

Wage Statistics

March 1978

**Employment Statistics Section,
Census and Statistics Department, Hong Kong**

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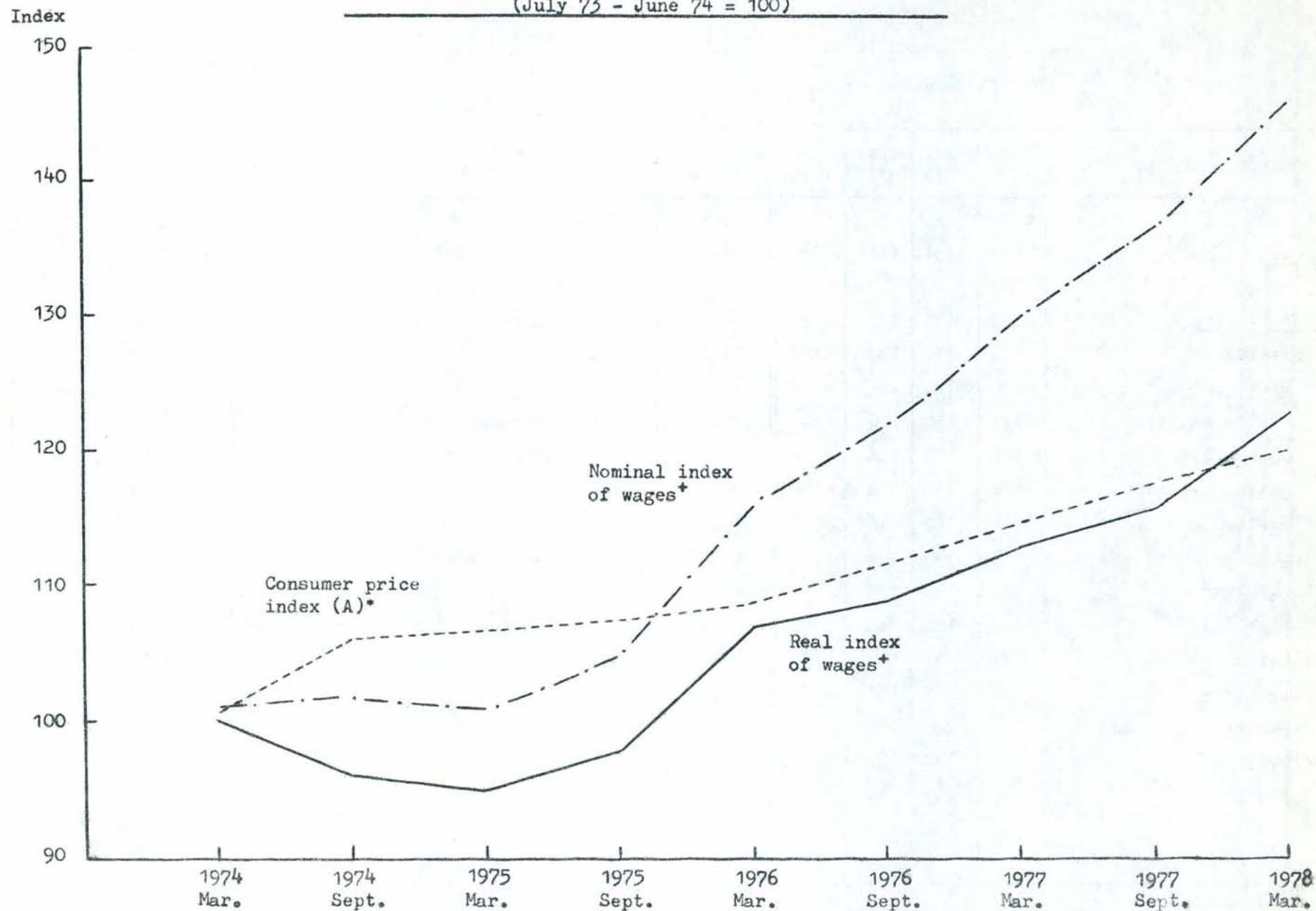
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EXPLANATORY NOTES

1. The tables in this publication summarize the results of a wage survey conducted in March 1978 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 basic 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, indexes of average daily wages are 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. The average wage rates of these occupations are then weighted by the corresponding number of employees in all selected establishments to obtain the average wage rate of an industry. 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	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978	Industry/Service	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978
					HK\$						HK\$
<u>Overall</u>	118	131	138	146	32.89	Metal torch cases	108	136	138	149	28.04
						Misc. plastic products	129	138	148	162	33.71
<u>Manufacturing</u>	118	131	137	146	32.69	Paper boxes	110	119	127	142	33.98
Textiles	120	130	139	147	31.55	Plastic flowers	111	126	134	138	29.34
Bleaching and dyeing	115	125	135	147	35.51	Plastic toys	128	140	145	157	30.84
Cotton knitting	121	130	130	141	35.72	Rubber footwear	113	127	129	145	32.07
Cotton spinning	116	124	134	136	27.12	Torch bulbs	117	131	142	156	34.44
Cotton weaving	124	135	139	150	30.44	Wigs	116	122	152	157	37.23
Woollen knitting	119	127	146	152	35.16	Wooden furniture & fixtures	98	113	121	125	59.95
Bakery products	118	135	148	155	33.98	Wrist watch bands	127	147	154	172	34.73
Dockyards	148	167	179	179	42.34						
Electrical appliances	115	134	142	154	30.02	<u>Public utilities</u>	121	137	146	148	36.32
Electronics	121	135	142	150	30.11	Bus and tramway operators	121	136	144	145	33.73
Enamelware	112	125	132	145	35.03	Electricity supply	117	132	138	142	38.43
Garments	114	127	132	138	32.96	Telephone service	127	145	156	157	39.34
Gloves	104	130	133	141	33.92						
Handbags	103	117	124	136	31.48	Godown	137	150	153	167	43.93
Printing	111	122	134	146	31.78	Motor vehicle repairing	120	136	141	151	37.45
Leather footwear	102	120	125	128	37.13						

Notes : 1. The index numbers and average daily wages are weighted by the number of persons engaged in the current period.

2. The index number and average daily wage of the printing industry cover job printing, newspaper printing, and other printing.

