



WAGE STATISTICS

SEPT 1977

Employment Statistics Section
Census and Statistics Department
Hong Kong

這份刊物的 **PDF** 版本的文字是從印刷版掃描而成，再利用光學字符識別軟件轉換成電子格式。由於原印刷版本已印製並保存多年，光學字符識別技術未必能準確地識別某些文字或數字。因此，搜索或複製此 **PDF** 檔案內的文字時應加以注意。

The text of this PDF publication was scanned from its printed version and then converted to electronic text using Optical Character Recognition (OCR) software. Because of the age and condition of the original printed copy, the OCR may not recognise certain characters or figures accurately. Caution should therefore be taken when searching or copying text from this PDF publication.

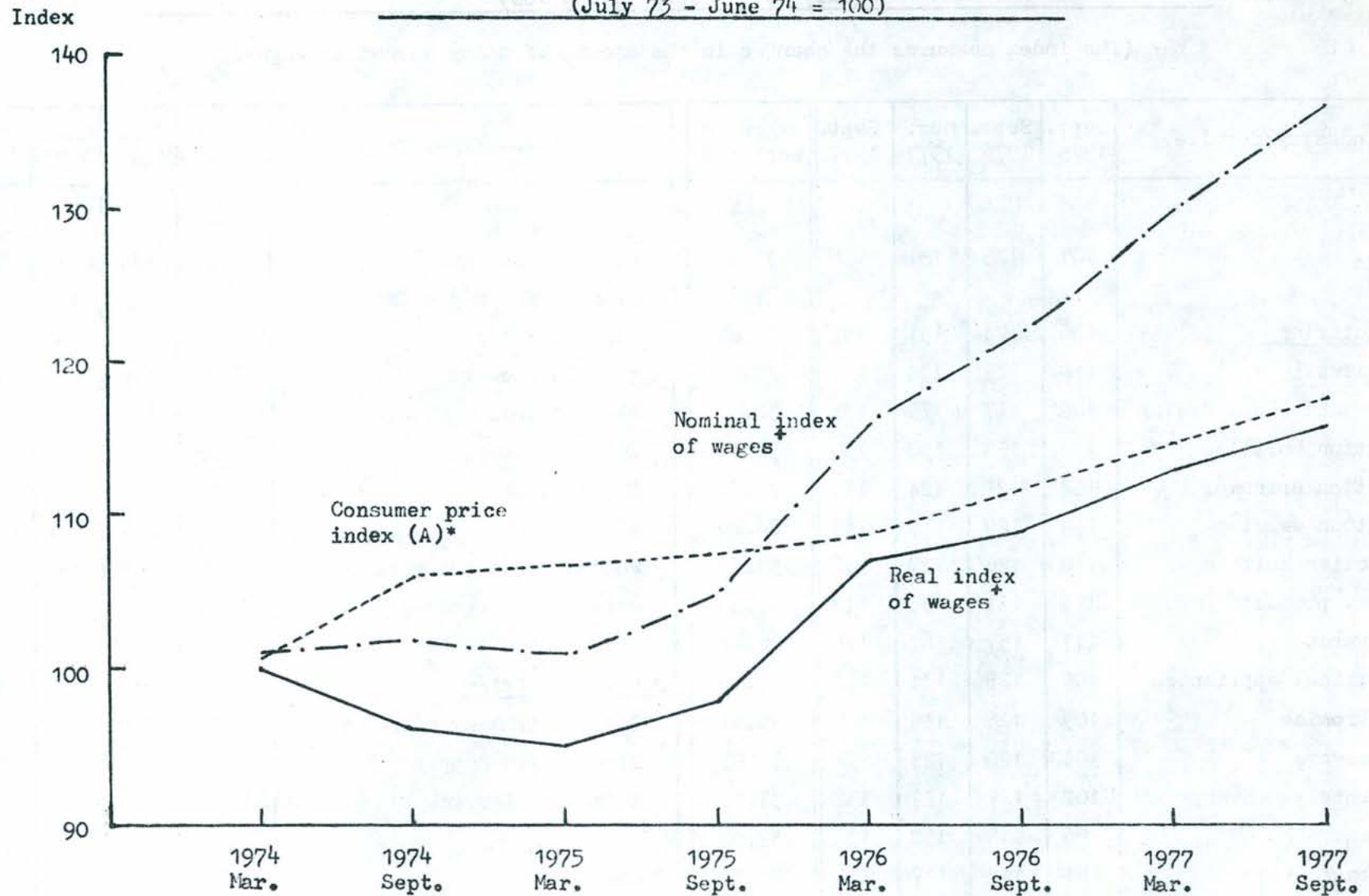
C O N T E N T S

	<u>Page</u>
Explanation Notes	2
Table 1 Index of Nominal Average Daily Wages Excluding Fringe Benefits for Industrial Workers	4
Table 2 Index of Nominal Average Daily Wages Including Fringe Benefits for Industrial Workers	5
Table 3 Index of Real Average Daily Wages Excluding Fringe Benefits for Industrial Workers	6
Table 4 Index of Real Average Daily Wages Including Fringe Benefits for Industrial Workers	7
Table 5 Basic Wage Rates, Hours of Work and Standard Working Days for Manual Workers in Selected Industries and Services as in September 1977	8-55
Table 6 Cost of Living Allowance, Overtime Rates, Supplementary Payments and Fringe Benefits for Manual Workers in Selected Industries and Services as in September 1977	56-78
Table 7 Medians and Quartiles of Average Daily Wages Excluding Fringe Benefits for Industrial Workers in September 1977	79-80
Table 8 Medians and Quartiles of Average Daily Wages Including Fringe Benefits for Industrial Workers in September 1977	81-82
Table 9 Number of Operatives in Selected Establishments in the Wage Survey Compared With That in All Establishments Analysed by Industry	83-84
Table 10 New Consumer Price Index (A), April 1977 to September 1977	85

EXPLANATORY NOTES

1. The tables in this publication summarize the results of a wage survey conducted in September 1977 on 27 manufacturing industries, 7 public utilities and 3 service industries. The survey covers operative employees, foremen, supervisors and service technical workers such as fitters, mechanics and electrical workers.
2. Statistics on wage rates, 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 an index of average daily wages is compiled. Up to September 1974, the wage indexes had been compiled with March 1964 as the base period. From 1975, the base period is shifted to July 1973 - June 1974 so as to conform to the base period of a New Consumer Price Index, which is used to deflate the nominal wage index to obtain real wage index. The series of wage indexes with the new base period begins with March 1974.
4. Average basic wage rates are calculated for each occupation in the selected establishments within each industry included in the survey. These wage rates are weighted by the number of employees in the selected establishments in each occupation. Details of average basic wage rates by occupation and information relating to cost of living allowances, overtime rates, supplementary payments and fringe benefits for each of the selected industries are separately tabulated.
5. An average wage rate which includes basic wage rate, cost of living allowances and special allowances is calculated for each occupation. An index of average daily wages is compiled to show the percentage change in average daily wages. The index for an industry is obtained by comparing the average daily wage rate for the industry in the current period with that in the base period, taking account of changes in the employment and occupation pattern. The index numbers for all or groups of selected industries are obtained similarly, taking account of changes in the employment and industrial structure.
6. The nominal wage indexes indicate changes in the amount of money earned as wages. As consumer prices fluctuate, real wage indexes are compiled to show changes in the purchasing power of wages earned. The real wage indexes are obtained by deflating the nominal indexes by the average monthly Consumer Price Index (A) for the previous six months. The Consumer Price Index (A) is based on weights derived from the expenditure of households spending between \$400 and \$1,499 a month in the Household Expenditure Survey conducted from July 1973 to June 1974. The average monthly Consumer Price Index (A) for April to September inclusive is used to calculate the real indexes for September and that for October to March to calculate the real indexes for March.
7. The Index of average daily wages are further classified into two components, one excluding fringe benefits and the other including fringe benefits. The one excluding fringe benefits is simply the average wage rate. 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; free or subsidized accommodation (iii) paid holidays. Overtime payment is not included.

Index of average daily wages for manufacturing workers
(July 73 - June 74 = 100)



* average of monthly consumer price index (A) for the previous six months, used for deflating the nominal wage index to give the real wage index.

+ including fringe benefits.

Table 1

INDEX OF NOMINAL AVERAGE DAILY WAGES EXCLUDING FRINGE BENEFITS FOR INDUSTRIAL WORKERS
(July 1973 - June 1974 = 100)

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

Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977	Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977
					HK\$						HK\$
<u>Overall</u>	107	125	131	138	30.95	Metal torch cases	100	119	136	138	26.00
<u>Manufacturing</u>	106	124	131	137	30.66	Misc. plastic products	112	134	138	148	30.79
Textiles	110	125	130	139	29.84	Paper boxes	104	113	119	127	30.49
Bleaching and dyeing	109	117	125	135	32.52	Plastic flowers	96	119	126	134	28.49
Cotton knitting	110	125	130	130	33.11	Plastic toys	107	133	140	145	28.39
Cotton spinning	108	121	124	134	26.71	Rubber footwear	108	127	127	129	28.59
Cotton weaving	110	129	135	139	28.20	Torch bulbs	108	117	131	142	31.28
Woollen knitting	110	126	127	146	33.65	Wigs	112	121	122	152	35.95
Bakery products	113	131	135	148	32.45	Wooden furniture & fixtures	98	108	113	121	57.85
Dockyards	147	157	167	179	42.27	Wrist watch bands	115	136	147	154	31.18
Electrical appliances	106	125	134	142	27.74	<u>Public utilities</u>	120	136	137	146	35.90
Electronics	109	125	135	142	28.51	Bus and tramway operators	117	133	136	144	33.48
Enamelware	104	120	125	132	31.93	Electricity supply	116	130	132	138	37.47
Garments	102	121	127	132	31.33	Telephone service	126	145	145	156	39.31
Gloves	86	115	130	133	32.02						
Handbags	91	112	117	124	28.72	Godown	122	139	150	153	40.23
Job printing	107	118	122	134	28.55	Motor vehicle repairing	113	126	136	141	35.20
Leather footwear	97	118	120	125	36.22						

Note: The index numbers and average daily wages are weighted by the number of persons engaged in the current period.

Table 2

INDEX OF NOMINAL AVERAGE DAILY WAGES INCLUDING FRINGE BENEFITS FOR INDUSTRIAL WORKERS
(July 1973 - June 1974 = 100)

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

Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept.1977	Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept.1977
					HK\$						HK\$
<u>Overall</u>	106	122	130	137	35.95	Metal torch cases	99	120	139	140	29.95
						Misc. plastic products	110	128	133	143	36.21
<u>Manufacturing</u>	105	122	130	137	35.47	Paper boxes	104	111	116	125	38.60
Textiles	109	122	128	137	38.06	Plastic flowers	95	118	127	136	32.06
Bleaching and dyeing	115	124	129	141	45.90	Plastic toys	99	124	133	138	33.45
Cotton knitting	110	126	136	135	36.69	Rubber footwear	108	128	131	133	31.45
Cotton spinning	106	117	121	131	37.29	Torch bulbs	104	114	132	142	33.74
Cotton weaving	111	127	136	141	37.69	Wigs	111	122	125	154	38.65
Woollen knitting	110	126	129	147	35.80	Wooden furniture & fixtures	99	109	115	122	60.70
Bakery products	116	135	144	154	37.18	Wrist watch bands	117	137	148	155	35.78
Dockyards	160	165	178	186	44.87						
Electrical appliances	106	126	135	144	32.63	<u>Public utilities</u>	120	136	138	147	44.53
Electronics	108	122	134	142	35.14	Bus and tramway operators	117	133	135	145	43.26
Enamelware	102	119	125	131	38.67	Electricity supply	118	131	133	139	45.01
Garments	102	120	129	133	34.11	Telephone service	125	146	145	157	46.48
Gloves	87	116	132	135	34.06						
Handbags	93	114	119	125	31.51	Godown	122	139	154	155	45.77
Job printing	106	119	125	135	35.75	Motor vehicle repairing	112	125	136	143	42.76
Leather footwear	98	118	122	128	38.22						

Note: The index numbers and average daily wages are weighted by the number of persons engaged in the current period.

Table 3

INDEX OF REAL AVERAGE DAILY WAGES EXCLUDING FRINGE BENEFITS FOR INDUSTRIAL WORKERS
(July 1973 - June 1974 = 100)

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

Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977 (in terms of 1973/74 dollars)	Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	100	112	114	117	26.27	Metal torch cases	93	106	119	117	22.07
<u>Manufacturing</u>	99	111	114	116	26.03	Misc. plastic products	105	120	120	126	26.14
Textiles	102	112	113	118	25.33	Paper boxes	97	101	104	108	25.89
Bleaching and dyeing	101	105	109	114	27.61	Plastic flowers	89	107	110	114	24.19
Cotton knitting	102	112	113	111	28.10	Plastic toys	100	119	122	123	24.10
Cotton spinning	101	108	108	113	22.68	Rubber footwear	101	113	111	109	24.27
Cotton weaving	102	115	118	118	23.94	Torch bulbs	100	105	115	121	26.55
Woollen knitting	102	113	111	124	28.57	Wigs	104	109	107	129	30.52
Bakery products	105	117	118	125	27.54	Wooden furniture & fixtures	92	97	99	103	49.11
Dockyards	136	141	146	152	35.88	Wrist watch bands	107	122	128	131	26.47
Electrical appliances	98	112	117	121	23.55	<u>Public utilities</u>	112	122	119	124	30.48
Electronics	102	112	118	121	24.20	Bus and tramway operators	109	119	119	122	28.42
Enamelware	96	107	109	112	27.10	Electricity supply	108	116	115	117	31.81
Garments	95	108	111	112	26.60	Telephone service	117	130	126	133	33.37
Gloves	80	103	113	113	27.18	Godown	114	124	131	130	34.15
Handbags	84	100	102	105	24.38	Motor vehicle repairing	105	113	118	120	29.88
Job printing	99	105	107	114	24.24						
Leather footwear	90	105	105	106	30.74						

Note: The index numbers and average daily wages are weighted by the number of persons engaged in the current period.

