217	226	239	238	265	292	304	25.94
Garments	100	108	120	131	137	144	169	185	199	212	216	227	236	252	252	23.84
Rubber footwear	100	113	117	133	158	172	197	212	230	239	254	254	268	275	278	22.27
Plastic flowers	100	102	105	118	124	134	153	159	173	183	189	217	219	219	229	21.89
Enamelware	100	111	116	126	130	146	152	162	165	175	192	197	228	268	287	24.88
Metal torch cases	100	118	135	147	151	164	192	219	226	244	270	272	284	294	317	19.55
Electronics	100	114	125	126	132	149	180	192	209	223	249	265	290	306	318	20.45
Dockyards	100	102	112	126	146	145	167	171	190	195	213	215	245	260	255	25.87
Electricity supply	100	104	114	116	124	137	149	151	166	169	182	185	209	232	251	28.23
Bus operators	100	102	112	117	119	136	139	155	155	175	178	181	204	218	241	23.07
Tramway operators	100	114	123	124	136	146	162	166	165	183	181	205	242	255	291	30.58
Telephone service	100	110	120	125	132	149	163	163	180	180	203	204	228	238	274	26.82
Motor vehicle repairing	100	103	119	121	131	134	152	159	171	173	188	194	225	243	269	26.19
Textiles *	100	109	119	129	136	144	169	187	202	215	222	234	247	262	267	23.11
Manufacturing +	100	109	117	125	133	142	165	180	196	208	218	230	243	256	263	22.47
Utilities and dockyards	100	104	114	121	133	142	157	162	174	184	197	200	227	240	258	25.90
Overall	100	108	117	124	132	141	163	177	192	204	213	224	239	253	260	22.86

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments.

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above.

Table 3 (cont'd)

B. Including fringe benefits

Industry	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974	Wages in Mar. 1974
																HK\$
Cotton spinning	100	109	111	119	127	131	152	178	187	194	198	211	240	250	269	29.53
Cotton weaving (three shifts)	100	107	117	121	129	132	148	171	188	199	205	217	240	253	256	27.09
Cotton weaving (two shifts)	100	124	111	117	124	138	150	166	180	206	215	218	241	259	293	29.62
Cotton knitting	100	109	118	131	132	156	189	208	219	228	242	241	267	293	306	27.69
Garments	100	109	120	134	140	147	174	190	205	218	222	235	248	263	263	25.71
Rubber footwear	100	116	114	135	160	177	203	214	232	238	257	258	273	276	280	23.73
Plastic flowers	100	102	104	115	121	133	152	161	174	185	190	217	222	222	229	24.04
Enamelware	100	119	119	129	134	152	158	172	174	185	206	213	248	300	316	30.05
Metal torch cases	100	122	145	156	163	173	201	230	238	255	288	295	320	333	336	21.59
Electronics	100	119	131	136	142	161	189	198	213	222	249	269	303	323	334	25.17
Dockyards	100	102	111	123	142	141	161	164	182	186	202	204	227	241	237	26.37
Electricity supply	100	104	107	113	120	132	143	145	160	163	175	177	205	227	245	33.70
Bus operators	100	102	105	109	112	128	131	146	145	164	166	169	191	204	225	30.34
Tramway operators	100	113	121	123	134	143	158	162	161	178	176	198	232	245	278	35.90
Telephone service	100	109	119	123	130	145	159	159	174	174	196	197	218	228	261	31.51
Motor vehicle repairing	100	103	118	121	131	135	154	162	174	176	191	198	231	250	277	31.63
Textiles *	100	110	117	127	134	141	165	184	198	210	215	227	244	258	263	26.50
Manufacturing +	100	110	116	125	133	142	165	181	195	206	215	227	245	259	265	26.04
Utilities and dockyards	100	104	110	117	127	136	149	156	165	173	185	188	211	226	243	30.22
Overall	100	109	115	123	131	140	161	176	190	200	209	220	238	252	260	26.54

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above

Table 4

INDEX OF REAL AVERAGE DAILY WAGES FOR INDUSTRIAL WORKERS
(The index measures the changes in the purchasing power of money earned as wages)

A. Excluding fringe benefits

Industry	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974
Cotton spinning	100	109	110	114	113	115	127	137	142	146	148	150	158	142	145
Cotton weaving (three shifts)	100	111	118	120	118	119	127	136	146	153	158	157	164	148	146
Cotton weaving (two shifts)	100	124	115	117	115	123	125	126	139	159	164	156	164	154	163
Cotton knitting	100	106	113	121	115	134	153	159	163	168	175	166	176	168	165
Garments	100	107	115	123	120	124	137	142	150	157	159	158	157	145	136
Rubber footwear	100	112	113	125	138	148	160	163	173	177	186	177	178	158	150
Plastic flowers	100	101	101	110	108	115	124	122	130	136	139	151	146	126	124
Enamelware	100	110	112	118	114	125	123	124	124	130	141	137	152	154	155
Metal torch cases	100	117	130	138	132	141	156	168	170	181	198	190	189	169	172
Electronics	100	113	120	118	115	128	146	147	157	166	183	185	193	176	172
Dockyards	100	101	108	118	128	124	136	131	143	145	156	150	163	150	138
Electricity supply	100	103	110	109	108	118	121	116	125	125	134	129	139	134	136
Bus operators	100	101	108	110	104	117	113	119	117	130	131	126	136	126	130
Tramway operators	100	113	118	116	119	125	131	127	124	136	133	143	161	147	157
Telephone service	100	109	115	117	115	128	132	125	136	134	149	142	152	137	148
Motor vehicle repairing	100	102	114	113	115	115	123	122	129	128	138	135	150	140	146
Textiles *	100	108	114	121	119	124	137	144	152	160	163	163	164	151	144
Manufacturing +	100	108	113	117	116	122	134	138	148	154	160	161	162	147	142
Utilities and dockyards	100	103	110	113	116	122	127	124	131	137	145	140	151	138	140
Overall	100	107	113	116	115	121	132	136	145	151	156	156	159	146	141

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments.

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above.