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	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978	Industry/Service	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978
					HK\$						HK\$
<u>Overall</u>	116	130	137	148	38.78	Metal torch cases	108	139	140	151	32.41
						Misc. plastic products	124	133	143	158	40.13
<u>Manufacturing</u>	116	130	137	148	38.46	Paper boxes	108	116	125	143	44.00
Textiles	118	128	137	148	40.97	Plastic flowers	109	127	136	145	34.20
Bleaching and dyeing	121	129	141	156	50.89	Plastic toys	120	133	138	153	36.98
Cotton knitting	121	136	135	149	40.49	Rubber footwear	112	131	133	153	36.10
Cotton spinning	113	121	131	135	38.53	Torch bulbs	113	132	142	162	38.41
Cotton weaving	124	136	141	152	40.65	Wigs	117	125	154	165	41.29
Woollen knitting	119	129	147	157	38.10	Wooden furniture & fixtures	99	115	122	128	63.96
Bakery products	121	144	154	164	39.59	Wrist watch bands	129	148	155	176	40.79
Dockyards	160	178	186	189	45.51						
Electrical appliances	116	135	144	157	35.74	<u>Public utilities</u>	122	138	147	149	45.05
Electronics	116	134	142	152	37.67	Bus and tramway operators	120	135	145	147	43.70
Enamelware	111	125	131	147	43.27	Electricity supply	118	133	139	143	46.33
Garments	113	129	133	144	36.87	Telephone service	128	145	157	157	46.51
Gloves	104	132	135	147	36.91						
Handbags	106	119	125	143	35.91	Godown	139	154	155	169	49.98
Printing	112	125	135	150	39.61	Motor vehicle repairing	118	136	143	153	45.81
Leather footwear	103	122	128	133	39.94						

Notes : 1. The index numbers and average daily wages are weighted by the number of persons engaged in the current period.
2. The index number and average daily wage of the printing industry cover job printing, newspaper printing, and other printing.

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	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978 (in terms of 1973/74 dollars)	Industry/Service	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	108	114	117	121	27.36	Metal torch cases	99	119	117	124	23.33
						Misc. plastic products	118	120	126	135	28.05
<u>Manufacturing</u>	108	114	116	121	27.20	Paper boxes	101	104	108	118	28.27
Textiles	110	113	118	122	26.25	Plastic flowers	102	110	114	115	24.41
Bleaching and dyeing	106	109	114	122	29.54	Plastic toys	117	122	123	131	25.65
Cotton knitting	111	113	111	117	29.72	Rubber footwear	103	111	109	120	26.68
Cotton spinning	107	108	113	113	22.56	Torch bulbs	107	115	121	130	28.66
Cotton weaving	114	118	118	125	25.32	Wigs	107	107	129	131	30.97
Woollen knitting	110	111	124	127	29.25	Wooden furniture & fixtures	90	99	103	104	49.88
Bakery products	108	118	125	129	28.27	Wrist watch bands	116	128	131	143	28.89
Dockyards	136	146	152	149	35.22						
Electrical appliances	105	117	121	128	24.98	<u>Public utilities</u>	111	119	124	123	30.22
Electronics	111	118	121	125	25.05	Bus and tramway operators	111	119	122	121	28.06
Enamelware	103	109	112	120	29.15	Electricity supply	108	115	117	118	31.97
Garments	105	111	112	115	27.42	Telephone service	117	126	133	130	32.73
Gloves	95	113	113	117	28.22						
Handbags	94	102	105	113	26.19	Godown	126	131	130	139	36.54
Printing	102	107	114	121	26.44	Motor vehicle repairing	110	118	120	125	31.16
Leather footwear	94	105	106	107	30.89						

- Notes : 1. The index numbers and average daily wages are weighted by the number of persons engaged in the current period.
2. The index number and average daily wage of the printing industry cover job printing, newspaper printing, and other printing.

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	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978 (in terms of 1973/74 dollars)	Industry/Service	Mar. 1976	Mar. 1977	Sept. 1977	Mar. 1978	Wages in Mar. 1978 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	107	113	116	123	32.26	Metal torch cases	99	121	119	126	26.96
						Misc. plastic products	114	116	121	132	33.38
<u>Manufacturing</u>	107	113	116	123	32.00	Paper boxes	100	101	106	119	36.60
Textiles	108	112	116	123	34.08	Plastic flowers	100	111	115	121	28.45
Bleaching and dyeing	112	113	120	130	42.34	Plastic toys	110	116	117	127	30.77
Cotton knitting	111	119	115	124	33.69	Rubber footwear	103	114	113	127	30.03
Cotton spinning	104	106	111	113	32.06	Torch bulbs	103	115	121	135	31.96
Cotton weaving	114	119	120	126	33.82	Wigs	107	109	131	137	34.35
Woollen knitting	110	112	125	130	31.69	Wooden furniture & fixtures	91	100	103	107	53.21
Bakery products	111	125	131	136	32.93	Wrist watch bands	118	129	131	147	33.94
Dockyards	147	155	158	157	37.86						
Electrical appliances	107	117	122	131	29.73	<u>Public utilities</u>	112	120	125	124	37.48
Electronics	107	117	121	127	31.34	Bus and tramway operators	110	118	123	122	36.36
Enamelware	102	109	111	122	36.00	Electricity supply	108	116	118	119	38.55
Garments	104	112	113	119	30.67	Telephone service	118	127	133	131	38.70
Gloves	96	115	115	122	30.71						
Handbags	97	103	106	119	29.88	Godown	128	134	131	141	41.58
Printing	103	109	115	125	32.95	Motor vehicle repairing	109	119	121	127	38.11
Leather footwear	94	107	108	111	33.23						

Notes : 1. The index numbers and average daily wages are weighted by the number of persons engaged in the current period.
2. The index number and average daily wage of the printing industry cover job printing, newspaper printing, and other printing.