Table 4

INDEX OF REAL AVERAGE DAILY WAGES INCLUDING FRINGE BENEFITS FOR INDUSTRIAL WORKERS
(July 1973 - June 1974 = 100)

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

Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977 (in terms of 1973/74 dollars)	Industry/Service	Sept. 1975	Sept. 1976	Mar. 1977	Sept. 1977	Wages in Sept. 1977 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	99	109	113	116	30.52	Metal torch cases	92	108	121	119	25.42
<u>Manufacturing</u>	98	109	113	116	30.11	Misc. plastic products	102	114	116	121	30.74
Textiles	101	109	112	116	32.31	Paper boxes	96	99	101	106	32.77
Bleaching and dyeing	107	111	113	120	38.97	Plastic flowers	88	106	111	115	27.22
Cotton knitting	103	113	119	115	31.14	Plastic toys	92	111	116	117	28.40
Cotton spinning	99	105	106	111	31.66	Rubber footwear	100	115	114	113	26.70
Cotton weaving	103	114	119	120	31.99	Torch bulbs	97	102	115	121	28.64
Woollen knitting	102	113	112	125	30.39	Wigs	103	109	109	131	32.81
Bakery products	108	121	125	131	31.56	Wooden furniture & fixtures	92	97	100	103	51.53
Dockyards	149	148	155	158	38.09	Wrist watch bands	109	123	129	131	30.37
Electrical appliances	98	113	117	122	27.70	<u>Public utilities</u>	112	122	120	125	37.80
Electronics	101	109	117	121	29.83	Bus and tramway operators	109	119	118	123	36.72
Enamelware	95	107	109	111	32.82	Electricity supply	109	117	116	118	38.21
Garments	95	108	112	113	28.96	Telephone service	117	131	127	133	39.45
Gloves	81	104	115	115	28.91	Godown	114	124	134	131	38.86
Handbags	86	102	103	106	26.75	Motor vehicle repairing	104	112	119	121	36.30
Job printing	99	107	109	115	30.35						
Leather footwear	91	106	107	108	32.44						

Note: The index numbers and average daily wages are weighted by the number of persons engaged in the current period.

Table 5

BASIC WAGE RATES, HOURS OF WORK AND STANDARD WORKING DAYS FOR MANUAL WORKERS IN SELECTED INDUSTRIES AND SERVICES AS IN SEPTEMBER 1977

Industry BLEACHING AND DYEING

I.S.I.C. 328-3280

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
trainee:	male	-	-	553.65*	7½ - 10½	26 - 28
general worker:	male	21.38	54.80	777.08*	7½ - 12	26 - 28
	female	20.57*	-	601.89	7½ - 10	26
printing designer:	male	-	-	1,752.61	7½ - 10	26
	female	12.00	-	1,124.06	7½ - 8	26
grey cloth worker:	male	23.39*	41.20	852.39*	7½ - 12	26 - 28
	female	17.09*	46.40	-	7½ - 10	26 - 28
recipe preparer/colour matcher:	male	19.63	-	767.81	7½ - 12	26 - 28
bleaching worker:	male	24.38*	-	864.77*	7½ - 12	26 - 28
washing worker:	male	21.56*	-	799.37*	8 - 10½	26
dyeing worker:	male	23.56*	-	875.66*	7½ - 12	26 - 28
	female	16.10*	-	-	7½ - 8	26
screen maker/roller engraver:	male	19.80*	-	770.61*	8 - 12	26 - 28
	female	21.59*	-	892.00*	8	26
printing worker (roller/screen):	male	19.99*	-	780.00*	7½ - 12	26 - 28
	female	19.55	-	-	8 - 10	26
finishing worker:	male	21.73*	-	849.74*	7½ - 12	26 - 28
	female	16.50*	-	-	7½ - 8	26
inspection worker:	male	24.77*	-	879.33*	8 - 11	26 - 28
	female	16.56	-	-	8	26
packing worker:	male	21.85*	-	763.86*	7½ - 12	26 - 28
	female	17.56*	-	758.00*	7½ - 8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
laboratory worker:	male	20.08*	-	950.15*	7½ - 10	26 - 28
	female	16.22*	-	702.79*	7½ - 8	26
boiler mechanic:	male	22.70*	-	1,023.40*	7½ - 12	26 - 28
maintenance worker:	male	25.01	-	989.29*	7½ - 12	26 - 28
foreman/supervisor:	male	-	-	1,871.98*	7½ - 12	26 - 28
	female	-	-	1,665.00	8 - 10½	26 - 26½

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

Table 5 (continued)

Industry COTTON KNITTINGI.S.I.C. 327-3270

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	15.00*	-	335.00*	8 - 9	26
general worker:	male	23.20	18.40*	679.72*	8 - 9	26 - 28
	female	22.12	19.80	697.50*	8	26
bleacher and dyer:	male	31.49	-	1,266.72*	8 - 10	26 - 28
winder and reeler:	male	31.78	-	920.00*	8 - 9	26 - 28
	female	23.29	26.67	-	8	26
knitter, power driven machine:	male	31.49	48.70	1,034.59*	8 - 9	26
	female	28.04	-	-	8	26
making up:						
(a) cutter:	male	27.73	53.08	895.00*	8 - 9	26
	female	-	28.03	-	8	26
(b) sewing machine operator:	male	-	36.00	-	8	26
	female	35.00	33.36	852.50	8	26
(c) overedging machine operator:	female	-	34.42	-	8	26
(d) looping machine operator:	female	25.67	38.71	-	8	26
(e) mender:	female	31.11	33.50	-	8	26
(f) button sewer:	male	-	34.50	-	8 - 9	26
	female	-	31.31	-	8	26
finishing:						
(a) thread trimmer:	male	24.00	-	-	8	26
	female	17.33*	19.93	-	8	26
(b) hand presser:	male	-	39.50	-	8	26
	female	25.27	39.59	-	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
(c) examiner:	female	19.41	30.30	920.00	8	26
(d) packer:	male	21.36	30.00	837.50*	8 - 9	26
	female	20.02	19.83	-	8	26
mechanic:	male	-	-	1,349.70*	8 - 10	26
foreman:	male	-	-	1,616.86*	8 - 10	26 - 28
	female	-	-	1,021.88*	8	26

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

Table 5 (continued)

Industry COTTON SPINNING

I.S.I.C. 325-3250

Occupation		* Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	17.83*	-	600.00	8 - 8½	26
learner:	male	15.42*	-	-	8	26
	female	14.13	-	-	7½ - 8	26
general worker:	male	19.01	23.49	-	7½ - 8½	26
	female	18.42	20.00	-	7½ - 8	26
mixer and blender:	male	19.06	26.18*	-	8	26
	female	18.21*	23.91*	-	7½ - 8	26
picker:	male	22.13*	23.85	-	7½ - 8	26
	female	-	21.47	-	7½	26
grader and tester:	male	20.53	-	-	7½ - 8	26
	female	20.37	-	-	7½ - 8	26
carder:	male	22.85*	24.68	-	7½ - 8	26
	female	23.30*	23.86	-	7½ - 8	26
comber:	male	-	28.07	-	7½ - 8	26
	female	-	27.36	-	7½ - 8	26
drawer:	male	-	28.31	-	7½ - 8	26
	female	-	27.54	-	7½ - 8	26
rover:	male	17.20*	29.40*	-	7½ - 8	26
	female	16.15*	29.66	-	7½ - 8	26
spinner:	male	-	24.98	-	7½ - 8	26
	female	-	24.88	-	7½ - 8	26
doubler:	male	-	27.63	-	7½ - 8	26
	female	-	29.13	-	7½ - 8	26
twister:	male	19.40*	25.70	-	7½ - 8	26
	female	-	24.14	-	7½ - 8	26
winder:	male	17.60*	24.19	-	7½ - 8	26
	female	16.20*	25.48	-	7½ - 8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
reeler:	male	-	38.14	-	8	26
	female	-	34.26	-	7½ - 8	26
baling and bundling worker:	male	19.78	27.15	-	8	26
	female	18.00	26.20	-	7½ - 8	26
oiler and greaser:	male	21.86*	-	-	8 - 8½	26
	female	17.50*	-	-	7½	26
fitter and mechanic:	male	22.25	-	1,260.00*	7½ - 8½	26
electrical worker:	male	23.11	-	-	7½ - 8	26
supervisor:	male	28.03*	-	-	7½ - 8	26
	female	27.31*	-	-	7½ - 8	26
foreman:	male	-	-	1,283.45*	8 - 9	26
	female	-	-	1,166.67*	8	26
trained nurse:	female	-	-	1,310.00*	8	26

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

Table 5 (continued)

Industry COTTON WEAVING

I.S.I.C. 326-3260

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	18.17*	-	-	7½ - 8½	22 - 26
learner	male	17.29*	-	-	7½ - 8	24 - 26
	female	15.75*	-	-	7½	24 - 26
general worker:	male	20.71	23.99*	697.47*	7 - 10	22 - 26
	female	18.07	22.37*	563.75*	7½ - 8	22 - 26
cone winder:	male	-	20.04	759.00*	7½ - 10	26
	female	24.35	25.29	-	7 - 8	26
pirn winder:	male	23.73	22.03	-	7½ - 8	22 - 26
	female	23.16	21.70	-	7 - 8	22 - 26
pirn feeder:	male	17.13	21.13*	-	7½ - 8	22 - 26
	female	16.53	19.30*	-	7½ - 8	22 - 26
beam warper:	male	23.68	31.51*	934.53*	7 - 8	24 - 26
	female	17.80	27.95*	-	7½ - 8	22 - 26
loom threader:	male	25.00	26.34*	-	7½ - 8	24 - 26
	female	24.19	28.90	768.00*	7 - 8	22 - 26
sizer:	male	26.50*	-	1,003.33*	7½ - 10	22 - 26
weaver:	male	-	27.70	-	7 - 8	22 - 26
	female	-	27.40	-	7 - 8	22 - 26
doffer:	male	20.60	29.70*	-	7½ - 8	22 - 26
examiner and repairer:	male	23.68	26.34*	-	7½ - 8	22 - 26
	female	22.58*	24.20	683.00*	7 - 8	22 - 26
folio/yardage recorder:	male	24.58	27.88*	797.31*	7 - 9	22 - 26
	female	-	28.07*	-	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
baling and bundling worker:	male	27.44	34.34*	625.00*	7½ - 10	22 - 26
	female	-	24.66	-	7½ - 8	26
tester:	male	19.30	-	-	7½	26
	female	19.30	-	-	7½	24 - 26
material handler:	male	-	-	905.49*	7 - 10	26
oiler and greaser:	male	17.96*	-	664.62*	7 - 10	22 - 26
electrical worker:	male	25.63*	-	-	7½ - 9	22 - 26
fitter and mechanic:	male	25.59*	31.27	1,210.49*	7 - 10	22 - 26
supervisor and foreman:	male	32.10*	38.70	1,620.99	7 - 10	22 - 26
	female	29.79*	38.12	1,511.67*	7½ - 8	22 - 26

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

Table 5 (continued)

Industry WOOLLEN KNITTINGI.S.I.C. 327-3271

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	22.14	-	737.94	8	26
	female	20.40	-	562.50	8	26
winder and reeler:	female	19.76	34.12	-	8	26
knitter:	male	30.74	37.50	1,103.82	8	26
cutter:	male	29.42	44.90	1,128.75	8	26
	female	-	32.50	-	8	26
linking machine operator:	female	25.44	40.08	875.00*	8	26
sewing machine operator:	male	27.50	39.23	-	8	26
	female	27.61	34.35	-	8	26
overedging machine operator:	male	-	43.20	-	8	26
	female	-	35.20	-	8	26
hand stitcher:	female	20.95	34.91	-	8	26
button sewer:	male	-	43.33	-	8	26
	female	-	24.24	-	8	26
labelling worker:	female	-	24.33	-	8	26
trimmer:	female	18.88	26.43	-	8	26
mending repairer:	female	34.94	48.85	-	8	26
washing machine operator:	male	23.11	-	983.33	8	26
	female	24.57	-	950.00	8	26
hand presser:	male	-	44.57	1,300.00	8	26
	female	-	27.87	-	8	26
examiner:	male	23.00	-	925.00	8	26
	female	19.82	22.01	800.00	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
packer:	male	21.56	-	821.43	8	26
	female	19.66	33.20	-	8	26
mechanic:	male	-	-	1,044.44	8	26
foreman:	male	-	-	1,217.62	8	26
	female	-	-	1,112.12	8	26