Table 4 (cont'd)

B. Including fringe benefits

Industry	Mar. 1964	Mar. 1965	Mar. 1966	Mar. 1967	Mar. 1968	Mar. 1969	Mar. 1970	Sept. 1970	Mar. 1971	Sept. 1971	Mar. 1972	Sept. 1972	Mar. 1973	Sept. 1973	Mar. 1974
Cotton spinning	100	108	107	111	111	112	123	137	141	144	145	147	160	144	146
Cotton weaving (three shifts)	100	106	113	113	113	113	120	131	142	148	151	151	160	146	139
Cotton weaving (two shifts)	100	123	107	110	108	118	122	127	136	153	158	152	160	149	159
Cotton knitting	100	108	113	123	115	134	153	160	165	169	178	168	178	169	166
Garments	100	108	115	125	122	126	141	146	154	162	163	164	165	151	143
Rubber footwear	100	115	110	126	140	152	165	164	175	177	189	180	182	159	152
Plastic flowers	100	101	100	108	106	114	123	124	131	137	140	151	148	128	124
Enamelware	100	118	114	121	117	130	128	132	131	137	151	149	165	173	171
Metal torch cases	100	121	139	146	143	148	163	177	179	189	211	206	213	192	182
Electronics	100	118	126	127	124	138	153	152	160	165	183	188	202	186	181
Dockyards	100	101	107	115	124	121	131	126	137	138	148	142	151	139	128
Electricity supply	100	103	103	106	105	113	116	111	120	121	128	124	136	131	133
Bus operators	100	101	101	102	98	110	106	112	109	122	122	118	127	117	122
Tramway operators	100	112	116	115	117	123	128	124	121	132	129	138	154	141	150
Telephone service	100	108	114	115	114	124	129	122	131	129	144	137	145	131	141
Motor vehicle repairing	100	102	113	113	115	116	125	124	131	131	140	138	154	144	150
Textiles *	100	109	113	119	117	121	134	141	149	156	158	158	162	149	142
Manufacturing +	100	109	112	117	116	122	134	139	147	153	158	158	163	149	143
Utilities and dockyards	100	103	106	110	111	117	121	120	124	128	136	131	140	130	131
Overall	100	108	111	115	115	120	131	135	143	148	153	154	158	145	141

* Textiles consist of cotton spinning, cotton weaving (two and three shifts), cotton knitting and garments.

+ Manufacturing includes the first ten industries from cotton spinning to electronics listed above.

Table 5

WAGES, HOURS OF WORK AND OVERTIME RATES FOR MANUAL WORKERS
IN SELECTED INDUSTRIAL GROUPS AS IN MARCH 1974

Industry COTTON SPINNINGA. Basic wagesI.S.I.C. 321 - 3211

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month	
	Daily Rated	Piece Rated	Monthly Rated			
apprentice:	male	-	-	601.03	8 - 8½	26
learner:	male	11.88	-	-	7½ - 8½	26
	female	12.00	-	-	7½ - 8	26
general worker:	male	16.52	31.55	-	7½ - 8½	26
	female	15.47	-	-	7½ - 8	26
mixer and blender:	male	14.25	19.88	-	7½ - 8½	26
	female	-	20.59	-	7½ - 8	26
picker:	male	17.97	16.51	-	7½ - 8	26
	female	15.36	14.70	-	7½ - 8	26
grader and tester:	male	17.52	-	-	7½ - 8½	26
	female	17.74	-	-	7½ - 8	26
carder:	male	19.30	19.47	-	7½ - 8	26
	female	-	18.44	-	7½ - 8	26
comber:	male	-	23.03	-	7½ - 8	26
	female	-	21.31	-	7½ - 8	26
drawer :	male	16.55	20.61	-	7½ - 8½	26
	female	15.40	20.97	-	7½ - 8	26
rover:	male	-	23.72	-	7½ - 8½	26
	female	-	23.33	-	7½ - 8	26
spinner:	male	18.55	18.86	-	7½ - 8½	26
	female	16.05	19.13	-	7½ - 8	26

Table 5 (continued)

A. Basic wages (continued)

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
doubler:	male	-	18.99	-	8	26
	female	-	21.74	-	7½ - 8	26
twister:	male	18.40	19.96	-	7½ - 8	26
	female	17.19	18.17	-	7½ - 8	26
winder:	male	17.75	20.82	-	7½ - 8½	26
	female	15.30	20.89	-	7½ - 8	26
reeler:	male	18.06	-	-	7½ - 8	26
	female	18.50	21.83	-	7½ - 8	26
baling & bundling worker:	male	19.85	21.14	-	7½ - 8½	26
	female	-	17.78	-	7½ - 8	26
oiler & greaser:	male	18.23	-	-	7½ - 8½	26
fitter and mechanic:	male	18.12	-	-	7½ - 8½	26
	female	15.28	-	-	7½	26
electrician:	male	18.94	-	-	7½ - 8½	26
supervisor:	male	22.41	-	913.00	7½ - 8½	26
	female	22.43	-	814.00	7½ - 8	26
foreman:	male	-	-	887.50	7½ - 8½	26
	female	-	-	671.50	7½ - 8	26

note: subsidized meals are provided to all workers

(to be continued)

Table 5 (continued)

B. Overtime rates

normal: little normal overtime as work arranged in shifts.
If worked, time and one-half to double time

holidays and festivals: same rate to double time and one-half

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: one month's pay

attendance bonus: 3 to 7 days' pay a month

a long service bonus is paid to workers by most factories

allowances: cost of living allowance: \$1 to \$3.10 a day is paid to each worker attending work
by most factories

night shift allowance: night shift by rotation - \$1 to \$9 a shift
permanent night shift: \$1 to \$12 a shift

annual holidays: 6 days with pay

accommodation: provided free for a large proportion of workers

Table 5 (continued)

Industry COTTON WEAVING (three daily shifts of eight hours)A. Basic WagesI.S.I.C. 321 - 3211

Occupation	Weighted Average Wage Rate ^e (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
learner: male	13.00	-	-	7½ - 8	26
female	11.53	-	-	7½ - 8	26
general worker: male	16.73	19.10	-	7½ - 8½	26
female	14.02	17.23	-	7½ - 8	26
cone winder: male	-	19.76	-	7½ - 8	26
female	16.00	20.06	-	7½	26
pirn winder: male	15.31	17.13	-	7½ - 8	26
female	15.07	16.67	-	7½ - 8	26
beam warper: male	14.71	27.10	-	7½ - 8	26
female	14.17	21.50	-	7½ - 8	26
loom threader: male	-	18.76	-	7½ - 8	26
female	-	19.04	-	7½ - 8	26
sizer: male	19.41	20.76	620.00	7½ - 9½	26
weaver: male	-	21.65	-	7½ - 8	26
female	-	21.21	-	7½ - 8	26
examiner and repairer: male	19.40	23.18	-	7½ - 8½	26
female	16.93	17.54	-	7½ - 8	26
baling and bundling worker: male	18.14	30.69	550.00	7½ - 9	26
tester: female	15.66	-	-	7½	26
oiler and greaser: male	16.18	-	460.00	7½ - 9	26
female	14.61	-	-	7½ - 8	26

A. Basic Wages (continued)

Table 5 (continued)

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
fitter and mechanic:	male	20.43	21.08	822.59	7½ - 9	26
supervisor and foreman:	male	23.50	22.34	817.43	7½ - 8½	26
	female	21.36	21.48	750.00	7½ - 8	26

note: subsidized meals are provided by some factories; food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates

normal: little normal overtime as work arranged in shift.