Table 5
BASIC WAGE RATES, HOURS OF WORK AND STANDARD WORKING DAYS FOR MANUAL WORKERS IN SELECTED
INDUSTRIES AND SERVICES AS IN MARCH 1978

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	22.40*	-	588.18*	7½ - 9½	26
	female	21.50*	-	550.00*	7½ - 8	26
general worker:	male	23.90	56.98	831.04*	7½ - 12	26 - 28
	female	21.20*	-	410.00	7½ - 9	26
printing designer:	male	-	-	1,800.00	7½ - 10	26
	female	19.00	-	1,173.33	7½ - 8	26
grey cloth worker:	male	25.42	45.83	968.51*	7½ - 12	26 - 28
	female	21.60*	46.19	-	7 - 10	26 - 28
recipe preparer/colour matcher:	male	22.93	-	805.50*	7 - 12	26 - 28
bleaching worker:	male	27.69*	-	925.13*	7 - 12	26 - 28
washing worker:	male	22.06*	-	831.59*	8 - 10	26
dyeing worker:	male	28.26*	-	841.16*	7 - 12	26 - 28
	female	20.65*	-	-	7½ - 8	26
screen maker/roller engraver:	male	21.91*	-	798.85*	8 - 12	26 - 28
	female	24.08*	-	738.00*	8	26 - 28
printing worker (roller/screen):	male	21.60*	-	767.06*	7 - 12	26 - 28
	female	24.33	-	-	8 - 10	26
finishing worker:	male	25.02*	-	877.95*	7 - 12	26 - 28
	female	21.60*	-	-	7½ - 8	26
inspection worker:	male	24.66	-	996.47*	7 - 10	26
	female	20.31	-	-	7 - 8	26
packing worker:	male	23.78*	-	798.72*	7 - 12	26 - 28
	female	20.55*	-	749.71*	7 - 8	26 - 28

(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	21.27*	-	1,033.46*	7½ - 10	26 - 28
	female	18.90*	-	755.76*	7 - 8	26 - 28
boiler mechanic:	male	23.84*	-	968.78*	7½ - 12	26 - 28
maintenance worker:	male	28.59	-	1,002.91*	7½ - 12	26 - 28
foreman/supervisor:	male	-	-	1,893.82*	7½ - 12	26 - 28
	female	-	-	1,687.50	8 - 9½	26

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	-	-	357.50*	8	26
general worker:	male	25.09	19.50*	672.06*	8 - 9	26
	female	23.49	19.80	725.00*	8	26
bleacher and dyer:	male	31.23*	-	1,225.69*	8 - 10	26
winder and reeler:	male	29.83	-	-	8 - 9	26
	female	23.92	36.14	-	8	26
knitter, power driven machine:	male	31.63	-	1,026.77*	8 - 10	26
	female	28.75	-	-	8	26
making up:						
(a) cutter:	male	29.16	57.27	991.75*	8 - 9	26
	female	-	28.28	-	8	26
(b) sewing machine operator:	male	-	-	975.00	8	26
	female	41.75*	37.47	1,066.67	8	26
(c) overedging machine operator:	female	-	38.32	-	8	26
(d) looping machine operator:	female	28.33	36.36	-	8	26
(e) mender:	female	32.57	35.00	-	8	26
(f) button sewer:	male	-	65.60	-	8 - 9	26
	female	-	32.92	-	8	26
finishing:						
(a) thread trimmer:	female	17.83*	19.71	-	8	26
(b) hand presser:	male	-	47.13	-	8	26
	female	29.38	40.94	-	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	22.95	32.50	830.00*	8	26
(d) packer:	male	22.09	32.00	923.00*	8 - 9	26
	female	20.25	26.58	-	8	26
mechanic:	male	-	-	1,555.76*	8 - 10	26
foreman:	male	-	-	1,850.71*	8 - 10	26
	female	-	-	1,137.50*	8	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		
apprentice:	male	19.28*	-	825.00	8	22 - 26
learner:	male	15.24*	-	-	8	26
	female	15.53*	-	-	7½ - 8	26
general worker:	male	19.81	20.07	-	7½ - 8½	26
	female	19.49	21.71	-	7½ - 8	26
mixer and blender:	male	21.29	27.24*	-	8	26
	female	20.74*	24.59*	-	7½ - 8	26
picker:	male	24.00	24.97	-	7½ - 8	26
	female	-	20.75	-	7½	26
grader and tester:	male	21.97	-	-	7½ - 8	26
	female	21.29	-	-	7½ - 8	26
carder:	male	26.00*	26.86	-	7½ - 8	26
	female	25.42*	25.25	-	7½ - 8	26
comber:	male	-	30.36*	-	7½ - 8	26
	female	-	29.29	-	7½ - 8	26
drawer:	male	-	29.26*	-	7½ - 8	26
	female	-	28.81	-	7½ - 8	26
rover:	male	21.40*	29.82*	-	7½ - 8	26
	female	-	31.11	-	7½ - 8	26
spinner:	male	20.80	26.25	-	7½ - 8	26
	female	19.29	25.51	-	7½ - 8	26
doubler:	female	-	25.77	-	7½ - 8	26
twister:	male	21.00*	25.55	-	7½ - 8	26
	female	21.50*	24.71	-	7½ - 8	26
winder:	male	22.80	26.40*	-	7½ - 8	26
	female	20.30*	27.93	-	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	-	24.41	-	8	26
	female	-	25.32	-	7½ - 8	26
baling and bundling worker:	male	18.90	27.90*	-	8	26
	female	18.50	24.57*	-	7½ - 8	26
oiler and greaser:	male	22.94*	-	-	8 - 8½	26
	female	19.00*	-	-	7½	26
fitter and mechanic:	male	23.39	-	1,310.00*	7½ - 8½	26
electrical worker:	male	23.71	-	-	7½ - 8½	26
supervisor:	male	29.14*	-	1,725.00*	7½ - 9	26
	female	28.73	-	1,750.00*	7½ - 8	26
foreman:	male	-	-	1,289.07*	8 - 9	26
	female	-	-	1,217.78*	8	26
trained nurse:	female	-	-	1,320.00*	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	20.44	-	-	7½ - 8	22 - 26
learner:	male	17.25*	-	-	8	26
	female	17.44*	-	-	7½ - 8	26
general worker:	male	21.66	25.45*	834.36*	7 - 9	26
	female	18.95	24.41*	-	7½ - 8	26
cone winder:	female	22.38	26.75	-	7 - 8	24 - 26
pirn winder:	male	25.63	24.20	-	7½ - 8	24 - 26
	female	23.76	22.64	-	7 - 8	24 - 26
pirn feeder:	male	20.14*	23.35	-	7½ - 8	26
	female	18.48	21.80	-	7½ - 8	26
beam warper:	male	25.05	32.98	1,008.23*	7 - 9	24 - 26
	female	19.32	33.13	-	7½ - 8	26
loom threader:	male	26.61	29.51	-	7½ - 8	26
	female	24.94	32.61	680.00*	7 - 8	26
sizer:	male	27.12	29.80	1,394.09*	7½ - 9½	26
weaver:	male	-	29.38	-	7 - 9	24 - 26
	female	-	29.76	-	7 - 8	24 - 26
doffer:	male	24.39	31.07	-	7½ - 8	26
examiner and repairer:	male	27.33	29.06*	-	7½ - 8	24 - 26
	female	24.37	26.25	736.00*	7 - 8	26
folio/yardage recorder:	male	24.68	29.90*	860.50*	7 - 9	26
	female	-	30.80*	-	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		
baling and bundling worker:	male	28.59	37.68*	-	7½ - 9	24 - 26
	female	-	28.64	-	7½ - 8	26
tester:	male	20.81	-	-	7½ - 8	26
	female	21.27	-	-	7½	26
material handler:	male	25.30	-	1,095.67*	7 - 9	26
	female	28.00*	-	-	7 - 9	26
oiler and greaser:	male	19.76	-	793.50*	7 - 9	26
	female	20.75	-	-	7½	26
electrical worker:	male	27.03	-	-	7½ - 9	26
fitter and mechanic:	male	28.52	34.49	1,244.92*	7 - 9	24 - 26
supervisor and foreman:	male	32.85*	38.50	1,766.27	7 - 10	24 - 26
	female	32.42*	39.30	1,635.00*	7½ - 8	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	22.40	-	776.22	8	26
	female	22.26	-	633.33	8	26
winder and reeler:	female	19.74	47.94	-	8	26
knitter:	male	33.23	41.97	1,260.67	8	26
cutter:	male	31.00	52.96	1,232.00	8	26
linking machine operator:	female	28.47	40.09	883.33*	8	26
sewing machine operator:	male	-	65.00	-	8	26
	female	27.78	36.97	-	8	26
overedging machine operator:	male	-	40.43	-	8	26
	female	-	34.87	-	8	26
hand stitcher:	female	22.22	34.54	-	8	26
button sewer:	male	-	38.83	-	8	26
	female	-	25.29	-	8	26
labelling worker:	female	22.00	28.20	-	8	26
trimmer:	female	20.32	24.27	-	8	26
mending repairer:	female	34.00	42.39	975.00	8	26
washing machine operator:	male	25.42	-	997.50*	8	26
	female	25.60	-	925.00	8	26
hand presser:	male	-	43.48	-	8	26
	female	-	32.30	-	8	26
examiner:	male	-	-	875.00	8	26
	female	20.78	25.79	956.67	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	24.00	-	793.75	8	26
	female	20.32	27.62	800.00	8	26
mechanic:	male	-	-	1,142.27	8	26
foreman:	male	-	-	1,276.16	8	26
	female	-	-	1,099.14	8	26