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

Table 5 (continued)

Industry BAKERY PRODUCTS

I.S.I.C. 311-3117

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	487.25*	8 - 9	26
general worker:	male	20.50	-	743.89	7 - 9	26
	female	16.81	-	759.86	7 - 8	26
recipe maker/dough mixer:	male	27.60	-	875.30	7 - 9	26
kneading/filling worker:	male	21.60	-	838.44	7 - 8	26
stoker/ovening worker:	male	22.25	-	841.27	7 - 8	26
	female	22.75	-	-	8	26
baking machine operator:	male	22.92	-	791.71	7 - 8	26
baker:	male	-	-	680.00*	8	26
chief baker:	male	-	-	1,000.00	8	26
sorting and piling worker:	male	-	-	734.88	8	26
	female	19.72*	-	-	7 - 8	26
packer:	male	19.99	-	740.41	7 - 8	26
	female	17.46	26.26	-	7 - 8	26
mechanic:	male	-	-	1,039.35	8	26
foreman:	male	50.37	-	1,413.14*	7 - 9	26
	female	26.00	-	-	7 - 8	26

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

Table 5 (continued)

Industry DockyardsI.S.I.C. 384-3841

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentices:	male	16.91	-	597.58	8	26
general worker:	male	27.06	-	1,021.00	8	26
	female	25.12	-	949.00	8	26
storeman:	male	32.64	-	1,327.09	8	26
lister truck/tractor driver:	male	31.20	-	1,351.00	8	26
sawmill woodwork machinist/sawmill machine operator:	male	35.03	-	-	8	26
turner:	male	36.69	-	-	8	26
craneman:	male	32.32	-	-	8	26
rigger:	male	31.49	-	-	8	26
marine fitter:	male	33.92	-	-	8	26
hoseman:	male	33.44	-	-	8	26
mechanic:	male	34.96	-	-	8	26
electrical worker:	male	33.04	-	1,271.00	8	26
steel worker (boiler/ship maker/steel plater/riveter/caulker/ blacksmith):	male	35.68	-	-	8	26
welder:	male	32.77	-	-	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
coppersmith:	male	35.20	-	-	8	26
painter:	male	31.44	-	1,198.00	8	26
diver:	male	-	-	1,381.00	8	26
pattern maker:	male	40.34	-	-	8	26
moulder (sand):	male	40.00	-	-	8	26
foreman:	male	40.56	-	2,008.28	8	26

Table 5 (continued)

Industry ELECTRICAL APPLIANCESI.S.I.C. 383-3833

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/learner:	male	-	-	422.85	8	26
general worker:	male	28.47	-	782.31	8 - 9	26
	female	25.14	43.50	682.67	8 - 9	26
designer:	male	-	-	1,725.83	8 - 9	26
press machine operator:	male	26.66	28.50	794.40	6½ - 9	26
	female	25.19	-	613.80	8 - 9	26
sheet metal worker:	male	-	28.40	905.30	9	26
die-casting worker:	male	37.26*	-	875.02	8 - 9	26
lathe operator:	male	46.80	61.61	781.40	8 - 9	26
winding machine operator:	male	20.13	34.20	673.60	9	26
	female	22.51	38.86	578.20	8 - 9	26
injection moulding machine operator:	male	31.51	34.24*	-	8 - 11	26
	female	24.00	-	-	8	26
assembler:	male	21.56*	34.65	774.60	8 - 9	26
	female	21.82	40.04	-	5 - 9	26
packer:	male	25.55	47.86	796.76	8 - 9	26
	female	20.98	-	-	8 - 9	26
painter (spray or brush):	male	23.41*	39.78	832.49	8 - 9	26
	female	21.22*	-	-	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
tester/inspection worker:	male	23.91	58.20	964.18	8 - 9	26
	female	20.89	-	742.63	8	26
tools & mould maker:	male	41.68	-	1,114.81	8 - 9	26
fitter/mechanic:	male	35.40	59.51	867.54	8 - 9	26
line supervisor:	male	44.61	-	946.04	8 - 9	26
	female	32.75	-	882.00	8	26
foreman:	male	62.50	-	1,458.72	8 - 9	26
	female	37.70	-	2,633.00	8	26

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

Table 5 (continued)

Industry ELECTRONICS

I.S.I.C. 383 - 3834

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
trainee:	male	22.03*	-	565.00*	7 1/3 - 9	22 - 26
	female	20.65*	-	-	7 1/3 - 9	22 - 26
general worker and material handler:	male	19.46*	-	710.17	7 - 9	22 - 26
	female	22.79*	-	799.19*	7 - 8½	24 - 26
operator/assembler:	male	21.21*	-	625.34*	7 - 9	22 - 26
	female	23.01*	-	717.46*	7 - 9	22 - 26
quality control:	male	19.95*	-	712.85	7 - 8½	24 - 26
	female	23.83*	-	693.80*	7 - 9	22 - 26
inspector and tracker:	male	-	-	804.71	8 - 8½	24 - 25
	female	22.19*	-	793.35	7 1/3 - 8½	24 - 26
tester:	male	20.50*	-	983.54	7½ - 8	24 - 26
	female	20.89*	-	746.38	7 - 9	22 - 26
repairer:	male	23.98*	-	824.53	8 - 9	22 - 26
	female	39.00	-	795.45	8 - 9	22 - 25
packer and marker:	male	20.39*	-	667.00	7 - 8	24 - 26
	female	19.02*	-	683.32	7 - 8	24 - 26
electrical worker:	male	21.49*	-	914.84*	7 - 9	22 - 26
mechanic and technical worker:	male	23.57*	-	1,193.07*	7 - 9	22 - 26
	female	-	-	858.83	8 - 8½	24 - 25
foreman and group leader:	male	22.85*	-	1,535.13*	6½ - 9	22 - 26
	female	28.20*	-	1,022.34	7 - 9	22 - 26

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

Table 5 (continued)

Industry ENAMELWAREI.S.I.C. 381 - 3819

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	26.21	-	650.00	8 - 10	26
	female	25.66	-	-	8	26
press machine operator:	male	29.60	-	-	8 - 10	26
	female	24.63*	-	-	8 - 8½	26
acid room:	male	33.41	-	-	8 - 10	26
frit preparation:	male	35.25	31.25	-	8 - 10	26
enamelling:	male	33.20	-	-	8 - 9	26
paint spraying:	male	30.50	-	-	8 - 10	26
	female	24.80	-	-	8	26
packer:	male	30.68	-	-	8 - 10	26
	female	23.27	-	-	8 - 8½	26
mechanic:	male	-	-	1,330.00*	8 - 9	26
foreman:	male	-	-	1,518.46	8 - 10	26

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

Table 5 (continued)

Industry GARMENTSI.S.I.C. 322-3221

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/trainee:	male	-	-	603.73	8 - 8 2/3	24 - 26
	female	17.77	-	522.00	8 - 8 2/3	26
general worker:	male	22.02	-	704.23	8 - 8 2/3	24 - 27
	female	20.82	-	571.60	8 - 8 2/3	24 - 27
pattern maker:	male	28.50	-	1,484.58	8 - 8 1/2	24 - 27
	female	34.32	-	905.70	8 - 8 2/3	24 - 26
cutter:	male	27.59	37.31	1,012.20	8 - 8 2/3	24 - 27
	female	24.10	-	-	8	26
overlocking machine operator:	male	-	28.61	-	8	26
	female	27.33	32.88	-	8 - 8 2/3	24 - 27
sewing machine operator:	male	32.91	28.79	1,036.00	8 - 8 1/2	26
	female	22.35	32.43	836.41	8 - 8 2/3	24 - 27
special machine operator:	male	23.15	39.81	1,168.18*	8 - 8 2/3	24 - 26
	female	29.26	36.95	1,000.00*	8 - 8 2/3	24 - 27
button sewer:	male	22.48	32.07	-	8 - 8 1/2	24 - 26
	female	20.70	31.22	-	8 - 8 2/3	24 - 27
inspection worker:	male	21.02	21.17	795.27	8 - 8 1/2	26 - 27
	female	21.26	25.99	673.63	8 - 8 2/3	24 - 26
trimmer:	male	18.71	17.00	850.00	8	26
	female	18.45	19.93	673.21	8 - 8 2/3	24 - 27
presser:	male	20.98	40.22	1,013.33	8 - 8 2/3	24 - 27
	female	19.26	36.46	831.00	8 - 8 2/3	24 - 26
packer:	male	21.78	29.90	846.98	8 - 8 2/3	24 - 27
	female	20.78	27.86	562.78	8 - 8 2/3	24 - 26
instructor:	male	30.50	-	1,326.81	8 - 8 2/3	25 - 26
	female	29.87	-	1,062.01	8 - 8 2/3	25 - 26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
despatcher:	male	22.34	-	944.12	8 - 8 2/3	24 - 26
	female	20.00	-	757.65	8 - 8 1/2	24 - 26
electrical worker:	male	23.90	-	1,325.08	8 - 8 1/2	24 - 27
mechanic:	male	-	-	1,285.61	8 - 8 2/3	24 - 27
foreman:	male	-	-	1,494.53	8 - 8 2/3	24 - 27
	female	-	-	1,338.34	8 - 8 2/3	24 - 27

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

Table 5 (continued)

Industry GLOVES

I.S.I.C. 322 - 3222

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
learner:	female	-	14.45	-	8	26
general worker:	male	20.82	-	676.67*	8	26
	female	20.12	-	624.67*	8	26
pattern maker:	male	-	-	1,238.33*	8	26
cloth spreader:	male	25.33	-	692.50*	8	26
	female	22.33	-	-	8	26
press operator/cutter:	male	-	45.84	930.53*	8	26
down room worker:	female	-	36.37	-	8	26
sewing machine operator:	female	21.97	34.05	1,084.50	8	26
knitting machine operator:	male	-	-	845.00*	8	26
overturning worker:	male	-	31.36	-	8	26
	female	19.50	25.50	-	8	26
inspection worker:	male	-	-	926.00*	8	26
	female	19.39	28.74	-	8	26
trimmer:	female	19.86	23.00*	-	8	26
presser:	male	-	41.80	-	8	26
	female	22.50	28.37	-	8	26
packer:	male	21.88	-	901.25*	8	26
	female	20.30	31.80*	750.00*	8	26
mechanic:	male	-	-	1,174.73*	8	26
foreman:	male	-	-	1,018.75*	8	26
	female	-	-	930.45*	8	26

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

Table 5 (continued)

Industry HANDBAGS

I.S.I.C. 322 - 3223

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	23.46	-	627.48*	8	26
	female	20.74	-	583.33	8	26
designer:	male	-	-	1,032.92	8	26
	female	-	-	864.29	8	26
material spreader:	male	25.22	33.70	863.60*	8	26
	female	18.40	-	-	8	26
die-cutting machine operator/ cutter:	male	-	41.61	772.65*	8	26
	female	19.60	24.24	-	8	26
pasting worker:	male	-	28.70	750.00	8	26
	female	18.26	28.13	740.00	8	26
sewing machine operator:	female	21.52	32.20	-	8	26
overturning worker:	male	18.75	-	-	8	26
	female	14.70	25.40	-	8	26
assembler:	male	22.99	31.13	866.67*	8	26
	female	18.94	27.37	-	8	26
finishing worker:	female	18.69	27.83	-	8	26
inspection worker:	female	20.50	-	804.44	8	26
packer:	male	22.17	-	921.67*	8	26
	female	19.98	27.76	-	8	26
mechanic:	male	-	-	1,150.45*	8	26
foreman:	male	-	-	1,059.54	8	26
	female	26.00	-	1,034.66	8	26

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

Table 5 (continued)

Industry IRON AND STEEL BASIC INDUSTRIESI.S.I.C. 371 - 3710

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	30.56	-	-	8	26
	female	26.76	-	-	8	26
crane operator:	male	46.00	-	-	8	26
ship breaker:	male	43.00	-	-	8	26
moulder (sand):	male	39.11	-	-	8	26
melter:	male	41.05*	56.52	-	8	26
pourer:	male	37.57	-	-	8	26
rolling mill operator:	male	35.17	55.60	-	8	26
shearing machine operator:	male	48.19	63.20	-	8	26
welder:	male	37.71	-	-	8	26
fettler/polishing worker:	male	32.00	51.50	-	8	26
assembler:	male	24.07	-	-	8	26
	female	18.00	-	-	8	26
painter:	male	42.25	-	-	8	26
packer:	male	38.00	73.51	-	8	26
electrical worker:	male	31.70	-	-	8	26
mechanic:	male	30.67	-	-	8	26
foreman:	male	48.72	-	1,766.67*	8	26

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

Table 5 (continued)