If worked, time and one-half to double time

holidays and festivals: same rate to treble time

C. Supplementary payments and fringe benefits

bonuses:

lunar new year bonus: 1 month's pay to daily and piece rated workers;

1 - 1½ months' pay to monthly rated workers

attendance bonus: 3 to 8 days' pay a month

a long service bonus is paid to workers by some factories

allowances:

cost of living allowance: \$1 to \$3.70 a day is paid to each worker attending work by some factories

night shift allowance: night shift by rotation - \$1 to \$3.90 a shift

permanent night shift - \$1 to \$6.40 a shift

annual holidays:

6 days with pay

accommodation:

provided free for a large proportion of workers

Table 5 (continued)

Industry. COTTON WEAVING (two shifts)A. Basic wagesI.S.I.C. 321 - 3211

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	18.00	-	560.00	7½ - 10	26 - 30
	female	16.22	-	-	7½ - 8	26
cone winder:	female	-	23.60	-	7½ - 8	26
pirn winder:	male	18.83	-	-	7½ - 8	26 - 28
	female	19.00	-	-	7½ - 8	26
beam warper:	male	23.16	-	678.18*	7½ - 8	26 - 30
loom threader:	female	19.33	27.64	555.00*	7½ - 8	26
weaver:	male	-	27.77	-	7½ - 8	26 - 30
	female	-	25.27	-	7½ - 8	26
examiner and repairer:	male	21.00	-	650.00	7½ - 10	26 - 28
	female	18.00	24.62	-	7½ - 8	26
baling and bundling worker:	male	17.33	-	-	7½ - 8	26 - 28
	female	16.70	19.20	-	7½ - 8	26
mechanic:	male	25.92*	-	862.41	7½ - 9	26 - 28
foreman:	male	-	-	905.76*	7½ - 10	26 - 30

note: food is provided free in addition to those rates marked with an asterisk*

(to be continued)

Table 5 (continued)

B. Overtime rates

normal: same rate to double time

holidays and festivals: time and one-fifth to double time

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: 24 days to 1½ months' pay to daily and piece rated workers;
1 to 2 months' pay to monthly rated workers

attendance bonus: 2 to 6 days' pay a month

allowances: night shift allowance: night shift by rotation - \$2.00 a shift
permanent night shift - \$3.00 a shift

annual holidays: 6 to 10 days with pay

Table 5 (continued)

Industry COTTON KNITTINGA. Basic wagesI.S.I.C. 321 - 3213

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	17.40	-	466.00*	8 - 9	26
	female	15.55	21.78	626.67	8	26
bleacher and dyer:	male	26.79	-	813.00*	8 - 10	26
winder and reeler:	female	18.21	23.31	-	8	26
knitter, power driven machine:	male	28.39	30.20	628.42*	8 - 10	26
	female	26.00	-	-	8	26
making up:						
(a) cutter:	male	28.57	35.05	810.00	8 - 9	26
	female	19.00	25.63	-	8	26
(b) sewing machine operator:	male	-	34.20	-	8	26
	female	21.29	26.94	-	8	26
(c) overedging machine operator:	female	20.00	27.85	-	8	26
(d) looping machine operator:	male	-	37.65	-	8	26
	female	-	28.17	-	8	26
(e) mender:	female	24.19	-	-	8	26
(f) button sewer:	female	18.13	22.15	-	8	26

Table 5 (continued)

A. Basic wages (continued)

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month	
	Daily Rated	Piece Rated	Monthly Rated			
finishing:						
(a) thread trimmer:	female	-	19.43	-	8	26
(b) hand presser:	male	-	30.98	-	8 - 9	26
	female	-	28.31	-	8	26
(c) examiner:	female	14.39	14.80	-	8	26
(d) packer:	male	16.19	-	520.71*	8 - 9	26
	female	15.72	20.60	320.00	8	26
mechanic:	male	-	-	1,037.86*	8 - 10	26
foreman:	male	-	-	1,135.33	8 - 10	26
	female	-	-	773.84	8	26

note: food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates

normal: same rate to double time for daily rated workers;
same rate to time and one-half for piece and monthly rated workers

holidays and festivals: same rate to double time for daily rated workers;
same rate to time and one-half for piece and monthly rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: 1 to 2 months' pay
attendance bonus : 1 to 4 days' pay a month by some factories

annual holidays: 6 to 13 days with pay

accommodation: provided free for monthly rated workers by some factories

Table 5 (continued)

Industry WOOLLEN KNITTINGA. Basic wagesI.S.I.C. 321 - 3213

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	16.29	-	530.00	8	26
	female	14.93	-	400.00	8	26
winder and reeler:	female	17.10	17.68	-	8	26
knitter:	male	25.41	28.28	782.00	8	26
cutter:	male	-	28.53	750.00*	8	26
linking machine operator:	female	19.07	26.07	-	8	26
sewing machine operator:	male	-	29.78	-	8	26
	female	17.16	24.62	-	8	26
overedging machine operator:	male	-	28.97	-	8	26
	female	-	30.34	-	8	26
hand stitcher:	female	16.42	21.76	-	8	26
button sewer:	male	-	24.91	-	8	26
	female	13.00	24.58	-	8	26
labelling worker:	female	15.83	21.05	-	8	26
trimmer:	female	-	19.00	-	8	26
mending repairer:	female	20.60	26.31	-	8	26
washing machine operator:	male	19.44	-	686.67	8	26
	female	18.40	-	-	8	26

Table 5. (continued)

A. Basic wages (continued)

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
hand presser:	male	25.52	28.75	-	8	26
	female	-	26.75	-	8	26
examiner:	female	14.44	21.41	-	8	26
packer:	male	17.94	-	-	8	26
	female	14.64	-	-	8	26
mechanic:	male	-	-	973.75	8	26
foreman:	male	-	-	868.60	8	26
	female	-	-	697.84	8	26

note: food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates normal: time and one-half to double time for daily rated workers;
same rate to time and one-half for piece and monthly rated workers

holidays and festivals: same rate to double time for daily rated workers;
same rate to time and one-half for piece and monthly rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: ½ month's pay to daily rated workers;
1 to 2 months' pay to monthly rated workers

attendance bonus: 1 to 4 days' pay a month by some factories

annual holidays: 6 to 14 days with pay

Table 5 (continued)