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

Table 5 (continued)

Industry BAKERY PRODUCTSI.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	-	-	537.94*	6½ - 9	26 - 30
general worker:	male	19.00	-	714.57	7 - 8	26
	female	20.51	-	780.03	7 - 8	26 - 30
recipe maker/dough mixer:	male	27.60	-	900.79	6½ - 9	26 - 30
kneading/filling worker:	male	21.60	-	890.83	7 - 8	26
stoker/ovenning worker:	male	22.25	-	998.56	7 - 8	26
baking machine operator:	male	22.92	-	971.76	7 - 8	26
baker:	male	24.23	-	755.70	8	26
	female	25.05	-	-	8	26
chief baker:	male	-	-	1,393.96*	8	26 - 30
sorting and piling worker:	male	-	-	868.27	8	26
	female	21.37	28.18	-	7 - 8	26
packer:	male	19.98	-	776.55	7 - 8	26
	female	18.69	30.60	-	7 - 8	26
mechanic:	male	-	-	1,107.91	8	26
foreman:	male	50.37	-	1,194.78	7 - 9	26 - 30
	female	25.00	-	-	7 - 8	26

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

Table 5 (continued)

Industry Dockyards

I.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		
apprentice:	male	17.33	-	-	8	26
general worker:	male	27.98	-	1,021.00	8	26
	female	25.41	-	-	8	26
storeman:	male	32.60	-	1,327.09	8	26
lister truck/tractor/lorry driver:	male	29.06	-	1,351.00	8	26
sawmill woodwork machinist/ sawmill machine operator:	male	34.95	-	-	8	26
turner:	male	36.58	-	-	8	26
craneman:	male	32.07	-	-	8	26
rigger:	male	31.12	-	-	8	26
marine fitter:	male	34.06	-	-	8	26
hoseman:	male	32.72	-	-	8	26
mechanic:	male	33.69	-	1,140.00	8	26
electrical worker:	male	33.73	-	1,271.00	8	26
steel worker (boiler/ship maker/steel plater/riveter/caulker/ blacksmith):	male	35.68	-	-	8	26
welder:	male	35.35	-	-	8	26