Industry JOB PRINTING

I.S.I.C. 342 - 3422

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	365.02*	8	25 - 26
	female	-	-	435.00*	8	26
general worker:	male	-	-	620.34*	8	25 - 26
	female	22.83	-	622.94*	8	26
hand compositor:	male	-	-	810.90	8	25 - 26
linotype operator/mechanical typesetter:	male	-	-	1,042.00	8	26
type casting machine operator:	male	-	-	860.67*	8	25 - 26
proof reader/copy holder:	male	-	-	746.67*	8	26
	female	-	-	897.50*	8	25 - 26
cameraman/darkroom processor:	male	-	-	814.44*	8	25 - 26
colour retoucher:	male	-	-	807.56*	8	25 - 26
stripper:	male	-	-	909.14*	8	25 - 26
block/plate maker:	male	-	-	759.57*	8	25 - 26
plate grinding worker:	male	-	-	698.44*	8	25 - 26
pressman:	male	-	-	799.49*	8	25 - 26
die-cutting machine operator:	male	60.00*	-	913.33*	8	26
guillotining machine operator:	male	-	-	727.69*	8	25 - 26
hand work book-binder:	male	-	-	754.46*	8	25 - 26
	female	19.79	-	542.39*	8	25 - 26
mechanical book-binder:	male	-	-	684.91*	8	25 - 26
	female	-	-	540.78*	8	25 - 26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
business form operator:	male	-	-	540.00*	8	25
proofing worker:	male	-	-	678.89*	8	26
production controller:	male	-	-	781.34*	8	25 - 26
	female	-	-	535.00*	8	25
packing worker:	male	-	-	576.86*	8	25 - 26
	female	-	-	550.00*	8	26
storekeeper:	male	-	-	744.31*	8	25 - 26
technical worker (electrical and mechanical):	male	-	-	1,153.89*	8	26
technical worker (photographic):	male	-	-	1,766.67*	8	26
foreman:	male	-	-	1,390.64*	8	25 - 26
	female	-	-	485.00*	8	25

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

Table 5 (continued)

Industry LEATHER FOOTWEAR

I.S.I.C. 324 - 3240

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	22.25	-	794.17	8	26
	female	20.28	-	588.17	8	26
pattern maker/marker:	male	-	-	1,042.00	8 - 9	26
	female	-	-	775.25	8	26
press operator:	male	-	37.25	896.56	8 - 9	26
vulcanizer:	male	-	33.16	-	8	26
hand cutter (a) sole:	male	-	39.34	-	8	26
	(b) upper:	-	45.97	-	8 - 9	26
upper skiving/folding:	male	-	40.41	-	8 - 9	26
	female	-	34.11	-	8	26
upper sewing:	male	-	41.40	943.00	8 - 9	26
	female	-	37.90	-	8	26
lasting:	male	-	44.00	948.00	8 - 9	26
sole attaching:	male	-	41.83	958.25	8 - 9	26
	female	-	27.00	-	8	26
inner sole worker:	male	-	33.73	-	8	26
	female	-	21.96	-	8	26
finishing worker/paint sprayer:	male	-	43.04	919.60	8 - 9	26
	female	-	20.25	-	8	26
packer:	male	25.00	-	809.75	8 - 9	26
	female	18.45	-	-	8	26
mechanic:	male	-	-	956.92	8	26
foreman:	male	-	-	1,047.47	8 - 9	26
	female	-	-	780.00*	8	26

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

Table 5 (continued)

Industry METAL TORCH CASES

I.S.I.C. 381 - 3816

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	404.95	8	26
general worker:	male	25.18	-	-	8	26
	female	22.19	-	-	8	26
power press operator:	male	24.51	-	-	8	26
	female	22.92	-	-	8	26
hand press operator:	male	21.66	-	-	8	26
	female	21.23	-	-	8	26
injection moulding machine operator:	male	33.63*	36.22	933.00	8	26
	female	25.50*	-	-	8	26
rolling mill operator:	male	25.28	-	-	8	26
	female	22.51	-	-	8	26
electro-plater:	male	28.09	-	-	8	26
	female	21.84	-	-	8	26
buffing and polishing machine operator:	male	24.41	46.91	-	8	26
soldering worker:	male	-	38.75	-	8	26
electrical worker:	male	-	-	1,202.50*	8	26
painter:	male	26.71	-	-	8	26
	female	19.42	-	-	8	26
assembler and packer:	male	22.06	-	735.00	8	26
	female	21.83	-	452.00	8	26
inspection worker:	female	23.40	-	842.00*	8	26
mechanic:	male	38.13	-	963.00	8	26
foreman:	male	-	-	1,344.60*	8	26
	female	-	-	1,118.00*	8	26

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

Table 5 (continued)

Industry MISC. PLASTIC PRODUCTS

I.S.I.C. 356 - 3569

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/trainee:	male	17.00*	-	400.14	8 - 8 1/3	26
general worker:	male	24.40	23.90	959.81*	7½ - 9	26
	female	21.53*	-	682.00	7½ - 8	26 - 28
designer:	male	-	-	1,405.25*	8 1/3	26
colouring and tumbling worker:	male	25.36*	-	1,063.59	7½ - 11	26
injection moulding machine operator:	male	39.57	46.09	-	7 - 11	26
blow moulding machine operator:	male	-	36.50	-	8	26
extruding machine operator:	male	27.00	46.00	-	8	26
misc. machine operator:	male	23.02*	38.61	989.09*	7½ - 11	26
	female	21.53*	32.13	747.50*	8	26
press operator:	male	-	35.30	-	8	26
	female	23.24	-	-	8	26
hot stamping worker:	male	20.40	-	1,175.00	8	26
	female	20.40	-	-	8	26
trimmer:	female	19.70	-	-	8	26
assembler:	male	21.00	-	-	8	26
	female	20.48	23.71	665.00*	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
painter (spraying/hand brushing):	male	-	34.42	-	8	26
	female	-	28.30	-	8	26
sewing machine operator:	female	-	33.31	-	8	26
packer:	male	22.48	-	-	7½ - 8	26
	female	23.74	28.72	-	7½ - 8	26
inspection worker:	male	21.90*	-	1,034.30*	7½ - 8	26
	female	19.39	-	-	8	26
mould maker:	male	36.99	-	1,284.44*	8 - 8 1/3	26
mechanic:	male	36.11	-	1,392.24*	7½ - 10	26
electrical worker:	male	24.00	-	1,319.69*	7½ - 10	26
laboratory work:	male	-	-	930.00*	7½	26
boiler attendant:	male	27.63*	-	-	7½ - 8	26
foreman/supervisor:	male	-	-	1,634.29*	7½ - 11	26
	female	-	-	904.12*	8	26

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

Table 5 (continued)

Industry PAPER BOXESI.S.I.C. 341-3412

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	22.47*	-	655.55*	8 - 9 $\frac{3}{4}$	26
	female	22.83	-	630.00	8 - 9 $\frac{3}{4}$	26
corrugated worker:	male	32.85*	-	974.25*	8 - 9 $\frac{3}{4}$	26
guillotining machine operator:	male	26.31	-	904.61*	8 - 9 $\frac{3}{4}$	26
die-cutting machine operator/slitter:	male	30.83*	-	898.13*	8 - 9 $\frac{3}{4}$	26
slotter:	male	32.42*	-	854.91*	8 - 9 $\frac{3}{4}$	26
pressman:	male	29.70*	-	894.62*	8 - 9 $\frac{3}{4}$	26
pasting machine operator:	male	27.31*	39.00*	848.46*	8 - 9 $\frac{3}{4}$	26
wire-stitching machine operator:	male	26.49*	-	826.00*	8 - 9 $\frac{3}{4}$	26
	female	25.00	-	620.00	8	26
packer:	male	27.57*	-	-	8 - 9	26
	female	23.80	-	-	8 - 8 $\frac{3}{4}$	26
boiler mechanic:	male	-	-	866.67*	8 - 9	26
maintenance worker:	male	-	-	1,080.00*	8 - 8 $\frac{1}{2}$	26
foreman:	male	48.17*	-	1,508.33*	8 - 9 $\frac{3}{4}$	26

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

Table 5 (continued)

Industry PLASTIC FLOWERS

L.S.I.C. 356-3561

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	26.07	-	787.20*	8 - 9 2/3	26
	female	21.79	-	-	8	26
injection moulding machine operator:	male	31.81	33.30	-	7 - 11	26
	female	27.64	-	-	7 1/2 - 8	26
press operator:	female	26.20	29.10	-	7 1/4 - 8	26
trimmer:	female	-	18.83	-	8	26
assembler:	female	21.78	31.41	-	8	26
packer:	male	23.00	-	843.00*	8 - 9	26
	female	19.96	28.10	-	8	26
colouring and tumbling worker:	male	24.00*	-	1,068.71*	8 - 9 2/3	26
paint sprayer:	female	25.94	-	-	8	26
mould maker:	male	50.62	-	1,267.50*	8 - 9 1/2	26
designer:	female	-	-	980.00	8	26
mechanic:	male	25.00	-	1,292.48*	8 - 9	26
foreman:	male	24.25	-	1,212.34*	8 - 9 2/3	26
	female	-	-	937.73*	8	26

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

Table 5 (continued)

Industry PLASTIC TOYSI.S.I.C. 356-3562

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/trainee:	male	21.04	-	497.84*	8 - 9	22 - 26
general worker:	male	26.50	-	1,008.00	8 - 10½	22 - 26
	female	22.98	-	-	8 - 9	22 - 26
designer:	male	-	-	1,681.64	8 - 9	22 - 26
	female	-	-	1,709.88*	8 - 9	26
colouring and tumbling worker:	male	28.26	-	1,300.00	8 - 10	22 - 26
	female	25.32	-	-	8	26
injection moulding machine operator:	male	32.24	39.28	-	6½ - 11	22 - 28
	female	23.50	-	-	8	26
blow moulding machine operator:	male	-	42.67	-	8	26
	female	28.00	39.21	-	8	26
extruding machine operator:	male	23.26	-	-	9	26
die-casting machine operator:	male	28.24	-	-	7 - 10½	26
	female	26.53	-	-	8	26
rotary casting machine operator:	male	-	49.96	-	8 - 9	26 - 28
hair-rooting machine operator:	female	25.40	33.37	-	8	26
hair grooming worker:	female	30.31	28.60	-	8	26
press operator:	male	27.99*	-	-	8 - 9	22 - 26
	female	24.77	-	-	8 - 9	22 - 26
trimmer:	male	23.63	-	-	8 - 10	26
	female	21.42	-	-	8 - 9	22 - 26
assembler:	male	23.46	-	-	8 - 9	22 - 26
	female	23.25	21.00	-	8 - 9	22 - 26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
painter (spraying/hand brushing):	male	26.76*	49.95	-	8 - 9	22 - 26
	female	25.64	40.12	-	8 - 9	22 - 26
sewing machine operator:	male	-	-	875.00*	8	26
	female	26.57	30.50	-	8	26
presser (dolls' dresses):	female	23.93	-	-	8	26
electroplater:	male	27.56	-	-	8½ - 9	26
vacuum metalization worker:	male	24.45	-	1,421.25	8 - 9	22 - 26
	female	20.24	-	-	8	26
hot stamping worker:	male	17.71	-	-	8 - 9	26
	female	18.18	-	-	8	26
regranulating machine operator:	male	26.13	-	-	9	26
misc. machine operator:	male	21.41	-	-	8 - 9	26
	female	18.33	-	-	8	26
electrostatic paint spraying machine operator:	male	22.39	-	1,315.00	8 - 9	26
	female	17.95	-	-	8	26
cleaning worker:	male	19.00	-	-	8	26
electrical worker:	male	44.09	-	1,169.38*	8 - 9	22 - 26
	female	24.03	-	-	8	26
welder:	female	26.24	-	-	8	26
silk screen printing worker:	male	24.41*	-	-	8 - 9	22 - 26
	female	26.07*	-	-	8 - 9	22 - 26
packer:	male	25.61	-	1,310.00	8	26
	female	24.80	-	-	8	26

(to be continued)

Table 5 (continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
inspector:	male	24.72	-	1,375.00*	8 - 9	22 - 26
	female	23.77	-	1,433.00	8 - 9	22 - 26
mould maker:	male	43.34	-	1,739.31	8 - 10	22 - 26
mechanic:	male	39.98	-	1,826.35*	8 - 9	22 - 26
foreman/supervisor:	male	38.14*	-	1,675.07*	8 - 10	22 - 26
	female	28.69*	-	1,336.26*	8 - 9	22 - 26

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

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	21.95	-	787.50	8 - 9½	25 - 27
	female	20.21	-	-	8	25 - 26
rolling mill operator:	male	32.91	-	970.38	8 - 9½	25 - 27
press operator:	male	25.25	37.53	952.74	8 - 9½	25 - 27
hand cutter:						
(a) sole:	male	40.60	27.91	-	8 - 9½	25 - 27
(b) upper:	male	-	35.22	-	8 - 9½	25 - 27
making up:						
(a) machine sewing (upper sewing):	female	-	32.95	-	8	25 - 26
(b) gumming worker:	male	24.40	30.99	-	8 - 9½	25 - 27
	female	23.45	27.51	-	8	25 - 26
(c) miscellaneous:	male	-	24.77	-	8 - 9½	25 - 27
	female	-	23.93	-	8	25 - 26
vulcanizer:	male	27.13	33.46	807.75*	8 - 9½	25 - 27
packer:	male	21.00	28.74	-	8 - 9½	25 - 27
	female	18.90	23.81	737.50	8	25 - 26
mechanic:	male	-	-	965.00	8	25 - 27
foreman:	male	25.00	-	951.00	8 - 9½	25 - 27
	female	26.00	-	880.00	8	25 - 26