Industry GARMENTSA. Basic wagesI.S.I.C. 322 - 3220

Occupation	Weighted Average Wage Rates(HK\$)			Normal Hours of Work a Day	Standard Days a Month	
	Daily Rated	Piece Rated	Monthly Rated			
general worker:	male	16.26	-	617.05	8 - 9	22 - 26
	female	15.00	-	424.32	8	22 - 26
pattern maker:	male	-	-	1,341.87	8 - 9	22 - 26
	female	-	-	895.00	8	26
cutter:	male	20.41	28.39	802.34	8 - 9	22 - 26
	female	17.04	-	-	8	26
overlocking machine operator:	male	-	29.70	-	8	26
	female	22.84	24.54	-	8	22 - 26
sewing machine operator:	male	15.08	29.02	-	8 - 9	26
	female	15.51	24.21	623.00*	8	22 - 26
special machine operator:	male	18.54	28.02	912.50	8 - 9	22 - 26
	female	20.70	24.60	-	8	22 - 26
inspection worker:	male	16.52	15.00	693.55	8 - 9	22 - 26
	female	17.47	18.58	415.47*	8	22 - 26
trimmer:	female	16.16	14.77	-	8	22 - 26
presser:	male	22.26	32.20	727.50	6 - 9	22 - 26
	female	-	28.43	-	6 - 8	22 - 26
packer:	male	17.00	21.42	699.90	8 - 9	22 - 26
	female	15.82	17.93	534.00	8	22 - 26
mechanic:	male	-	-	914.69	8 - 9	22 - 26
foreman:	male	-	-	1,292.98*	8 - 9	22 - 26
	female	-	-	849.41	8	22 - 26

Table 5 (continued)

note: food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates

normal: same rate to double time

holidays and festivals: same rate to double time

C. Supplementary payments and fringe benefits

bonuses:

lunar new year bonus: 2 days' to 1 month's pay or \$30 to \$600 to daily and piece rated workers;

1 to 6 months' pay to monthly rated workers

attendance bonus: ½ to 3 days' pay a month to daily rated workers;

½ to 5 days' pay a month to piece rated workers;

½ to 3 days' pay a month to monthly rated workers

annual holidays:

6 to 14 days with pay

Table 5 (continued)

Industry JOB PRINTINGA. Basic wagesI.S.I.C. 342 - 3420

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	-	-	285.20*	8	26
general worker: male	-	-	401.11*	8	26
female	-	-	353.57*	8	26
typographer designer: male	-	-	888.33	8	26
hand compositor: male	-	-	637.39	8	26
type casting machine operator: male	-	-	650.14*	7 - 8	26
proof reader/copy holder: male	-	-	619.44*	8	26
female	-	-	727.50*	8	26
cameraman/darkroom processor: male	-	-	665.90*	7 - 8	26
colour retoucher: male	-	-	676.04*	7 - 8	26
stripper: male	-	-	681.38*	7 - 8	26
block/plate maker: male	-	-	626.42*	7 - 8	26
plate grinding worker: male	-	-	565.39*	7 - 8	26
pressman: male	-	-	666.32*	7 - 8	26
die-cutting machine operator: male	-	-	638.17*	8	26

(to be continued)

Table 5 (continued)

A. Basic wages (continued)

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
guillotining machine operator: male	-	-	542.42*	8	26
hand work book-binder: female	16.00	-	418.88*	8	26
mechanical book-binder: male	-	-	518.38*	8	26
female	16.42	-	404.75*	8	26
packing worker: male	-	-	455.83*	8	26
female	-	-	435.81	8	26
storekeeper: male	-	-	601.56*	7 - 8	26
technician (electrical and mechanical): male	-	-	679.11*	8	26
technician (photographic): male	-	-	1,970.00*	8	26
foreman: male	-	-	1,067.84*	7 - 8	26
female	-	-	487.50*	7 - 8	26

note : food is provided free in addition to those rates marked with an asterisk *

- B. Overtime rates normal : time and one-half
 holidays and festivals : time and one-half

C. Supplementary payments and fringe benefits

- bonuses: lunar new year bonus: 1 month's pay to monthly rated workers
 attendance bonus: 1 to 5 days' pay a month by some factories

(to be continued)

Table 5 (continued)

allowances:	rotating night shift allowance: \$2.00 to \$8.20 a shift by some factories
annual holidays:	6 to 15 days with pay
accommodation:	provided free for apprentice and male workers by some factories

Table 5 (continued)

Industry RUBBER FOOTWEARA. Basic wagesI.S.I.C. 355 - 3559

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
general worker:					
male	16.84	-	595.00	8 - 9	26
female	13.62	-	-	8	26
rolling mill operator:					
male	27.55	29.41	860.00	8 - 9	26
press operator:					
male	-	29.89	-	8 - 9	26
hand cutter:					
(a) sole:					
male	-	27.83	-	8 - 9	26
female	-	21.78	-	8	26
(b) upper:					
male	-	32.26	-	8 - 9	26
female	-	17.00	-	8	26
making up:					
(a) machine sewing: (upper sewing)					
female	-	21.23	625.00	8	26
(b) gumming worker:					
male	-	27.08	700.00	8 - 9	26
female	17.80	21.21	-	8	26
(c) miscellaneous:					
male	17.69	25.62	846.05	8	26
female	13.69	21.20	443.33*	8	26
vulcanizer:					
male	25.00	25.91	-	8 - 9	26
female	22.00	18.00	-	8	26
packer:					
male	-	28.30	-	8 - 9	26
female	15.30	22.52	-	8	26

(to be continued)

Table 5 (continued)

A. Basic wages (continued)

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
mechanic: male	-	-	791.67*	8	26
foreman: male	-	-	756.73	8 - 9	26
foreman: female	-	-	670.71	8	26

note: food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates

normal: time and one-half for daily rated workers;
 same rate for piece rated workers;
 same rate to time and one-half for monthly rated workers

holidays and festivals: time and one-half to double time for daily and monthly rated workers;
 same rate for piece rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: 1% to 10% of annual earnings is paid to piece rated workers by some factories;

1 to 2 months' pay to monthly rated workers

attendance bonus: 1 to 2 days' pay a month by some factories

efficiency bonus: 3% to 10% of wage is paid to gumming workers by some factories

annual holidays: 6 days with pay

Table 5 (continued)