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	34.72	-	-	8	26
painter:	male	34.75	-	1,198.00	8	26
diver:	male	-	-	1,381.00	8	26
pattern maker:	male	40.32	-	-	8	26
moulder (sand):	male	40.00	-	-	8	26
foreman:	male	39.17	-	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	18.10	-	415.00	8	26
general worker:	male	28.22	62.10	819.73	8 - 9	26
	female	25.59	-	715.75	8 - 9	26
designer:	male	-	-	1,664.15	8 - 9	26
	female	-	-	1,130.00	8	26
press machine operator:	male	31.83	26.90	885.00	8 - 9	26
	female	25.88	-	612.60	8 - 9	26
sheet metal worker:	male	-	27.20	911.70	9	26
die-casting worker:	male	39.89*	-	886.75	8 - 9	26
lathe operator:	male	43.21	65.25	793.40	8 - 9	26
winding machine operator:	male	28.58	50.76	672.40	9	26
	female	22.82	39.29	577.80	8 - 9	26
soldering worker:	female	-	36.75	-	8	26
injection moulding machine operator:	male	51.00	36.80*	-	8 - 11	26
	female	28.90	-	-	8	26
assembler:	male	25.59*	37.18	771.80	8 - 9	26
	female	22.33	-	-	5 - 9	26
packer:	male	23.88*	48.57	789.56	8 - 9	26
	female	22.80	39.07	-	8 - 9	26
painter (spray or brush):	male	23.00*	50.20	832.49	8 - 9	26
	female	26.00*	-	-	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		
tester/inspection worker:	male	26.71	65.40	894.30	8 - 9	26
	female	24.37	-	780.69	8 - 9	26
tools and mould maker:	male	42.96	-	1,092.45	8 - 9	26
fitter/mechanic:	male	40.03	26.10	866.05	8 - 9	26
line supervisor:	male	36.20	-	1,451.34	8 - 9	26
	female	33.40	-	920.00	8	26
foreman:	male	62.50	-	1,536.07	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	21.00	-	620.00*	7 1/3 - 8	22 - 26
	female	21.00*	-	-	7 1/3	26
general worker and material handler:	male	21.52*	-	764.76	6½ - 9	22 - 26
	female	25.29*	-	919.83*	6½ - 8½	24 - 26
operator/assembler:	male	21.65*	-	637.20	6½ - 9	22 - 26
	female	24.84*	-	728.46*	6½ - 9	22 - 26
quality control:	male	21.83*	-	734.70	6½ - 8½	24 - 26
	female	23.98*	-	722.54*	6½ - 9	22 - 26
inspector and tracker:	male	-	-	765.00	8 - 8½	24
	female	22.57*	-	810.55	6½ - 8½	24 - 26
tester:	male	20.39*	-	979.47	6½ - 9	22 - 26
	female	21.34*	-	758.38	6½ - 9	22 - 26
repairer:	male	24.65*	-	878.12	8 - 9	22 - 26
	female	35.80	-	827.30	8 1/3 - 9	22 - 24
packer and marker:	male	21.41*	-	710.80	6½ - 8 1/3	24 - 26
	female	21.48*	-	716.79	6½ - 8 1/3	24 - 26
electrical worker:	male	22.00*	-	996.16*	6½ - 9	22 - 26
mechanic and technical worker:	male	27.62*	-	1,191.88*	6½ - 9	22 - 26
	female	-	-	981.11	8 1/3 - 8½	24
foreman and group leader:	male	29.50*	-	1,640.99*	6½ - 9	22 - 26
	female	38.62	-	1,092.49	6½ - 9	22 - 26

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

Table 5 (continued)

Industry ENAMELWARE

I.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	29.58	-	795.00	8 - 10	26
	female	28.66	-	-	8	26
press machine operator:	male	33.34	-	-	8 - 10	26
	female	28.12*	-	-	8 - 8 2/3	26
acid room worker:	male	36.16	-	-	8 - 10	26
frit preparation worker:	male	40.17	31.25	-	8 - 9	26
enamelling worker:	male	35.89	-	-	8 - 9	26
paint spraying worker:	male	34.32	-	-	8 - 10	26
	female	27.80	-	-	8	26
packer:	male	33.75	-	-	8 - 10	26
	female	26.51	-	-	8 - 8 2/3	26
mechanic:	male	-	-	1,380.00*	8 - 8 2/3	26
foreman:	male	-	-	1,578.33*	8 - 10	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		
apprentice/trainee:	male	-	-	628.06	8 - 8 2/3	24 - 26
	female	20.00	33.90	613.08	8 - 8 2/3	26
general worker:	male	22.69	-	713.36	8 - 8 2/3	24 - 27
	female	21.11	-	587.21	8 - 8 2/3	24 - 27
pattern maker:	male	37.17	-	1,516.73	8 - 8 1/2	24 - 27
	female	33.14	-	1,035.25	8 - 8 2/3	24 - 26
cutter:	male	29.11	41.90	1,027.76	8 - 8 2/3	24 - 27
	female	26.45	26.10	-	8	26
overlocking machine operator:	male	42.14	26.89	-	8	26
	female	29.00	36.67	-	8 - 8 2/3	24 - 27
sewing machine operator:	male	31.95	29.85	1,075.00	8 - 8 1/2	26
	female	27.17	33.74	911.00	8 - 8 2/3	24 - 27
special machine operator:	male	26.00	38.49	1,195.24*	8 - 8 2/3	24 - 26
	female	30.06	38.28	1,014.29*	8 - 8 2/3	24 - 27
button sewer:	male	25.05	34.24	-	8 - 8 1/2	24 - 26
	female	21.14	33.63	-	8 - 8 2/3	24 - 27
inspection worker:	male	24.52	17.50	845.86	8 - 8 1/2	24 - 27
	female	22.12	27.44	748.56	8 - 8 2/3	24 - 26
trimmer:	male	21.75	17.50	850.00	8	26
	female	19.98	20.80	673.21	8 - 8 2/3	24 - 27
presser:	male	23.94	42.86	1,154.55	8 - 8 2/3	24 - 27
	female	24.60	41.01	-	8 - 8 2/3	24 - 27
packer:	male	23.90	32.49	882.55	8 - 8 2/3	24 - 27
	female	21.48	30.30	614.34	8 - 8 2/3	24 - 26
instructor:	male	-	-	1,403.89	8 - 8 2/3	24 - 26
	female	30.17	-	1,132.62	8 - 8 2/3	24 - 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	23.88	-	917.56	8 - 8 2/3	24 - 26
	female	22.72	-	729.05	8 - 8 1/2	24 - 26
electrical worker:	male	-	-	1,247.38	8 - 8 1/2	24 - 27
mechanic:	male	-	-	1,362.10	8 - 8 2/3	24 - 27
foreman:	male	-	-	1,553.18	8 - 8 2/3	24 - 27
	female	-	-	1,374.93	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	-	19.20	-	8	26
general worker:	male	25.88	-	792.00*	8	26
	female	20.75	-	645.00*	8	26
pattern maker:	male	-	-	1,171.25*	8	26
cloth spreader:	male	27.28	-	770.00*	8	26
press operator/cutter:	male	21.00	53.85	1,083.46*	8	26
down room worker:	female	-	40.90	-	8	26
sewing machine operator:	female	22.87	36.00	-	8	26
knitting machine operator:	male	-	-	930.00*	8	26
overturning worker:	male	-	28.84	-	8	26
	female	21.50	27.67	-	8	26
inspection worker:	male	-	-	810.00*	8	26
	female	23.00	-	775.00*	8	26
trimmer:	female	20.37	38.50*	-	8	26
presser:	male	-	45.00	-	8	26
	female	22.50	26.83	-	8	26
packer:	male	23.50	-	772.86*	8	26
	female	21.53	34.50*	750.00*	8	26
mechanic:	male	-	-	1,288.00*	8	26
foreman:	male	-	-	1,112.31*	8	26
	female	-	-	981.45*	8	26