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

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
learner:	male	-	-	245.00*	8	26
	female	24.00	-	-	8	25
general worker:	male	27.55	-	657.27*	8	25 - 26
	female	21.69	-	-	8	25 - 26
glass cutter:	female	21.59	-	-	8	25 - 26
globe blower:	male	25.60	29.05	-	8	25 - 26
	female	21.00	-	-	8	25
gap coiling worker:	male	20.40	-	-	8	25
beading worker:	female	-	31.23	-	8	26
filament mounting worker:	female	-	34.77	-	8	25 - 26
globe mounting worker:	male	-	37.00	-	8	25 - 26
air exhausting and sealing worker:	male	27.10	40.89	-	8	25 - 26
capping worker:	female	18.15	28.56	-	8	25 - 26
wire cutter:	male	-	25.00	-	8	26
	female	19.15	32.92	-	8	25 - 26
soldering worker:	female	-	30.09	-	8	25 - 26
focus checking worker:	male	-	32.68	-	8	25 - 26
	female	-	30.97	-	8	25 - 26
ampere testing worker:	female	21.77	-	-	8	25 - 26
stamping worker:	female	-	31.21	-	8	25 - 26
inspection worker:	male	23.20	-	-	8	25
	female	23.12	-	-	8	25 - 26
packing worker:	male	20.32	-	-	8	26
	female	18.80	-	-	8	25 - 26
foreman:	male	44.60	-	930.55*	8	25 - 26
	female	-	-	740.62*	8	26

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

Table 5 (continued)

Industry WATCH CASESI.S.I.C. 385-3853

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/learner:	male	21.21	-	497.43*	9 - 9½	25 - 26
	female	21.00	-	-	8	26
general worker:	male	27.66	-	812.29*	8 2/3 - 10	25 - 26
	female	28.22	-	745.00	8 - 9	25 - 26
press operator:	male	35.55	39.42*	-	8 2/3 - 10	25 - 26
	female	30.23	32.53*	-	8	25 - 26
machinist:	male	36.58	50.22	1,075.00*	8 2/3 - 10	25 - 26
	female	-	36.40*	-	8	26
buffing and polishing machine operator:	male	33.58	65.34	1,780.00*	8 2/3 - 10	25 - 26
	female	31.50	-	-	8	26
assembler:	male	26.95	-	1,450.00*	8 2/3 - 9½	26
	female	26.36	-	825.00	8	25 - 26
inspection worker:	male	-	-	986.92*	8 2/3 - 10	25 - 26
	female	-	-	745.00	8	26
packer:	male	-	-	857.50*	9½ - 10	26
	female	24.20*	-	695.00	8	26
designer:	male	-	-	1,212.86*	8 2/3 - 10	25 - 26
	female	-	-	925.00*	8 - 8 2/3	26
tool and die maker/mechanic:	male	39.85	40.69*	1,386.67	8 2/3 - 10	25 - 26
foreman:	male	39.00*	-	1,838.26*	8 2/3 - 10	25 - 26
	female	-	-	913.33*	8 - 8 2/3	26

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

Table 5 (continued)

Industry WIGS

I.S.I.C. 390-3904

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	-	-	700.00*	8	26
	female	20.50	-	616.67*	8	26
net-cutting/tailoring:	male	23.00*	-	-	8	26
net-sewing:	female	25.70	36.57	-	8	26
bleaching and dyeing:	male	-	-	950.00*	8	26
hair-cutting/weighing:	male	23.00	-	-	8	26
hackling:	male	-	43.99	925.00*	8	26
wefting:	female	-	37.94	-	8	26
post-machine operator:	female	-	43.68	-	8	26
hand tie/knit worker:	female	-	34.62	-	8	26
curling and ovening:	male	22.00	-	-	8	26
	female	22.57	29.52	605.00	8	26
inspection worker:	female	23.20	-	-	8	26
dresssing and packing:	female	18.92	25.00	-	8	26
mechanic:	male	-	-	1,039.96*	8	26
foreman:	male	-	-	1,300.00*	8	26
	female	-	-	887.71*	8	26

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

Table 5 (continued)

Industry WOODEN FURNITURE AND FIXTURESI.S.I.C. 332-3321

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	411.11*	8 - 9	26
general worker:	male	27.44	-	805.00	8 - 9	25 - 26
	female	-	-	900.00	8½	26
designer:	male	-	-	2,400.00*	7 - 9	25 - 26
sawmill worker/cutter:	male	50.43	-	1,740.00	8½ - 9	26
carpenter:	male	63.69	64.16	1,512.36	8 - 9	25 - 26
carving worker:	male	59.88	66.85	1,290.00	8 - 9	26
	female	-	-	975.00	8	26
varnishing worker:	male	60.00	61.04	1,478.17	8 - 9	26
painter:	male	-	54.85	1,200.00	8 - 9	26
packer:	male	-	-	1,208.89	8 - 9	26
foreman:	male	-	-	1,682.73*	8 - 9	25 - 26

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

Table 5 (continued)

Industry WRIST WATCH BANDS

I.S.I.C. 381-3817

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice/learner:	male	-	-	403.91	8 - 10	26
general worker:	male	26.96	-	600.00	8 - 10	26
	female	22.77	-	-	8	26
power press operator:	male	24.90	40.04	-	8 - 10	26
	female	25.24	32.76	-	8 - 8 2/3	26
hand press operator:	female	22.40	32.80	-	8 - 8 2/3	26
driller:	male	-	33.50*	-	8 - 10	26
	female	19.50	30.50	-	8	26
machinist:	male	38.83	-	1,160.00*	8 - 10	26
assembler:	female	21.78	31.30	-	8 - 8 2/3	26
electro-plater:	male	32.01	-	1,375.00	9 1/2 - 10	26
	female	20.00	-	-	8	26
buffing and polishing machine operator:	male	33.68	56.58	-	8 - 10	26
	female	20.69	-	-	8	26
inspection worker:	female	21.22	-	859.00	8	26
packer:	female	23.80	-	600.71	8 - 8 2/3	26
mould maker:	male	46.24	-	1,518.24	8 - 10	26
mechanic:	male	38.54	-	-	10	26
foreman:	male	51.00	-	1,773.57	8 - 10	26
	female	32.25	-	1,325.00*	8	26

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

Table 5 (continued)

Industry BUS AND TRAMWAY OPERATORSI.S.I.C. 711-7112

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
conductor:	male and female	21.03	-	-	8	25 - 26
driver:	male and female	20.36	-	-	8	26
regulator:	male	19.63	-	-	8	26
inspector:	male	-	-	1,267.31	8	26

Table 5 (continued)

Industry ELECTRICITY SUPPLYI.S.I.C. 410-4101

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	379.90	8	26
unskilled:	male	-	-	652.01	8	26
semi-skilled:	male	-	-	702.39	8	26
improver:	male	-	-	711.43	8	26
artisan II:	male	-	-	794.48	8	26
artisan I:	male	-	-	855.62	8	26
senior artisan specialist:	male	-	-	893.46	8	26
extra skilled specialist:	male	-	-	862.40	8	26
foreman II:	male	-	-	958.44	8	26
foreman I:	male	-	-	1,093.68	8	26

Table 5 (continued)

Industry GAS MANUFACTURE AND DISTRIBUTIONI.S.I.C. 410-4102

Occupation		Basic 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	-	-	-	640.00	-	664.00	8	24 - 26
labourer:	male	-	-	-	806.00	-	955.00	8	24 - 26
artisan:	male	-	-	-	874.00	-	1,045.00	8	24 - 26
driver:	male	-	-	-	917.00	-	1,045.00	8	24 - 26
chargehand:	male	-	-	-	1,038.00	-	1,139.00	8	24 - 26

Table 5 (continued)

Industry HARBOUR FERRY SERVICEI.S.I.C. 712-7122

Occupation		Basic 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	-	1,020.00	8	26
	female	-	-	-	724.11	-	831.25	8	26
watchman:	male	-	-	-	830.29	-	910.29	8	26
hoist operator/pier engineer:	male	-	-	-	704.88	-	1,071.94	8	26
ropeman:	male	-	-	-	798.61	-	934.26	8	26
sailor:	male	-	-	-	815.27	-	928.57	8	26
assistant coxswain/ quartermaster and oiler:	male	-	-	-	929.17	-	1,022.34	8	26
fitter/electrician:	male	-	-	-	851.00	-	1,333.11	8	26
coxswain and engineer:	male	-	-	-	1,137.87	-	1,268.83	8	26
ticket seller and ticket collector:	male	-	-	-	871.05	-	1,011.41	8	26
	female	-	-	-	949.00	-	949.00	8	26
inspector:	male	-	-	-	1,032.39	-	1,842.75	8	26

Table 5 (continued)

Industry TAXI

I.S.I.C. 711-7113

Occupation	Weighted Average Basic Wage Rates(HK\$)			Normal Hours of Work a Day	Standard Days a Month
	Daily Rated	Piece Rated	Monthly Rated		
driver: male	15.94	-	-	7 - 10	24 - 30

Table 5 (continued)

Industry TELEPHONE SERVICEI.S.I.C. 720-7200

Occupation			Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
			Daily Rated	Piece Rated	Monthly Rated		
trainee:	male		-	-	811.39	8	26
labourer:	male		-	-	877.26	8	26
gang leader:	male		-	-	940.75	8	26
technician:	male		-	-	941.43	8	26
senior technician:	male		-	-	1,142.35	8	26
craftsman:	male		-	-	1,142.41	8	26

Table 5 (continued)

Industry GODOWNI.S.I.C. 719-7192

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
fitter and electrician:	male	-	-	976.50	8	26
mechanical operator:	male	-	-	1,065.22	8	26
signalman:	male	-	-	980.00	8	26
boatswain:	male	-	-	1,020.00	8	26
supervisor:	male	-	-	1,205.80	8	26
tallyclerk:	male	-	-	1,142.00	8	26
coxswain - launch:	male	-	-	1,030.00	8	26
launch sailor:	male	-	-	960.00	8	26
launch engineer:	male	-	-	1,060.00	8	26
lighterman:	male	-	-	1,056.67	8	26
godownman:	male	-	-	1,015.65	8	26

Table 5 (continued)

Industry GOVERNMENT SERVICEI.S.I.C. 910-9100

Occupation		Basic 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 and female	-	-	-	905.00	-	935.00	8	26
semi-skilled:	male and female	-	-	-	940.00	-	1,030.00	8	26
artisan:	male and female	-	-	-	1,105.00	-	1,315.00	8	26
senior arti- san:	male and female	-	-	-	1,345.00	-	1,365.00	8	26

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

Table 5 (continued)

Industry MOTOR VEHICLE REPAIRINGI.S.I.C. 951-9513

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standards Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	417.21	8 - 8%	22 - 26
cleaner:	male	-	-	805.73	8 - 8%	22 - 24
	female	-	-	633.06	8 - 8%	22 - 26
improver:	male	-	-	679.75	8½ - 8%	22 - 24
fitter:	male	-	-	791.86	8 - 8%	22 - 26
lathe operator:	male	-	-	1,149.17	8 - 8%	22 - 26
electrical worker:	male	-	-	984.45	8 - 8%	22 - 26
greaser:	male	-	-	933.59	8 - 8%	22 - 26
coppersmith:	male	-	-	986.39	8 - 8%	22 - 26
paint sprayer:	male	-	-	975.07	8 - 8%	22 - 26
watchman:	male	-	-	755.09	8 - 12	22 - 28
driver:	male	-	-	779.57	8 - 8%	22 - 26
mechanic:	male	-	-	928.36	8 - 8%	22 - 26
assistant foreman:	male	-	-	1,377.73	8 - 8%	22 - 24
foreman:	male	-	-	1,966.89	8 - 8%	22 - 26

Table 6

COST OF LIVING ALLOWANCE, OVERTIME RATES, SUPPLEMENTARY PAYMENTS AND FRINGE BENEFITS
FOR MANUAL WORKERS IN SELECTED INDUSTRIES AND SERVICES AS IN SEPTEMBER 1977

A. Cost of Living Allowance

Industry/Service	Cost of Living Allowance
Bleaching and dyeing	--
Cotton knitting	--
Cotton spinning	\$2.00-\$4.20 a day to each worker attending work.
Cotton weaving	\$1.50-\$3.90 a day to each worker attending work.
Woollen knitting	--
Bakery products	--
Dockyards	\$3.40-\$10.60 a day to each daily rated worker attending work.
Electrical appliances	--
Electronics	--
Enamelware	--
Garments	--
Gloves	--
Handbags	--
Iron and steel basic industries	--
Job printing	--
Leather footwear	--
Metal torch cases	--
Misc. plastic products	--
Paper boxes	--
Plastic flowers	--
Plastic toys	--

(to be continued)

Table 6 (continued)

A. Cost of Living Allowance (continued)

Industry/Service	Cost of Living Allowance
Rubber footwear	---
Torch bulbs	---
Watch cases	---
Wigs	---
Wooden furniture and fixtures	---
Wrist watch bands	---
Bus and tramway operators	\$6.70 -\$7.50 a day to all bus operators.
Electricity supply	\$5.50-\$6.96 a day for every day of the month to every male worker except apprentices in one concern, who paid \$158.55 a month.
Gas manufacture and distribution	---
Harbour ferry service	---
Taxi	---
Telephone service	---
Godown	---
Government services (Model I Officers)	\$15.00 a month to all workers.
Motor vehicle repairing	---