Industry PLASTIC FLOWERSA. Basic wagesI.S.I.C. 356 - 3560

Occupation		Weighted Average Wage Rates(HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	17.69	-	593.00*	7 - 9	26 - 28
	female	15.36	-	467.00	8	26
moulding injection operator:	male	26.52	28.61	-	6½ - 9	26 - 28
	female	18.50	-	-	7½	26
press operator:	male	-	26.50	-	8	26
trimmer:	female	14.25	-	-	8	26
assembler:	female	17.16	17.27	-	7 - 8	26
packer:	male	19.00	-	578.38*	7 - 9	26
	female	16.93	-	450.00*	8	26
colouring worker:	male	22.20	-	758.12*	7 - 9	26
extruding machine operator:	male	19.76	-	606.67	8 - 9	26
paint sprayer:	female	14.50	-	-	8	26
mould maker:	male	28.35	-	1,002.31*	7 - 11	26
designer:	male	-	-	1,000.00	8 - 9	26
	female	-	-	676.00	8	26
mechanic:	male	28.50*	-	880.67*	8 - 9	26
foreman:	male	22.25	-	1,085.08	7 - 9	26 - 28
	female	-	-	595.26*	8	26

note: food is provided free in addition to those rates marked with an asterisk*

(to be continued)

Table 5 (continued)

B. Overtime rates

normal: same rate to double time for daily and monthly rated workers;
same rate for piece rated workers

holidays and festivals: same rate to double time for daily and monthly rated workers;
same rate for piece rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: $\frac{1}{4}$ to 6 months' pay to monthly rated workers;
 $\frac{1}{10}$ to 2 months' pay to daily rated workers

attendance bonus: 2 to 4 days' pay a month by most factories

annual holidays: 6 to 9 days with pay

Table 5 (continued)

Industry ENAMELWAREA. Basic wagesI.S.I.C. 381 - 3819

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month	
	Daily Rated	Piece Rated	Monthly Rated			
general worker:	male	24.08	-	-	9 - 10½	26
press and machine operator:	male	23.41	-	-	8½ - 10	26
	female	19.13*	-	-	8	26
acid room:	male	26.80*	-	-	9 - 10½	26
frit preparation:	male	32.24	-	-	9 - 10	26
enamelling:	male	25.51	-	-	9 - 10½	26
paint spraying:	male	22.03	-	-	8 - 9½	26
	female	17.84	-	-	8	26
packer:	male	24.21	-	-	8 - 10	26
	female	16.34*	-	-	8	26
mechanic:	male	27.00	-	1,036.43*	9 - 10	26
foreman:	male	-	-	1,226.47*	8 - 9½	26

note: food is provided free in addition to those rates marked with an asterisk *

B. Overtime rates normal: time and one half

holidays and festivals: time and one-half

(to be continued)

C. Supplementary payments and fringe benefits

bonuses:	lunar new year bonus:	1 to 2 months' pay to monthly rated workers; 20 to 24 days' pay to daily rated workers
	attendance bonus:	2 days' pay a month to daily rated workers
	allowances:	rotating night shift allowance: \$2 to \$4.50 a shift
	annual holidays:	6 days with pay
	accommodation:	provided free by some factories

Table 5 (continued)

Industry METAL TORCH CASESA. Basic wagesI.S.I.C. 381 - 3819

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	13.08	-	405.00*	8	26
general worker: male	19.50	-	-	8	26
female	14.30	-	-	8	26
power press operator: male	18.50	-	-	8	26
female	16.37	-	-	8	26
hand press operator: female	15.19	-	-	8	26
rolling mill operator: female	15.98	-	-	8	26
electro-plater: male	21.43	-	-	8	26
female	14.60	-	-	8	26
buffing and polishing machine operator: male	23.16	39.28	-	8	26
painter: male	19.94	-	-	8	26
female	12.80	-	-	8	26
assembler and packer: male	16.47	-	-	8	26
female	16.19	-	-	8	26
mechanic: male	28.05	-	700.83	8	26
foreman: male	36.46*	-	1,053.03	8	26
female	-	-	625.64	8	26

note: food is provided free in addition to those rates marked with an asterisk*

(to be continued)

Table 5 (continued)

Industry ELECTRONICSA. Basic wagesI.S.I.C. 383 - 3832

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
trainee:	male	-	-	442.55*	6½ - 9	22 - 26
	female	-	-	350.00*	8	24
general worker and material handler:	male	17.16*	-	525.81*	6 - 8½	24 - 26
	female	17.41*	-	656.33*	6 - 8	24 - 26
operator/assembler:	male	16.90*	-	486.99*	7 - 9	22 - 26
	female	16.50*	-	513.17*	5 2/3 - 8	22 - 26
quality control:	male	15.43*	-	515.77*	6 - 8	24 - 26
	female	17.16*	-	522.54*	7 - 8	24 - 26
inspector and tracker:	male	16.83*	-	512.68*	6 - 9	22 - 26
	female	19.96*	-	579.08	5 2/3 - 8	22 - 26
tester:	male	15.29*	-	703.99	5 2/3 - 8½	26
	female	14.18*	-	523.21	7 - 8	24 - 26
repairer:	male	18.00*	-	577.44*	6 - 9	22 - 26
	female	20.44*	-	490.28	6 - 8	22 - 26
packer and marker:	male	15.25*	-	447.90*	6 - 9	22 - 26
	female	14.38*	-	473.30*	6 - 8	22 - 26
electrician:	male	-	-	880.70*	6 - 9	22 - 26
mechanic and technician:	male	24.83*	-	970.30*	5 2/3 - 9	22 - 26
foreman and group leader:	male	22.40*	-	1,020.15*	5 2/3 - 9	22 - 26
	female	23.40*	-	633.70*	6 - 8	22 - 26

Table 5 (continued)

note: food is provided free in addition to those rates marked with an asterisk*

B. Overtime rates normal : same rate to time and one half

holidays and festivals: time and one-half to double time and one-half for daily rated workers;
same rate to double time and one-half for monthly rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: ½ to 1 month's pay to daily rated workers;
1 month's pay to monthly rated workers

attendance bonus: 1 to 3½ days' pay a month

annual holidays: 6 to 18 days with pay

Table 5 (continued)

Industry DOCKYARDSA. Basic wagesI.S.I.C. 384 - 3841

Occupation	Weighted Average Wages Rates (HK\$)			Normal Hours of Works a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	13.93	-	-	8	26
unskilled: male	19.14	-	-	8	26
	female	18.10	-	8	26
semi-skilled: male	21.13	-	-	8	26
skilled: male	25.41	-	-	8	26