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

Table 5 (continued)

Industry HANDBAGSI.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	24.41	-	811.00	8	26
	female	21.50	-	604.27*	8	26
designer:	male	-	-	1,186.92	8	26
	female	-	-	919.78	8	26
material spreader:	male	27.92	34.90	970.00*	8	26
	female	20.40	-	-	8	26
die-cutting machine operator/ cutter:	male	26.00	39.10	762.63*	8	26
	female	19.75	29.87	-	8	26
pasting worker:	male	-	44.56	823.33	8	26
	female	21.92	31.24	832.50	8	26
sewing machine operator:	female	26.50	36.35	-	8	26
overturning worker:	female	21.53	27.68	-	8	26
assembler:	male	25.00	32.05	942.50	8	26
	female	19.34	29.96	-	8	26
finishing worker:	male	20.50	-	-	8	26
	female	15.30	30.22	-	8	26
inspection worker:	female	23.08	-	840.91	8	26
packer:	male	26.32	-	1,001.67*	8	26
	female	20.80	26.10	-	8	26
mechanic:	male	-	-	1,193.67	8	26
foreman:	male	-	-	1,237.00	8	26
	female	27.00	-	1,082.37	8	26

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

Table 5 (continued)

Industry IRON AND STEEL BASIC INDUSTRIES

I.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	35.43	-	-	8	26
	female	28.34	-	-	8	26
crane operator:	male	46.00	-	-	8	26
ship breaker:	male	43.00	-	-	8	26
moulder (sand):	male	44.26	-	-	8	26
melter:	male	49.46*	60.50	-	8	26
pourer:	male	44.98	-	-	8	26
rolling mill operator:	male	37.87	59.70	-	8	26
shearing machine operator:	male	48.19	83.19	-	8	26
welder:	male	40.79	-	-	8	26
fettler/polishing worker:	male	39.50	77.02	-	8	26
assembler:	male	29.00	-	-	8	26
	female	30.66	-	-	8	26
painter:	male	40.50	-	-	8	26
packer:	male	38.00	94.59	-	8	26
electrical worker:	male	39.90	-	-	8	26
mechanic:	male	44.47	-	625.00*	8	26
foreman:	male	55.69	-	1,866.67*	8	26

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

Table 5 (continued)

Industry PRINTING

I.S.I.C. 342 - 3421/9

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	-	-	442.07*	7 - 8	25 - 26
	female	-	-	516.67*	7 - 8	26
general worker:	male	22.00*	-	723.28*	5 - 8	25 - 26
	female	20.83	-	630.00*	8	26
typographer/designer:	male	-	-	912.50	7 - 8	26
	female	-	-	550.00*	8	26
hand compositor:	male	-	-	955.13	5 - 8	25 - 26
linotype operator/mechanical	male	-	-	832.57	6 - 8	26
typesetter:	female	-	-	744.00	8	26
photo typesetter:	male	-	-	963.04	7	26
	female	-	-	730.00	7	26
type casting machine operator:	male	-	-	980.23	6 - 8	25 - 26
proofing worker:	male	-	-	810.00*	7 - 8	26
proof reader/copy holder:	male	-	-	787.48	6 - 8	26
	female	-	-	814.72	7 - 8	25 - 26
cameraman/darkroom processor:	male	-	-	950.43*	5 - 8	25 - 26
	female	-	-	510.00*	8	26
colour retoucher:	male	-	-	878.37*	8	25 - 26
stripper:	male	-	-	960.55*	8	25 - 26
	female	-	-	532.50*	8	26
letterpress platemaker:	male	-	-	892.84*	6 - 8	25 - 26
offset lithographic platemaker:	male	-	-	951.84	5 - 8	26 - 28
stereotyper:	male	-	-	950.00	5	26
plate grinding worker:	male	-	-	753.53*	8	25 - 26
printing machine operator (letterpress):	male	-	-	773.36	5 - 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		
printing machine operator (offset litho):	male	47.00*	-	922.87*	5 - 8	25 - 26
die-cutting machine operator:	male	-	-	962.85*	8	26
guillotining machine operator:	male	-	-	800.68*	6 - 8	25 - 26
hand work book-binder:	male	-	-	829.50*	8	25 - 26
	female	20.29	39.38*	637.72*	8	25 - 26
mechanical book-binder:	male	-	-	760.35*	8	25 - 26
	female	-	-	574.52*	8	25 - 26
packing worker:	male	-	-	644.71*	8	25 - 26
	female	23.79*	-	683.33	8	26
business form operator:	male	-	-	680.00*	8	25
storekeeper:	male	-	-	783.23*	5 - 8	25 - 26
printing technical worker (mechanical):	male	-	-	980.00	6 - 8	26
printing technical worker (electrical):	male	-	-	1,040.33	8	26
printing technical worker (photographic):	male	-	-	1,676.67*	7 - 8	26
quality controller:	male	-	-	766.67*	8	26
	female	-	-	450.00*	8	26
production controller/planner:	male	-	-	1,024.16*	8	25 - 26
	female	-	-	675.00*	8	25
foreman/supervisor/overseer:	male	-	-	1,597.74*	6 - 8	25 - 26
	female	-	-	686.67*	8	25 - 26

- Notes : 1. Food is provided free in addition to those rates marked with an asterisk*
 2. Information presented in this table covers newspaper printing, job printing and other printing.