Table 6 (continued)

B. Overtime Rates

Industry/Service	Normal			Holidays & Festivals		
	Daily Rated	Piece Rated	Monthly Rated	Daily Rated	Piece Rated	Monthly Rated
Bleaching and Dyeing	150-200%	--	150-200%	150-200%	--	150-300%
Cotton knitting	100-150%	100-150%	100-150%	100-200%	100-150%	100-200%
Cotton spinning	150-200%	150-200%	--	150-250%	150-200%	--
Cotton weaving	100-200%	100-200%	100-200%	100-200%	100-200%	100-200%
Woollen knitting	150-200%	100%	100-150%	100-200%	100%	100-200%
Bakery products	--	--	100-150%	--	--	100-200%
Dockyards	150-200%	--	100-180%	200%	--	100-180%
Electrical appliances	150%	--	--	150-250%	--	--
Electronics	125-150%	--	100-150%	150-250%	--	100-250%
Enamelware	100-200%	--	--	100-200%	--	--
Garments	100-200%	100-150%	100-200%	100-200%	100-150%	100-200%
Gloves	120-150%	100-130%	--	100-150%	100-130%	--
Handbags	130-200%	100-150%	100-200%	150-200%	100%	150-200%
Iron and steel basic industries	130-200%	--	--	150%	--	--
Job printing	--	--	150%	--	--	100-200%
Leather footwear	100-200%	100%	100-200%	100-200%	100%	100-200%
Metal torch cases	100-150%	100%	100-150%	100-200%	100%	150-200%
Misc. plastic products	100-150%	--	100-200%	100-200%	--	100-200%
Paper boxes	100-200%	--	100-200%	150-200%	--	100-200%
Plastic flowers	100-200%	100-150%	100-200%	100-200%	100-150%	100-200%
Plastic toys	110-200%	--	100-160%	100-200%	--	100-200%
Rubber footwear	150-200%	100%	100-150%	100-250%	100%	100-200%

(to be continued)

B. Overtime Rates (continued)

Table 6 (continued)

Industry/Service	Normal			Holidays & Festivals		
	Daily Rated	Piece Rated	Monthly Rated	Daily Rated	Piece Rated	Monthly Rated
Torch bulbs	100-200%	100%	100%	100-200%	100%	100%
Watch cases	150-200%	100-150%	100-200%	150-200%	100%	150-200%
Wigs	150%	100%	100-150%	150-200%	100%	100%
Wooden furniture and fixtures	150-200%	100%	133-200%	100-150%	100%	100-133%
Wrist watch bands	150-200%	100-200%	100-200%	150-200%	100-200%	150-200%
Bus and tramway operators	150-200%	--	150-200%	150-200%	--	150-200%
Electricity supply	--	--	150-200%	--	--	200%
Gas manufacture and distribution	--	--	150-200%	--	--	200%
Harbour ferry service	--	--	150-165%	--	--	150-165%
Taxi	--	--	--	--	--	--
Telephone service	--	--	150-200%	--	--	200%
Godown	--	--	100-200% or \$6.00-\$21.00	--	--	100-200% or \$6.00-\$21.00
Government services (Model I Officers)	--	--	100-150%	--	--	100-150%
Motor vehicle repairing	--	--	150-200%	--	--	100-200%

Note: 100% = Basic wage rate

Table 6 (continued)

C. Bonuses

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Bleaching and dyeing	2-6 days' pay per month to daily and monthly rated workers.	$\frac{1}{2}$ -1 $\frac{1}{2}$ months' pay to daily rated workers; 1-3 months' pay to monthly rated workers.	--
Cotton knitting	1-3 days' pay per month to daily rated workers; 1-4 days' pay per month to monthly rated workers.	1-1 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Cotton spinning	3-6 days' pay per month to daily and piece rated workers; 3-5 days' pay per month to monthly rated workers.	1 month's-37 days' pay to daily and piece rated workers; 1 month's pay to monthly rated workers.	A long service bonus to workers.
Cotton weaving	2-5 days' pay per month to daily and piece rated workers; 2-4 days' pay per month to monthly rated workers.	13-32 days' pay to daily and piece rated workers; 1-3 months' pay to monthly rated workers.	--
Woollen knitting	--	1-2 months' pay to monthly rated workers.	--
Bakery products	--	$\frac{1}{2}$ -1 month's pay to monthly rated workers.	--
Dockyards	--	--	--
Electrical appliances	2-4 days' pay per month to daily rated workers.	7 days'-1 month's pay to daily rated workers; 1-2 months' pay to monthly rated workers.	--

(to be continued)

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Electronics	1-4 days' pay per month to daily rated workers.	$\frac{1}{2}$ -1 $\frac{1}{2}$ months' pay to daily rated workers; 1-1 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Enamelware	2 days' pay per month to daily rated workers.	20 days'-1 month's pay to daily rated workers; 1-2 months' pay to monthly rated workers.	--
Garments	$\frac{1}{2}$ -3 days' pay per month to daily rated workers; 1/3-4 days' pay per month to piece rated workers.	2 days'-1 month's pay to daily and piece rated workers; $\frac{1}{2}$ -4 months' pay to monthly rated workers.	--
Gloves	--	1-3 months' pay to monthly rated workers.	--
Handbags	1-2 days' pay per month to daily rated workers.	$\frac{1}{2}$ -2 months' pay to monthly rated workers.	Variable efficiency bonuses to certain occupations.
Iron and steel basic industries	--	1 month's pay to monthly rated workers.	--
Job printing	--	$\frac{1}{2}$ -1 month's pay to monthly rated workers.	--
Leather footwear	--	1-2 months' pay to monthly rated workers.	--
Metal torch cases	$\frac{1}{2}$ -4 days' pay per month to daily rated workers.	2-12 days' pay to daily rated workers; 9 days'-2 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Misc. plastic products	$\frac{1}{2}$ -3 days' pay per month to daily rated workers.	12 days'-1 month's pay to daily rated workers; 1-2 months' pay to monthly rated workers.	--

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Paper boxes	1-4 days' pay per month to daily rated workers.	6 days'-1 month's pay to daily rated workers; $\frac{1}{2}$ -1 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Plastic flowers	1-3 days' pay per month to daily rated workers.	6 days'-1 month's pay to daily rated workers; 1-1 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Plastic toys	1-4 days' pay per month to daily rated workers.	5-32 days' pay to daily rated workers; 1-2 $\frac{1}{2}$ months' pay to monthly rated workers.	--
Rubber footwear	--	1-16 days' pay to daily and piece rated workers; 1-2 months' pay to monthly rated workers.	Efficiency bonus to gumming workers.
Torch bulbs	1-4 days' pay per month to daily rated workers.	1-2 months' pay to monthly rated workers.	--
Watch cases	1-3 days' pay per month to daily and piece rated workers; 1-2 days' pay per month to monthly rated workers.	9 days'-1 $\frac{1}{2}$ months' pay to daily rated workers; 5 days'-1 month's pay to piece rated workers; 1-2 months' pay to monthly rated workers.	--
Wigs	--	1 month's pay to monthly rated workers.	--
Wooden furniture and fixtures	--	1 month's pay to monthly rated workers.	--
Wrist watch bands	2-3 days' pay per month to daily and piece rated workers.	3 days'-1 month's pay to daily rated workers; $\frac{1}{2}$ -2 months' pay to monthly rated workers.	--
Bus and tramway operators	Full attendance bonus to drivers at \$50.00 per month and workers in the Workshop and Engineering Department at \$40.00-\$50.00 per month at the discretion of one bus company.	15 days' basic wage plus cost of living allowance to all bus operators and 1 month's basic wage plus special allowance to all tramway operators continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	Service bonus at 5% of total basic wage plus overtime and cost of living allowance earned during the year to all bus operators; safe driving bonuses of \$1.00-\$2.80 per day to drivers at the discretion of one bus company; bonuses of \$0.70-\$1.20

(to be continued)

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Electricity supply	--	1 month's basic wage plus cost of living allowance to each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	per day to conductors at the discretion of one bus company; bonuses of \$2.00-\$2.80 per day to fitters at the discretion of one bus company; a monthly bonus of about 47% of wage excluding allowances by one bus company.
Gas manufacture and distribution	--	1 month's basic wage plus shift allowance where applicable to 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 to all workers held on duty during typhoon period when the No. 8 signal or above is hoisted.
Harbour ferry service	--	1 month's pay to each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	A safe navigation bonus of approximately 47% of one month's pay per annum to out-door staff by one concern.
Taxi	--	1 month's pay to each driver continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	A variable bonus depending on a driver's daily and monthly business receipts.
Telephone service	--	1 month's basic wage to each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	--

(to be continued)

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Godown	--	1 month's pay to each worker continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	--
Government services (Model I Officers)	--	--	--
Motor vehicle repairing	--	½-¾ months' pay to workers continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	--

D. Allowances

Table 6 (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Bleaching and dyeing	\$1.00-\$15.00 for each rotating night shift.	\$3.00-\$7.70 per day. *	--
Cotton knitting	--	--	--
Cotton spinning	\$1.10-\$8.40 for each rotating night shift.	\$0.30-\$5.00 per day. *	--
Cotton weaving	\$1.50-\$8.90 for each rotating night shift.	\$0.60-\$5.50 per day. *	--
Woollen knitting	--	--	--
Bakery products	--	--	--
Dockyards	Double rate or \$25.00-\$90.00 for each rotating night shift.	\$2.00-\$4.50 each meal to workers working night shifts, overtime during meal break and away from the yard.	Pay for or reimburse tuition/examination fees to apprentices and staff on approved courses.
Electrical appliances	--	--	--
Electronics	--	--	A transport allowance of \$0.50-\$1.00 per day. #
Enamelware	\$2.00-\$3.50 for each rotating night shift.	--	--
Garments	--	--	--
Gloves	--	--	--
Handbags	--	--	--
Iron and steel basic industries	--	--	--

(to be continued)

D. Allowances (continued)

Table 6 (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Job printing	\$3.00-\$9.00 for each rotating night shift.	\$4.30-\$6.20 per day. *	--
Leather footwear	--	--	--
Metal torch cases	--	--	--
Misc. plastic products	--	--	--
Paper boxes	--	\$2.00-\$6.00 per day. *	--
Plastic flowers	--	--	--
Plastic toys	\$1.50-\$7.50 for each rotating night shift.	--	--
Rubber footwear	--	--	--
Torch bulbs	--	--	--
Watch cases	--	--	--
Wigs	--	--	--
Wooden furniture and fixtures	--	--	--
Wrist watch bands	--	--	--
Bus and tramway operators	--	--	A special allowance of \$5.90-\$7.70 per day to all bus operators and \$4.20 per day to daily rated tramway operators; additional monthly allowances of \$20.00-\$35.00 to regulators and \$20.00 to assistant regulators at the discretion of one bus company; a performance allowance of \$0.60-\$5.90 a day to Service Department workers at the discretion of one bus company; \$0.05 per hour to unskilled workers (G2) who use a sledge hammer, \$0.20 per hour to those who use a concrete vibrator or pneumatic road breaking drill, \$1.00 per day to conductors working on tramcars, \$4.00 per day to motormen driving tramcars and an additional \$0.50 per day if the tram is pulling a trailer, \$1.00 per day to those who instruct

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Electricity supply	15% of basic wage to shift workers by one concern.	--	new recruits by the tramway company; a funeral allowance of \$600.00 to deceased employees by the tramway company. An annual grant of education allowance 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 by one concern; an electricity allowance of 100-200 units a month for workers whose meters are registered in their names; a funeral allowance of \$800.00 to all deceased employees with more than one year's service by one concern.
Gas manufacture and distribution	17 1/2% of basic wage to shift workers.	--	An annual grant of education allowance of \$60.00 for children attending kindergarten, \$100.00 for the 1st child, \$75.00 for the 2nd, \$55.00 for the 3rd or subsequent child attending primary schools, \$200.00 for the 1st child, \$150.00 for the 2nd, \$110.00 for the 3rd or subsequent child attending secondary schools to employees with children aged 5-17 years; a standby allowance at normal to double rate to day workers required to standby within the depots for emergency calls.
Harbour ferry service	--	A rice allowance of 1/2 catty per day to ferry crews by one concern.	A funeral expense of \$1,000.00 to a deceased employee if death occurred during employment, \$50.00 per month to all crews who hold Certificate of Competency above 60 tons, a fire-wood allowance of \$13.50-\$18.00 per month and a kerosene money of \$9.00 per month to ferry crews by one concern.
Taxi	--	--	--

(to be continued)

Table 6 (continued)

D. Allowances (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Telephone service	\$4.50-\$13.50 per shift to employees working conditioned hours.	\$3.00-\$6.00 to workers during overtime or working in outlying areas as meal allowance.	An education allowance of \$10.00 (primary) or \$25.00 (secondary) per month for employees' children aged 5-18 years inclusive; a lodging allowance of \$10.00 a night or \$112.00 a week inclusive of all meal allowances to staff staying away from home over-night; a funeral allowance of \$600.00 to the dependants of deceased employees; an allowance of \$2.00-\$4.00 a day to technical staff who drive three or four-wheeled vehicles; a standby allowance of \$10.00 per week to staff officially rostered for call out duty; a duty allowance of \$50.00 per month to staff who make tools.
Godown	--	--	--
Government services (Model I Officers)	--	--	--
Motor vehicle repairing	--	--	Pay for or reimburse tuition/examination fees to apprentices and staff on approved courses.