B. Overtime rates normal: time and two-thirds to double time and after midnight, double time

holidays and festivals: double time

C. Supplementary payments and fringe benefits

allowances: a cost of living allowance of 8% on normal time earnings is paid to all workers

a meal allowance of \$2.00 is payable to workers employed on night shift

annual holidays: 6 days with pay

medical treatment: provided free for all workers and their families; workers are entitled, in addition, to 12 days' sick leave at half pay per annum

provident fund: providing for 1 month's basic wages for each completed year of service, payable on leaving the company's service if the worker has either attained 45 years of age or has completed 10 years' service

Table 5 (continued)

Industry WIGSBasic wagesI.S.I.C. 390-3909

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
General worker:					
male	17.09	-	547.50*	8	26
female	15.74	-	460.00*	8	26
Net-cutting/tailoring:					
male	-	-	600.00*	8	26
female	13.25*	-	700.00	8	26
Net-sewing:					
female	-	28.65	-	8	26
Bleaching and dyeing:					
male	16.00*	-	650.00*	8	26
female	15.50*	-	-	8	26
Hair-cutting/weighing:					
male	-	35.00	-	8	26
female	-	21.60	-	8	26
Hackling:					
male	-	28.02	750.00*	8	26
Wetting:					
female	-	27.37	-	8	26
Post-machine operator:					
female	-	29.14	-	8	26
Hand tie/knit worker:					
female	-	25.74	-	8	26
Curling and opening:					
male	-	19.13	-	8	26
female	-	23.40	-	8	26
Inspection worker:					
female	18.06	-	-	8	26
Dressing and packing:					
female	15.00	22.84	-	8	26

(to be continued)

Table 5 (continued)

A. Basic wages (continued)

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
mechanic: male	-	-	890.00*	8	26
foreman: male	-	-	866.67*	8	26
female	-	-	825.00*	8	26

note: food is provided free in addition to those rates marked with an asterisk *

B. Overtime rates

normal: same rate to time and one-half

holidays and festivals: time and one-half for daily and monthly rated workers;
same rate to time and one-half for piece rated workers

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus: $\frac{1}{2}$ to $1\frac{1}{2}$ months' pay

attendance bonus: $\frac{1}{2}$ to 1 day's pay a month by some factories

annual holidays: 6 days with pay

Table 5 (continued)

Industry ELECTRICITY SUPPLYA. Basic wagesI.S.I.C. 410 - 4101

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	-	-	315.60	8	26
unskilled: male	-	-	468.42	8	26
semi-skilled: male	-	-	509.47	8	26
improver: male	-	-	538.00	8	26
artisan II: male	-	-	587.71	8	26
artisan I: male	-	-	632.62	8	26
senior artisan specialist: male	-	-	675.01	8	26
extra skilled specialist: male	-	-	684.04	8	26
foreman II: male	-	-	754.60	8	26
foreman I: male	-	-	848.68	8	26

B. Overtime rates normal : time and one-half
Sundays, holidays and after midnight: double time

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus at one month's basic wage plus cost of living allowance for each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata

Table 5 (continued)

- allowances: a cost of living allowance of \$4.70 to \$5.68 a day for every day of the month is paid to every male worker except apprentices in one concern, who are paid \$127.50 a month
- an electricity allowance of 50 to 200 units a month for workers whose meters are registered in their names
- an annual educational grant for children of workers at a minimum age of 5 years to a maximum age of 21 years on 1st July of \$125.00 for each child is given to workers by one concern
- a funeral allowance of \$800.00 is payable to all deceased employees with more than one year's service by one concern
- holidays: 18 - 29 paid holidays a year for all workers
- accommodation: provided for about 20% of the workers at very low rent
- medical treatment: provided free to all workers and their families; workers are entitled, in addition, to full paid sick leave varying from 2 weeks to 3 months per annum and additional half paid sick leave up to a maximum of 3 months per annum depending on the length of service

Table 5 (continued)

Industry GAS MANUFACTURE AND DISTRIBUTIONA. Basic wagesI.S.I.C. 410 - 4102

Occupation		Wage Rates (HK\$)						Normal Hours of Work a Day	Standard Days a Month
		Daily Rated			Monthly Rated				
		minimum	average	maximum	minimum	average	maximum		
apprentice:	male	-	-	-	393.00	-	417.00	8	24-26
trainee:	male	-	-	-	514.00	-	549.00	8	24-26
labourer:	male	-	-	-	514.00	-	642.00	8	24-26
artisan:	male	-	-	-	579.00	-	717.00	8	24-26
driver:	male	-	-	-	613.00	-	717.00	8	24-26
chargehand:	male	-	-	-	709.00	-	792.00	8	24-26

B. Overtime rates

normal : time and one-half

Sundays, holidays and after mid-night: double time

C. Supplementary payments and fringe benefits

bonuses:

lunar new year bonus at one month's basic wage plus cost of living allowance and shift allowance where applicable for each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata

a typhoon bonus of one to three times hourly basic rate is payable to all workers held on duty during typhoon period when the No. 8 signal or above is hoisted

Table 5 (continued)

allowances: . . . a cost of living allowance of \$138.00 a month is paid to all permanent employees
a shift allowance equal to 20% of basic wage is paid to shift workers
an annual educational grant of \$60.00 for the first child, \$55.00 for the second
and \$50.00 for the third or subsequent child is paid to those employees with
children aged between 5 to 17 years attending school
a standby allowance at normal rate to double time is payable to day workers
who are required to standby within the Depots for emergency calls

holidays: 18 paid holidays a year for all workers

medical treatment: provided free to all workers and their families; workers are entitled, in
addition, to free hospitalization and sick leave at full pay varying from
2 weeks to 3 months and additional sick leave at half pay up to a maximum
of 3 months depending on the length of service

retirement gratuity: an amount equal to one tenth of the last month's basic wage for each complete
month of service is paid to workers on retirement after ten years continuous
service

Table 5 (continued)

Industry BUILDING CONSTRUCTIONA. Basic wagesI.S.I.C. 500 - 5000

Occupation		Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
labourer(unskilled):	male	44.00	-	-	8 - 9	26 - 30
	female	33.00	-	-	8	26
bamboo scaffolder:	male	86.20	-	-	8 - 9	26 - 30
excavator:	male	51.00	-	-	8 - 9	26 - 30
	female	32.70	-	-	8	26
mason:	male	62.90	-	-	8 - 9	26 - 30
structural steel erector:	male	49.40	-	-	8 - 9	26 - 30
bricklayer:	male	64.00	-	-	8 - 9	26 - 30
cement finisher:	male	52.30	-	-	8 - 9	26 - 30
	female	45.70	-	-	8	26
carpenter:	male	67.90	-	-	8 - 9	26 - 30
painter:	male	59.60	-	-	8 - 9	26 - 30
plumber:	male	52.90	-	-	8 - 9	26 - 30
electric fitter(inside wireman):	male	53.90	-	-	8 - 9	26 - 30
drainlayer:	male	60.50	-	-	8 - 9	26 - 30
plasterer:	male	67.00	-	-	8 - 9	26 - 30

note: workers in this trade are employed for the job or the day

B. Overtime rates

double time to quadruple time

Table 5 (continued)