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	24.53	-	789.29	8 - 9	26
	female	20.86	-	700.00	8	26
pattern maker/marker:	male	-	-	1,117.00	8 - 9	26
	female	-	-	850.13	8	26
press operator:	male	-	40.55	909.06	8 - 9	26
vulcanizer:	male	-	33.70	-	8	26
hand cutter: (a) sole:	male	-	39.21	-	8	26
	(b) upper:	-	48.40	-	9	26
upper skiving/folding worker:	male	-	40.72	-	8 - 9	26
	female	-	31.53	-	8	26
upper sewing worker:	male	-	41.42	943.00	8 - 9	26
	female	-	39.04	-	8	26
lasting worker:	male	-	44.87	948.00	8 - 9	26
sole attaching worker:	male	-	39.59	958.25	8 - 9	26
	female	-	38.46	-	8	26
inner sole worker:	male	-	25.95	-	8	26
	female	-	41.27	-	8	26
finishing worker/paint sprayer:	male	-	45.25	919.60	8 - 9	26
packer:	male	24.80	-	834.75	8 - 9	26
	female	22.75	-	-	8	26
mechanic:	male	-	-	1,005.93	8	26
foreman:	male	-	-	1,154.61	8 - 9	26
	female	-	-	962.50	8	26

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	-	-	451.29	8	26
general worker:	male	26.31*	-	-	8	26
	female	26.06	-	-	8	26
power press operator:	male	32.66	-	-	8	26
	female	24.97	-	-	8	26
hand press operator:	female	22.29	-	-	8	26
injection moulding machine operator:	male	35.07*	36.10	-	8	26
	female	25.50*	-	-	8	26
rolling mill operator:	male	29.58	-	-	8	26
	female	24.62	-	-	8	26
electro-plater:	male	30.25	-	-	8	26
	female	22.19	-	-	8	26
buffing and polishing machine operator:	male	31.74	52.12	-	8	26
soldering worker:	male	-	38.75	-	8	26
electrical worker:	male	-	-	1,237.50*	8	26
painter:	male	27.09	-	-	8	26
	female	20.08	-	-	8	26
assembler and packer:	male	26.72	-	762.00	8	26
	female	22.66	-	452.00	8	26
inspection worker:	female	25.17	-	819.30*	8	26
mechanic:	male	41.74	-	959.85	8	26
foreman:	male	-	-	1,496.08*	8	26
	female	-	-	1,244.00*	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	22.42*	-	446.67*	8 - 8 1/3	26
	female	22.00	-	-	7 1/2	26
general worker:	male	25.68	-	936.27*	7 1/2 - 9	26
	female	25.59*	-	700.00*	7 1/2 - 8	26
designer:	male	-	-	1,713.50*	8 - 8 1/3	26
	female	-	-	1,200.00	8	26
colouring and tumbling worker:	male	28.44	-	1,115.49	7 1/2 - 11	26
injection moulding machine operator:	male	41.44	51.52	-	7 1/3 - 11	26
blow moulding machine operator:	male	-	69.95	-	8	26
misc. machine operator:	male	27.49*	-	942.21*	7 1/2 - 8	26
	female	26.78*	-	938.33	7 1/2 - 8	26
press operator:	male	-	44.00	-	10	26
	female	23.24	-	-	8	26
electroplater:	male	24.75	-	1,034.00*	8	26
	female	25.20	-	-	8	26
hot stamping worker:	male	25.03	-	1,300.00	8 - 9	26
	female	23.13	28.00	-	8 - 9	26
trimmer:	male	20.05*	-	-	8	26
	female	20.95	-	-	8	26
assembler:	male	23.85*	-	-	8	26
	female	23.18	25.00	-	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	-	37.53	-	8	26
	female	-	32.00	-	8	26
packer:	male	25.90	-	913.00	7½ - 8	26
	female	23.94	-	-	7½ - 8	26
inspection worker:	male	24.40*	-	1,089.18*	7½ - 9	26
	female	22.73*	-	825.00*	8	26
mould maker:	male	45.42	-	1,656.49*	8 - 9	26
mechanic:	male	33.75	-	1,440.26*	7½ - 10	26
electrical worker:	male	42.14	-	1,228.69*	7½ - 10	26
laboratory worker:	male	-	-	1,057.14*	7½	26
boiler attendant:	male	34.23*	-	-	7½ - 8	26
foreman/supervisor:	male	-	-	1,809.85	7½ - 11	26
	female	-	-	1,111.38	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	24.50*	-	898.22*	8 - 9	26
	female	25.78	-	-	8	26
corrugated worker:	male	34.43*	-	1,084.71*	8 - 9	26
guillotining machine operator:	male	29.16*	-	965.00*	8 - 9	26
die-cutting machine operator/splitter:	male	32.22*	-	1,043.75*	8 - 9	26
slotter:	male	35.63*	-	780.00*	8 - 9	26
pressman:	male	33.45*	-	1,010.77*	8 - 9	26
pasting machine operator:	male	30.48*	-	918.57*	8 - 9	26
wire-stitching machine operator:	male	31.76*	-	948.13*	8 - 9	26
	female	26.67	-	725.00*	8	26
packer:	male	28.38	-	916.67*	8 - 9	26
	female	25.00	-	740.00*	8	26
boiler mechanic:	male	-	-	1,085.00*	8 - 8½	26
maintenance worker:	male	-	-	1,247.50*	8 - 8½	26
foreman:	male	50.50*	-	1,695.56*	8 - 9	26

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

Table 5 (continued)