* Food allowance will not be given when free food is provided.

Transport allowance will not be given when free transport is provided.

Table 6 (continued)

E. Holidays and Leaves

Industry/Service	Annual Paid Holidays	Annual Paid Casual Leave	Annual Sick Leave		Paid Maternity Leave
			Full Pay	Pay at Two-third of Daily Rate	
Bleaching and dyeing	10 days.	--	--	12-36 days.	--
Cotton knitting	10-15 days.	--	12-60 days to monthly rated workers.	12 days.	--
Cotton spinning	10 days.	--	--	12-36 days.	--
Cotton weaving	10-12 days.	12-24 days to monthly rated workers.	12-14 days to monthly rated workers.	12-36 days.	--
Woollen knitting	10-14 days.	7 days to monthly rated workers.	14-30 days to monthly rated workers.	12-36 days.	30-60 days to monthly rated workers.
Bakery products	10-13 days.	--	--	12 days.	--
Dockyards	10-29 days.	--	3 months to monthly rated workers.	12 days-3 months.	7-28 days to monthly rated workers.
Electrical appliances	10 days.	--	12 days-1 month to monthly rated workers.	12-36 days.	3 days-1 month to monthly rated workers.
Electronics	10-22 days.	--	12 days to monthly rated workers.	12-36 days.	3 days-1 month to monthly rated workers.

(to be continued)

Table 6 (continued)

E. Holidays and Leaves (continued)

Industry/Service	Annual Paid Holidays	Annual Paid Casual Leave	Annual Sick Leave		Paid Maternity Leave
			Full Pay	Pay at Two-third of Daily Rate	
Enamelware	10 days.	--	--	12 days.	--
Garments	10-14 days.	6-24 days to monthly rated workers.	12-30 days to monthly rated workers.	12 days.	7-40 days to monthly rated workers.
Gloves	10-15 days.	10-12 days to monthly rated workers.	12 days to monthly rated workers.	12 days.	1 month to monthly rated workers.
Handbags	10-13 days.	--	12-30 days to monthly rated workers.	12 days.	1-2 months to monthly rated workers.
Iron and steel basic industries	10 days.	--	--	12 days.	--
Job printing	10-22 days.	--	12-15 days to monthly rated workers.	12 days.	7-30 days to monthly rated workers.
Leather footwear	10-14 days.	--	--	12 days.	--
Metal torch cases	10-18 days.	14 days to monthly rated workers.	14 days to monthly rated workers.	12-14 days.	--
Misc. plastic products	10-14 days.	6-10 days to monthly rated workers.	12-20 days to monthly rated workers.	12 days.	--
Paper boxes	10-12 days.	--	12 days to monthly rated workers.	12 days.	--
Plastic flowers	10 days.	12-14 days to monthly rated workers.	12-18 days to monthly rated workers.	12 days.	--

(to be continued)

Table 6 (continued)

E. Holidays and Leaves (continued)

Industry/Service	Annual Paid Holidays	Annual Paid Casual Leave	Annual Sick Leave		Paid Maternity Leave
			Full Pay	Pay at Two-third of Daily Rate	
Plastic toys	10-20 days.	2-14 days to monthly rated workers.	12-90 days to monthly rated workers.	12-36 days.	14-45 days to monthly rated workers.
Rubber footwear	10 days.	--	24-36 days to monthly rated workers.	12 days.	--
Torch bulbs	10-14 days.	12 days to monthly rated workers.	--	12 days.	--
Watch cases	10-17 days.	6-14 days to monthly rated workers.	24 days to monthly rated workers.	12 days.	10-42 days to monthly rated workers.
Wigs	10 days.	--	12-30 days to monthly rated workers.	12 days.	½ month to monthly rated workers.
Wooden furniture and fixtures	10 days.	--	--	12 days.	--
Wrist watch bands	10-15 days.	--	--	12 days.	--
Bus and tramway operators	17-18 days.	--	For bus operators, 28 days for the first 10 years, 42 days for the next 5 years and 56 days after 15 years; for tramway operators, 20-90 days, depending on the length of service.	--	--

(to be continued)

Table 6 (continued)

E. Holidays and Leaves (continued)

Industry/Service	Annual Paid Holidays	Annual Paid Casual Leave	Annual Sick Leave		Paid Maternity Leave
			Full Pay	Pay at Two-third of Daily Rate	
Electricity supply	16-29 days.	--	2 weeks-3 months.	3 months, depending on the length of service.	--
Gas manufacture and distribution	23 days.	--	2 weeks-3 months.	3 months, depending on the length of service.	--
Harbour ferry service	10-18 days.	--	4 weeks-3 months.	3 months, depending on the length of service.	1 month by one concern.
Taxi	10 days.	--	--	12 days.	--
Telephone service	23 days.	--	2 weeks, 1 month, 1½ months and 3 months for those with up to 1 year's service, over 1 to 2 years' service, over 2 to 10 years' service and over 10 years' service respectively.	--	--
Godown	17 days.	--	--	12 days.	--
Government services (Model I Officers)	Gazetted general holidays to all officers and 9 days of vacation leave in addition to those with over 10 years' service.	12 days.	3 months for those with less than 4 years' service and 6 months for those with 4 years' service or more.	3 months for those with less than 4 years' service and 6 months for those with 4 years' service or more.	Officers who have not completed 12 months resident service will be granted up to 10 weeks maternity leave without pay but will first take any casual and/or vacation leave which may be due to them.

(to be continued)

Table 6 (continued)

E. Holidays and Leaves (continued)

Industry/Service	Annual Paid Holidays	Annual Paid Casual Leave	Annual Sick Leave		Paid Maternity Leave
			Full Pay	Pay at Two-third of Daily Rate	
Motor vehicle repairing	10-27 days.	3-14 days to monthly rated workers.	1-5 months to monthly rated workers.	1-5 months.	Officers who have completed 12 months resident service will take any casual and/or vacation leave due to them and may then be granted maternity leave on half pay to cover a total absence from duty of 10 weeks. 30-42 days to monthly rated workers.

Note: In all cases, the statutory minimum of one day's sick leave with pay at two-third of daily wages for every month's service will apply where the employer makes no specific provision for more generous sick leave with pay.

Table 6 (continued)

F. Food, Accommodation and Transport

Industry/Service	Free/Subsidised Food	Free/Subsidised Accommodation	Free/Subsidised Transport
Bleaching and dyeing	Free for some occupations.*	--	Free.
Cotton knitting	Free for some occupations.*	--	--
Cotton spinning	Free for some occupations.*	Free.	Free.
Cotton weaving	Free for some occupations.*	Free.	Free.
Woollen knitting	Free for some occupations.*	--	--
Bakery products	Free for some occupations.*	Free.	--
Dockyards	--	--	--
Electrical appliances	Free for some occupations.*	--	--
Electronics	Free for some occupations.*	--	--
Enamelware	Free for some occupations.*	--	--
Garments	Free for some occupations.*	--	--
Gloves	Free for some occupations.*	--	--
Handbags	Free for some occupations.*	--	--
Iron and steel basic industries	Free for some occupations.*	--	--
Job printing	Free for some occupations.*	--	--
Leather footwear	Free for some occupations.*	--	--
Metal torch cases	Free for some occupations.*	--	--
Misc. plastic products	Free for some occupations.*	--	--
Paper boxes	Free for some occupations.*	--	Free.
Plastic flowers	Free for some occupations.*	--	--
Plastic toys	Free for some occupations.*	--	--
Rubber footwear	Free for some occupations.*	--	--
Torch bulbs	Free for some occupations.*	--	--

Table 6 (continued)

F. Food, Accommodation and Transport (continued)

Industry/Service	Free/Subsidised Food	Free/Subsidised Accommodation	Free/Subsidised Transport
Watch cases	Free for some occupations.*	--	--
Wigs	Free for some occupations.*	--	--
Wooden furniture and fixtures	Free for some occupations.*	--	--
Wrist watch bands	Free for some occupations.*	--	--
Bus and tramway operators	--	Subsidised at low rent by one bus company.	Free travel on tramcars for tramway operators.
Electricity supply	--	Subsidised at low rent for about 20% of workers.	--
Gas manufacture and distribution	--	--	--
Harbour ferry service	--	Subsidised at low rent for about 21% of workers.	Free travel on cross harbour ferries by one concern.
Taxi	--	--	--
Telephone service	--	Subsidised at low rent for a certain proportion of workers and families.	--
Godown	--	Subsidised for selected employees.	--
Government services (Model I Officers)	--	Subsidised in certain circumstances.	--
Motor vehicle repairing	--	--	--

* The occupations provided with free food are marked with asterisks in Table 5

Table 6 (continued)

G. Provident Fund, Gratuities, Medical Treatment and Other Benefits

Industry/Service	Provident Fund	Gratuities	Medical Treatment	Other Benefits
Bleaching and dyeing	--	---	Free to workers.	---
Cotton knitting	--	---	--	---
Cotton spinning	--	Death gratuity provided.	Free to workers.	Recreational activities organised for workers.
Cotton weaving	--	--	Free to workers.	--
Woollen knitting	--	--	--	--
Bakery products	--	--	--	10%-30% purchase discount.
Dockyards	1 month's basic wage for each complete year of service.	--	Free to workers and families.	--
Electrical appliances	--	--	--	Recreational activities organised for workers.
Electronics	--	---	Free to workers.	Recreational activities organised for workers.
Enamelware	--	---	---	---
Garments	--	---	---	---
Gloves	--	---	---	---
Handbags	--	---	---	---
Iron and steel basic industries	--	---	---	---
Job printing	--	---	---	---
Leather footwear	--	---	---	---
Metal torch cases	--	---	---	---
Misc. plastic products	--	---	---	---

(to be continued)

Table 6 (continued)

G. Provident Fund, Gratuities, Medical Treatment and Other Benefits (continued)

Industry/Service	Provident Fund	Gratuities	Medical Treatment	Other Benefits
Paper boxes	--	--	--	--
Plastic flowers	--	--	--	--
Plastic toys	--	--	--	Recreational activities organised for workers.
Rubber footwear	--	--	--	--
Torch bulbs	--	--	--	Recreational activities organised for workers.
Watch cases	--	--	--	--
Wigs	--	--	--	Recreational activities organised for workers.
Wooden furniture and fixtures	--	--	--	--
Wrist watch bands	--	--	--	--
Bus and tramway operators	--	Retirement gratuity provided by one bus company and the tramway company.	Free to workers.	Canteen facilities and free uniforms to tramway operators.
Electricity supply	--	Retirement gratuity provided by one concern.	Free to workers and families.	A life assurance scheme providing for a benefit of 36 times of monthly basic wage to workers on death by one concern.
Gas manufacture and distribution	--	A retirement gratuity for workers on retirement after 10 years' continuous service amounting to $\frac{1}{10}$ of the last month's basic wage for each complete month of service.	Free to workers and families.	A life assurance scheme providing for a benefit of \$5,000.00 - \$30,000.00 to workers on death during the time of permanent employment.

(to be continued)

Table 6 (continued)

G. Provident Fund, Gratuities, Medical Treatment and Other Benefits (continued)

Industry/Service	Provident Fund	Gratuities	Medical Treatment	Other Benefits
Harbour ferry service	--	A retirement gratuity for workers on retirement, amount varies depending on the wage received before retirement and the length of service.	Free to workers and families by one concern.	--
Taxi	--	--	--	--
Telephone service	--	A retirement gratuity paid after a minimum of 10 years' continuous service of 1.2 months' basic salary for each complete year of service.	Free to workers and bona fide dependants.	A benefit of 12 times the last full month's basic salary plus 1.2 months' basic salary for each complete year of service to the widow or dependants of employees who has died or been permanently totally disabled and who has completed a minimum of 1 year's service at the time of death or disablement.
Godown	--	--	Free to workers and families.	--
Government services (Model I Officers)	--	--	Free to workers and families.	--
Motor vehicle repairing	Both employer and workers contribute towards such a fund.	--	Free to workers.	Discount on purchase of and repair service for workers' own cars.

Note: Under the Workmen's Compensation Ordinance, employees are entitled to workmen's compensation in cases of employment injury or occupational diseases arising out of or in the course of employment.