Industry BUS OPERATORSA. Basic wagesI.S.I.C. 711 - 7112

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
fitter: male	12.43	-	-	8	26
conductor: male and female	12.19	-	-	8	26
driver: male (27.5% - 50% extra on basic wages for double deck)	13.52	-	-	8	26
queue-controller: male	10.65	-	-	8	26
regulator: male	13.24	-	-	8	26
assistant regulator: male	12.30	-	-	8	26
inspector: male	-	-	753.00	8	26

B. Overtime rates double timeC. Supplementary payments and fringe benefits

bonuses: service bonuses at 5% of total basic wage plus overtime and cost of living allowance earned during the year and lunar new year bonuses at 15 days' basic wage plus cost of living allowance to all workers continuously employed in the previous 12 months and bonuses for shorter periods pro rata

safe driving bonuses ranging from \$1.00 to \$2.80 a day to drivers at the discretion of the company by one concern

(to be continued)

Table 5 (continued)

full attendance bonus to drivers at \$50 per month by one concern

bonuses at 70 cents to \$1.20 a day to conductors at the discretion of the company by one concern

bonuses ranging from \$1.00 to \$2.80 a day to fitters at the discretion of the company by one concern

a monthly bonus of about 12% of wages excluding allowances is paid by one concern

allowances:

a variable cost of living allowance of \$5.80 to \$6.60 a day is paid to all workers

regulators are paid an additional monthly allowance of \$20 to \$35 at the discretion of the company and assistant regulators are paid an additional monthly allowance of \$20 by one concern

a special allowance of \$3.50 a day to all workers

holidays:

4 rest days per month and 18 holidays a year inclusive of public holidays. All these holidays are paid

medical treatment:

medical and hospital benefits are provided free to all workers; each is entitled to 28 days' paid sick leave a year for the first ten years, 42 days a year for the next five years and 56 days a year after 15 years

Table 5 (continued)

Industry TRAMWAY OPERATORSA. Basic wagesI.S.I.C. 711 - 7112

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	17.47	-	-	8	26
unskilled: G.2 male and female	19.04	-	-	8	26
G.1	19.75	-	-	8	26
semi-skilled: male	21.35	-	-	8	26
conductor: male and female	21.26	-	-	8	26
motorman: male and female	21.35	-	-	8	26
artisan: male	22.72	-	-	8	26
regulator: male	23.33	-	-	8	26
inspector: male	-	-	1,127.20	8	26

B. Overtime rates

normal: time and one-half
 Chinese festival days: double time

C. Supplementary payments and fringe benefits

bonuses:

Lunar new year bonus - one month's basic wage plus allowances for employees continuously employed in the previous 12 months and bonuses for shorter periods pro rata

allowances:

for daily rated employees a variable cost of living allowance and a special cost of living allowance are paid; the former is \$4.90 a day while the latter is fixed at \$4.20 a day

a funeral allowance of \$600.00 is payable to all deceased employees

special allowances - 5 cents per hour to those unskilled workers (G.2) who use a sledge hammer, and 20 cents per hour to those who use a concrete vibrator

(to be continued)

Table 5 (Continued)

or pneumatic road breaking drill

\$1.50 per day to those motormen driving cars fitted with coin boxes, \$1.00 per day to those who instruct new recruits, and \$0.50 per day to those who drive cars towing trailers.

\$1.00 per day to those conductors who work on cars fitted with coin boxes

holidays:

18 paid holidays a year inclusive of Chinese festival days

accommodation:

266 flats provided for approximately 21% of the staff and their families at very low rentals

medical treatment:

Provided free to all workers and their families; workers are entitled, in addition, to free hospitalization and paid sick leave varying from 20 to 90 days a year depending on length of service. Special sick leave benefits are given to long service employees

other benefits:

- (1) canteen facilities
- (2) free uniform
- (3) retiring gratuities
- (4) free travel on tramcars

Table 5 (continued)

Industry TAXIA. Basic wagesI.S.I.C. 711 - 7113

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
driver: male	15.84	-	-	8 - 10	24 - 30

B. Supplementary payments and fringe benefits

bonuses:

1 month's pay at lunar new year to each driver continuously employed in the previous twelve months and bonuses for shorter periods of service pro rata
a variable bonus depending on a driver's daily and monthly business receipts is also paid

holidays:

24 to 48 days a year with pay

Table 5 (continued)

Industry HARBOUR FERRY SERVICEA. Basic wagesI.S.I.C. 712 - 7122

Occupation		Wage Rates (HK\$)					Normal Hours of Work a Day	Standard Days a Month	
		Daily Rated			Monthly Rated				
		minimum	average	maximum	minimum	average			maximum
cleaner:	male	-	-	-	400.00	-	720.00	8	26
	female	-	-	-	540.56	-	581.30	8	26
watchman:	male	-	-	-	637.05	-	661.81	8	26
hoist operator/pier engineer:	male	-	-	-	595.87	-	745.43	8	26
ropeman:	male	-	-	-	616.56	-	680.20	8	26
sailor:	male	-	-	-	634.59	-	689.94	8	26
quartermaster and oiler:	male	-	-	-	691.34	-	759.38	8	26
fitter/electrician:	male	-	-	-	652.54	-	946.54	8	26
coxswain and engineer:	male	-	-	-	771.21	-	999.86	8	26
ticket seller and ticket collector:	male	-	-	-	682.33	-	759.93	8	26
	female	-	-	-	683.50	-	683.50	8	26
inspector:	male	-	-	-	866.85	-	1,318.80	8	26

B. Overtime rates

time and one-half

Table 5 (continued)

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus at one month's pay to each worker continuously employed in the previous 12 months and bonuses for shorter period of service pro rata

 a safe navigation bonus of approximately 70% of one month's pay per annum is granted to outdoor staff by one concern

allowances: a rice allowance of \$0.85 per day to ferry crew by one concern

 a funeral expense of \$1,000 is payable to a deceased employee if death occurred during employment by one concern

holidays: 54 to 66 paid holidays a year for all workers

accommodation: provide for about 25% of the employees at low rents

medical treatment: free treatment and hospitalisation; workers are entitled, in addition, to full paid sick leave varying from 4 weeks to 3 months per annum and additional half paid sick leave up to a maximum of 3 months per annum depending on the length of service

retirement gratuities: payable as a lump sum to workers on retirement, amount varies depending on the wage received before retirement and the length of service

other benefits: free travel on cross harbour ferries

Table 5 (continued)