Table 7

MEDIAN AND QUANTILES OF AVERAGE DAILY WAGES EXCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS IN SEPTEMBER 1977 (in HK\$)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<u>Overall</u>	26.81	22.74	23.77	33.06	26.90	29.47	40.45	32.86	35.71	35.19	27.79	30.95
<u>Manufacturing</u>	24.86	22.73	23.26	31.37	26.90	27.77	40.92	32.87	34.91	35.27	27.78	30.66
Textiles	23.10	22.48	22.84	27.07	26.65	26.90	32.16	29.87	31.25	31.26	27.45	29.84
Bleaching and dyeing	22.69	18.32	22.12	27.39	19.58	26.44	34.71	23.65	33.79	33.68	22.66	32.52
Cotton knitting	26.58	23.23	24.69	35.23	29.97	31.35	44.33	35.84	39.59	37.44	30.95	33.11
Cotton spinning	21.88	24.30	22.95	25.88	27.03	26.38	27.92	29.18	28.80	26.50	26.95	26.71
Cotton weaving	24.64	22.48	23.12	27.54	25.91	26.81	31.62	28.64	30.15	30.77	25.79	28.20
Woollen knitting	30.53	21.44	23.15	39.56	27.83	31.56	48.22	37.07	41.79	44.11	30.95	33.65
Bakery products	30.46	23.47	27.88	33.57	28.43	30.32	40.30	29.39	36.84	36.11	26.60	32.45
Dockyards	34.72	30.74	34.20	38.81	31.48	38.78	43.38	40.46	43.11	42.52	33.89	42.27
Electrical appliances	25.70	21.01	21.55	32.53	22.41	23.66	42.73	24.19	30.45	35.75	23.11	27.74
Electronics	21.83	23.23	23.12	30.90	27.15	27.32	39.27	30.30	32.08	34.68	27.23	28.51
Enamelware	30.84	22.46	27.74	32.82	24.25	32.30	34.29	25.58	33.88	33.47	24.04	31.93
Garments	23.41	25.70	24.81	31.91	31.99	31.97	43.74	35.98	36.45	35.14	30.28	31.33
Gloves	28.38	26.62	26.66	34.36	29.76	31.30	45.30	33.92	37.23	36.31	31.43	32.02
Handbags	26.03	20.33	20.98	32.89	28.31	28.78	40.79	34.59	35.33	33.33	27.38	28.72
Iron & steel basic industries	29.40	20.67	29.29	33.69	28.20	33.09	41.71	29.20	41.00	36.55	25.45	36.18
Job printing	24.93	19.44	22.97	29.21	21.88	28.50	32.20	23.88	31.74	29.49	21.99	28.55

(to be continued)

Table 7 (continued)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Leather footwear	32.56	21.56	28.65	37.28	29.00	36.34	45.89	38.53	41.27	38.86	30.25	36.22
Metal torch cases	23.62	19.76	22.17	25.90	22.78	23.71	36.90	24.00	26.08	30.74	22.23	26.00
Misc. plastic products	26.41	20.43	21.66	35.09	21.95	25.63	46.33	25.22	35.59	37.44	23.41	30.79
Paper boxes	25.34	22.66	24.78	30.59	23.44	29.75	35.05	24.44	34.72	31.08	23.47	30.49
Plastic flowers	29.94	21.49	23.18	33.43	24.63	27.38	39.93	27.53	31.44	35.02	24.48	28.49
Plastic toys	26.93	22.47	22.86	37.47	24.04	25.10	46.05	26.29	27.81	39.05	24.74	28.39
Rubber footwear	24.89	22.58	23.60	28.58	26.66	27.41	35.29	33.45	34.18	30.04	27.21	28.59
Torch bulbs	29.51	22.28	25.65	34.53	28.85	31.17	37.65	31.74	35.76	34.53	28.36	31.28
Watch cases	37.62	24.92	30.07	48.88	28.06	46.09	60.51	29.85	55.65	50.32	27.76	45.42
Wigs	23.75	32.53	31.42	32.33	35.99	35.76	39.00	40.87	40.82	34.75	36.10	35.95
Wooden furniture & fixtures	55.12	34.75	54.62	62.73	36.25	62.55	67.23	37.13	67.17	58.23	34.89	57.85
Wrist watch bands	28.35	21.65	22.66	35.98	23.14	26.24	47.23	25.42	35.49	39.77	23.81	31.18
<u>Public utilities</u>	32.52	-	32.52	33.68	-	33.68	40.11	-	40.11	35.90	-	35.90
Bus and tramway operators	32.25	-	32.25	32.96	-	32.96	33.68	-	33.68	33.48	-	33.48
Electricity supply	33.41	-	33.41	37.48	-	37.48	42.42	-	42.42	37.47	-	37.47
Telephone service	36.37	-	36.37	42.05	-	42.05	43.03	-	43.03	39.31	-	39.31
Godown	38.11	-	38.11	39.40	-	39.40	41.23	-	41.23	40.23	-	40.23
Motor vehicle repairing	26.27	24.52	25.01	35.12	25.44	34.50	41.57	30.05	40.71	35.79	26.41	35.20
Taxi	15.10	-	15.10	16.21	-	16.21	17.36	-	17.36	15.94	-	15.94

Note : The lower quartile, the median and the upper quartile divide the range of wage rates into four equal parts such that 75%, 50% and 25% of the workers receive wage rates equal to or more than the lower quartile, median and upper quartile respectively.

Table 8

MEDIANS AND QUANTILES OF AVERAGE DAILY WAGES INCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS IN SEPTEMBER 1977 (in HK\$)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
<u>Overall</u>	33.38	26.83	28.59	41.71	31.38	35.33	47.12	37.13	42.27	42.45	32.02	35.95
<u>Manufacturing</u>	31.12	26.82	27.96	38.10	31.38	33.29	47.35	37.13	39.55	42.13	32.02	35.47
Textiles	32.60	29.24	31.43	37.32	35.16	36.39	43.70	39.56	41.31	42.12	35.18	38.06
Bleaching and dyeing	33.14	26.71	32.72	39.17	27.69	37.87	48.78	35.41	47.69	47.40	33.09	45.90
Cotton knitting	29.49	26.29	27.24	39.94	32.63	34.96	51.18	39.78	42.89	42.74	33.67	36.69
Cotton spinning	31.64	34.09	32.03	36.28	38.36	37.00	39.20	40.51	39.88	37.05	37.57	37.29
Cotton weaving	34.00	30.04	31.52	37.76	34.56	35.68	41.92	38.03	39.95	41.06	34.54	37.69
Woollen knitting	32.74	22.52	23.93	41.76	29.23	33.53	53.19	39.18	45.01	47.52	32.61	35.80
Bakery products	34.94	28.98	33.22	37.56	34.36	35.52	45.50	35.22	40.95	40.63	31.65	37.18
Dockyards	36.59	30.74	36.17	40.81	31.48	40.77	45.38	44.46	45.24	45.12	36.31	44.87
Electrical appliances	30.03	24.99	25.61	37.49	26.40	28.06	49.44	28.30	35.38	41.62	27.42	32.63
Electronics	28.37	30.87	30.57	35.99	33.20	33.33	45.78	36.87	38.50	41.81	33.75	35.14
Enamelware	37.57	28.03	33.91	39.06	29.69	38.63	41.33	32.63	39.95	40.28	30.36	38.67
Garments	25.17	26.62	26.26	34.95	34.10	34.31	48.56	38.26	38.80	39.15	32.72	34.11
Gloves	31.14	28.08	28.14	42.20	31.69	34.11	47.90	36.20	40.38	40.73	33.14	34.06
Handbags	28.64	22.04	22.80	37.69	30.37	30.97	46.51	36.66	37.45	37.83	29.67	31.51
Iron & steel basic industries	31.42	24.67	31.31	35.86	30.22	35.62	45.50	31.33	44.88	39.66	27.87	39.27
Job printing	31.79	25.17	29.73	36.16	27.75	35.36	39.62	29.87	39.26	36.82	28.31	35.75

(to be continued)

Table 8 (continued)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Leather footwear	35.13	22.21	30.42	39.67	31.17	38.49	49.31	39.22	43.08	41.10	31.70	38.22
Metal torch cases	26.59	22.63	24.36	29.36	24.94	26.38	41.56	27.22	29.70	34.51	25.01	29.95
Misc. plastic products	31.98	23.63	25.54	40.78	25.93	29.80	51.97	28.55	41.46	44.26	27.27	36.21
Paper boxes	33.02	26.95	32.24	39.00	28.25	38.17	44.76	30.61	44.45	39.42	28.77	38.60
Plastic flowers	31.16	24.40	26.65	36.39	28.18	29.37	43.71	29.47	34.39	39.17	27.69	32.06
Plastic toys	31.82	26.80	27.42	42.40	29.08	29.98	53.98	31.02	32.78	45.92	29.18	33.45
Rubber footwear	26.42	23.77	25.78	31.39	30.07	30.65	39.33	36.59	37.07	32.96	30.01	31.45
Torch bulbs	33.48	24.28	28.13	35.37	30.33	33.52	40.25	33.83	37.71	37.39	30.47	33.74
Watch cases	41.86	28.98	34.44	55.88	32.21	52.11	67.45	33.98	64.34	57.84	32.37	52.31
Wigs	28.33	34.93	34.42	35.40	38.63	38.28	44.75	43.51	43.57	39.29	38.57	38.65
Wooden furniture & fixtures	57.67	38.75	57.27	64.60	42.25	64.39	68.44	43.13	68.38	61.05	38.86	60.70
Wrist watch bands	32.47	24.62	26.19	41.93	26.77	30.24	53.23	29.16	41.42	45.55	27.39	35.78
<u>Public utilities</u>	42.30	-	42.30	43.56	-	43.56	46.42	-	46.42	44.53	-	44.53
Bus and tramway operators	42.41	-	42.41	43.29	-	43.29	44.37	-	44.37	43.26	-	43.26
Electricity supply	41.41	-	41.41	45.48	-	45.48	50.07	-	50.07	45.01	-	45.01
Telephone service	42.37	-	42.37	50.05	-	50.05	51.03	-	51.03	46.48	-	46.48
Godown	44.11	-	44.11	45.40	-	45.40	47.23	-	47.23	45.77	-	45.77
Motor vehicle repairing	32.27	28.93	29.54	42.81	29.86	42.00	49.82	37.50	49.05	43.46	32.33	42.76
Taxi	17.10	-	17.10	18.21	-	18.21	19.36	-	19.36	18.28	-	18.28

Note : The lower quartile, the median and the upper quartile divide the range of wage rates into four equal parts such that 75%, 50% and 25% of the workers receive wage rates equal to or more than the lower quartile, median and upper quartile respectively.

Table 9

NUMBER OF OPERATIVES IN SELECTED ESTABLISHMENTS IN THE WAGE SURVEY
COMPARED WITH THAT IN ALL ESTABLISHMENTS ANALYSED BY INDUSTRY

Industry/Service	Wage Survey		All Establishments	
	No. of Selected Establishments	No. of Operatives	No. of Establishments	No. of Operatives
<u>Overall</u>	346	119,527	20,704	515,746
<u>Manufacturing</u>	283	89,718	20,252	479,673
Textiles	64	16,937	2,154	70,405
Bleaching and dyeing	9	3,297	336	9,103
Cotton knitting	12	1,589	316	5,191
Cotton spinning	9	5,778	35	17,163
Cotton weaving	24	4,870	379	22,829
Woollen knitting	10	1,403	1,088	16,119
Bakery products	7	797	644	5,448
Dockyards	2	1,297	92	5,811
Electrical appliances	7	3,306	416	10,292
Electronics	12	10,830	735	62,253
Enamelware	6	325	15	360
Garments	44	27,819	6,426	175,516
Gloves	9	1,252	373	11,270
Handbags	7	1,411	673	10,580
Iron and steel basic industries	7	600	146	2,231
Job printing	10	1,287	1,498	12,783
Leather footwear	7	499	415	4,360
Metal torch cases	7	1,218	40	3,381
Misc. plastic products	12	2,414	2,200	26,457
Paper boxes	7	327	715	5,763

(to be continued)

Table 9 (continued)

Industry/Service	Wage Survey		All Establishments	
	No. of Selected Establishments	No. of Operatives	No. of Establishments	No. of Operatives
Plastic flowers	16	1,418	398	6,419
Plastic toys	16	12,459	1,394	39,249
Rubber footwear	10	1,393	179	3,507
Torch bulbs	7	798	106	2,274
Watch cases	7	1,303	219	7,309
Wigs	5	387	39	707
Wooden furniture and fixtures	7	438	1,034	6,965
Wrist watch bands	7	1,203	341	6,333
<u>Public utilities</u>	52	17,165	12 ⁽²⁾	19,893 ⁽²⁾
Bus and tramway operators	3	7,183	5	9,131
Electricity supply	2	2,873	3	3,221
Gas manufacture and distribution	1	424	1	424
Harbour ferry service	2	1,907	2	1,907
Taxi	43	1,067	-	-
Telephone service	1	3,711	1	5,210
<u>Services</u>	11	12,644	440	16,180
Godown	1	246	13	1,102
Government services	-	10,530	-	10,530
Motor vehicle repairing	10	1,868	427	4,548

Notes: (1) Iron and steel basic industries, watch cases, gas manufacture and distribution, harbour ferry service, taxi and Government services are not included in index calculations.

(2) The figures exclude taxi companies, which are not covered in employment surveys.

Table 10

NEW CONSUMER PRICE INDEX (A), APRIL 1977 TO SEPTEMBER 1977

(July 1973 - June 1974 = 100)

Item	1977					
	April	May	June	July	August	September
Food-stuffs	113	110	114	115	116	115
Housing	123	123	125	125	125	126
Fuel and light	135	135	135	135	136	136
Alcoholic drinks & tobacco	131	132	132	132	133	137
Clothing and footwear	100	101	101	100	100	100
Durable goods	109	109	109	109	110	110
Miscellaneous goods	125	125	125	124	125	125
Transport and vehicles	114	114	115	116	116	116
Services	129	129	129	129	130	130
All items	117	115	118	119	119	119