Industry GODOWNA. Basic wagesI.S.I.C. 719 - 7192

		Weighted Average Wages Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
fitter and electrician:	male	-	-	688.00	8	26
mechanical operator:	male	-	-	773.00	8	26
signalman:	male	-	-	680.00	8	26
boatswain:	male	-	-	700.00	8	26
supervisor:	male	-	-	884.00	8	26
tallyclerk:	male	-	-	793.00	8	26
coxswain - launch:	male	-	-	725.00	8	26
coxswain - junk:	male	-	-	816.00	8	26
launch sailor:	male	-	-	652.00	8	26
launch engineer:	male	-	-	737.00	8	26
oiler:	male	-	-	660.00	8	26
lighterman:	male	-	-	735.00	8	26
godownman:	male	-	-	660.00	8	26

Table 5 (continued)

Industry: TELEPHONE SERVICEA. Basic wagesI.S.I.C. 720- 7200

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
trainee: male	-	-	461.39	8	26
labourer: male	-	-	478.36	8	26
gang leader: male	-	-	541.67	8	26
technician: male	-	-	520.92	8	26
senior technician: male	-	-	682.09	8	26
craftsman: male	-	-	689.82	8	26

B. Overtime rates normal: time and one-half
Sundays, holidays and after midnight: double time

C. Supplementary payments and fringe benefits

bonuses: lunar new year bonus at one month's basic wage plus cost of living allowance for each worker continuously employed in the previous 12 months and bonuses for shorter period pro rata

allowances: a cost of living allowance of \$132.00 a month is paid to all workers below a certain seniority

holidays: 17 paid holidays

accommodation: provided for a certain proportion of workers and their families at subsidized rent

medical treatment: provided for all workers and bona fide dependants

sick leave with pay: for those with less than 1 year's service - 12 days at full pay
for those with 1 year to 10 years' service - 1 month at full pay
for those with 10 years' service and over - 3 months at full pay

Table 5 (continued)

Industry GOVERNMENT SERVICESA. Basic wagesI.S.I.C. 910 - 9100

Occupation	Wage Rates (HK\$)						Normal Hours of Work a Day	Standard Days a Month	
	Daily Rated			Monthly Rated					
	minimum	average	maximum	minimum	average	maximum			
unskilled:	male	-	-	-	620.00	-	636.00	8	26
	female	-	-	-	580.00	-	597.00	8	26
semi-skilled:	male	-	-	-	636.00	-	701.00	8	26
	female	-	-	-	597.00	-	658.00	8	26
artisan:	male	-	-	-	762.00	-	905.00	8	26
	female	-	-	-	627.00	-	846.00	8	26
senior artisan:	male	-	-	-	921.00	-	952.00	8	26
	female	-	-	-	862.00	-	893.00	8	26

note: this table includes all officers remunerated on Model Scale I

B. Overtime rates 140th part of basic monthly salary an hour

C. Supplementary payments and fringe benefits

allowances: a variable cost of living allowance of \$90.00 a month is paid to male workers and \$54.00 or \$82.00 to female workers when the quarterly average of the modified consumer price index is at 180 - 184

accommodation: provided in certain circumstances

Table 5 (continued)

Industry MOTOR VEHICLE REPAIRINGA. Basic wages

I.S.I.C. 951 - 9513

Occupation	Weighted Average Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
apprentice: male	9.44	-	337.57	7¼ - 8¼	22 - 26
cleaner: male	-	-	541.88	8 - 8¾	22 - 26
female	15.83	-	490.66	7¼ - 8	22 - 26
improver: male	12.80	-	569.09	8 - 8¾	22 - 24
diesel fitter: male	27.33	-	-	8½	24
fitter: male	-	-	714.43	8 - 8½	22 - 26
lathe operator: male	27.83	-	842.00	8 - 8¾	22 - 25
electrician: male	21.38	-	776.49	8 - 8¾	22 - 26
greaser: male	20.33	-	722.48	7¼ - 8¾	22 - 26
coppersmith: male	23.37	-	802.73	7¼ - 8¾	22 - 26
paint sprayer: male	-	-	821.70	7¼ - 8¾	22 - 25
watchman: male	-	-	569.32	8 - 12	22 - 30
driver: male	23.69	-	707.44	7¼ - 8¾	22 - 26
female	-	-	680.00	8	22
mechanic: male	23.47	-	774.50	7¼ - 8¾	22 - 26
assistant foreman: male	-	-	988.45	7¼ - 8½	24 - 26
foreman: male	-	-	1,403.83	7¼ - 8¾	22 - 26

B. Overtime rates

normal: time and one-half to double time

holidays and festivals: time and one-half to double time

(to be continued)

Table 5 (continued)

C. Supplementary payments and fringe benefits

bonuses:	lunar new year bonus: 1 to 4 months' pay to each worker continuously employed in the previous twelve months and bonuses for shorter periods of service pro rata
annual holidays:	8 to 27 days with pay
provident funds:	in some companies, both employers and workers contribute towards such a fund.

Table 6

GENERAL CONSUMER PRICE INDEX, OCTOBER 1973 TO MARCH 1974

(September 1963 - August 1964 = 100)

Item	1973			1974		
	October	November	December	January	February	March
Food	222	206	207	223	231	235
Housing	126	126	126	126	127	127
Fuel and light	113	117	124	132	144	164
Alcoholic drink & tobacco	122	123	123	123	123	133
Clothing and footwear	125	127	127	128	128	129
Durable goods	156	159	164	165	167	168
Miscellaneous goods	146	148	150	154	155	169
Transport and vehicles	134	134	135	135	136	139
Services	147	149	149	153	150	150
All items	177	169	170	179	183	187

Table 7

MODIFIED CONSUMER PRICE INDEX, OCTOBER 1973 TO MARCH 1974

(September 1963 - August 1964 = 100)

Item	1973			1974		
	October	November	December	January	February	March
Food	227	209	210	226	234	239
Housing	126	126	126	126	126	126
Fuel and light	116	122	129	137	149	170
Alcoholic drink & tobacco	121	122	122	122	122	132
Clothing and footwear	126	128	128	129	129	130
Durable goods	164	166	173	174	178	179
Miscellaneous goods	145	147	149	153	153	168
Transport and vehicles	138	138	138	138	138	139
Services	139	142	142	148	143	144
All items	185	175	176	186	191	196