Industry PLASTIC FLOWERSI.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	26.94	-	821.40*	8 - 9 2/3	26
	female	24.35	-	-	8	26
injection moulding machine operator:	male	33.90	35.70	-	7 - 11	26 - 30
	female	28.98	-	-	7 1/2	26
press operator:	female	26.50	28.03	-	7 1/4 - 8	26
trimmer:	female	-	23.80	-	8	26
assembler:	female	22.49	31.62	-	8	26
packer:	male	24.88	-	858.89*	8 - 9	26
	female	20.66	31.20	-	8	26
colouring and tumbling worker:	male	24.50*	-	1,069.40*	8 - 9 2/3	26
	female	28.00	-	-	8	26
extruding machine operator:	male	-	-	825.00*	8	26
paint sprayer:	female	28.58	-	-	8	26
mould maker:	male	43.17	-	1,284.12*	8 - 9	26
designer:	female	-	-	1,000.00	8	26
mechanic:	male	-	-	1,229.07	8 - 9	26
foreman:	male	24.25	-	1,277.80*	8 - 9 2/3	26
	female	-	-	995.50*	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	23.57	-	506.13	8 - 9	22 - 26
general worker:	male	28.12	-	620.33*	8 - 10½	22 - 26
	female	23.99	-	-	8 - 9	22 - 26
designer:	male	-	-	1,767.65	8 - 9	22 - 26
	female	-	-	1,576.34*	8 - 9	26
model maker:	male	-	-	1,830.00	8	26
colouring and tumbling worker:	male	29.46	-	1,444.44	8 - 10	22 - 26
	female	26.55*	-	-	8	26
injection moulding machine operator:	male	34.89	34.13	-	6¼ - 11	22 - 28
blow moulding machine operator:	male	-	41.56	-	8	26
	female	27.18	-	-	8	26
extruding machine operator:	male	23.00	-	-	9	26
die-casting machine operator:	male	30.61	-	-	7 - 10½	26
	female	29.60	-	-	8	26
rotary casting machine operator:	male	40.60	44.71	-	8 - 9	26 - 28
hair-rooting machine operator:	female	27.04	32.19	-	8	26
hair grooming worker:	female	23.50	29.10	-	8	26
press operator:	male	33.38*	-	-	8 - 9	22 - 26
	female	28.93	-	-	8 - 9	22 - 26
trimmer:	male	25.62	-	-	8 - 10	26
	female	23.21	-	-	8 - 9	22 - 26
assembler:	male	23.59*	-	-	8 - 9	22 - 26
	female	24.93	-	-	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	25.49*	51.93	-	8 - 9	22 - 26
	female	26.45	40.20*	-	8 - 9	22 - 26
sewing machine operator:	female	26.02	31.20*	-	8	26
presser (dolls' dresses):	female	25.55	-	-	8	26
electroplater:	male	28.63	-	-	8½ - 9	26
vacuum metalization worker:	male	26.02	-	1,471.25	8 - 9	22 - 26
	female	23.22	-	-	8	26
hot stamping worker:	male	19.00	-	-	9	26
	female	23.91	-	-	8 - 9	22 - 26
regranulating machine operator:	male	25.98	-	-	8 - 9	26
misc. machine operator:	male	23.60	-	903.00	8 - 9	26
	female	20.94	-	-	8	26
electrostatic paint spraying machine operator:	male	27.19	-	1,315.00	8 - 9	26
	female	20.23	-	-	8	26
cleaning worker:	female	31.00	-	-	8	26
electrical worker:	male	43.23	-	1,284.17	8 - 9	22 - 26
repairer:	female	24.78	-	-	8	26
welder:	female	27.11	-	-	8	26
silk screen printing worker:	male	26.65	-	-	8 - 9	22 - 26
	female	26.83	-	-	8	26
packer:	male	27.37	-	1,637.50	8	26
	female	25.96	-	-	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		
inspection worker:	male	26.17	-	1,520.00	8 - 9	22 - 26
	female	24.50	-	1,471.43	8 - 9	22 - 26
mould maker:	male	47.03	-	1,918.75	8 - 10	22 - 26
	female	21.50	-	-	8	26
mechanic:	male	42.61	-	1,678.86	8 - 9	22 - 26
foreman/supervisor:	male	42.14	-	1,884.53*	8 - 10	22 - 26
	female	28.88	-	1,379.19*	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	24.32	-	800.00	8 - 9½	26 - 27
	female	21.36	-	-	8	26
rolling mill operator:	male	33.76	-	957.50	8 - 9½	26 - 27
press operator:	male	25.25	44.63	952.74	8 - 9½	26 - 27
hand cutter:						
(a) sole:	male	37.57	33.32	-	8	26 - 27
	female	-	30.65	-	8	26
(b) upper:	male	29.00	39.79	-	8 - 9½	26 - 27
making up:						
(a) machine sewing(upper sewing) worker:	male	-	43.24	-	9½	26
	female	-	39.25	-	8	26
(b) gumming worker:	male	26.13	36.54	-	8 - 9½	26 - 27
	female	25.77	29.19	-	8	26
(c) miscellaneous worker:	male	-	28.34	-	8 - 9½	26 - 27
	female	-	26.71	-	8	26
vulcanizer:	male	29.38	29.98	843.75*	8 - 9½	26 - 27
packer:	male	24.00	31.98	-	8 - 9½	26 - 27
	female	19.45	28.67	738.33	8	26
mechanic:	male	-	-	1,015.45	8	26 - 27
foreman:	male	-	-	979.54	8 - 9½	26 - 27
	female	-	-	862.00	8	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	-	-	500.00	8	26
general worker:	male	27.62	-	869.44*	8	23 - 26
	female	23.29	-	-	8	23 - 26
glass cutter:	male	-	-	495.00*	8	26
	female	22.98	-	-	8	23 - 26
globe blower:	male	-	33.44	-	8	26
gap coiling worker:	male	24.60	-	-	8	23
beading worker:	female	-	31.38	-	8	26
filament mounting worker:	female	-	36.01	-	8	23 - 26
globe mounting worker:	male	-	43.77	-	8	23 - 26
air exhausting and sealing worker:	male	30.20	42.73	-	8	23 - 26
capping worker:	female	-	32.66	-	8	23 - 26
wire cutter:	male	-	28.00	-	8	26
	female	21.55	29.65	-	8	23 - 26
soldering worker:	female	-	33.27	-	8	23 - 26
focus checking worker:	male	22.60	27.76	-	8	23 - 26
	female	-	31.93	-	8	23 - 26
ampere testing worker:	female	22.35	-	-	8	23 - 26
stamping worker:	female	20.00	33.22	-	8	23 - 26
inspection worker:	male	25.80	-	-	8	23
	female	23.62	-	-	8	23 - 26
packing worker:	male	-	21.27	-	8	26
	female	19.09	23.52	-	8	23 - 26
foreman:	male	46.90	-	1,056.21*	8	23 - 26
	female	-	-	775.00*	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	24.14	-	564.29*	9 - 9½	25 - 26
general worker:	male	27.64	-	808.15*	8 2/3 - 9½	25 - 26
	female	29.64	-	812.86	8 - 9	25 - 26
press operator:	male	36.07	-	-	8 2/3 - 9½	26
	female	31.86	31.07*	-	8	25 - 26
machinist:	male	38.67	56.71	1,374.74*	8 2/3 - 9½	25 - 26
	female	34.50*	-	-	8	26
buffing and polishing machine operator:	male	32.85	66.32	1,800.00*	8 2/3 - 9½	25 - 26
	female	37.00	-	-	8	26
assembler:	male	28.19	-	1,475.00*	8 2/3 - 9½	26
	female	27.10	-	880.91	8	25 - 26
inspection worker:	male	-	-	1,052.79*	8 2/3 - 9½	25 - 26
	female	-	-	720.00	8	26
packer:	male	28.00*	-	1,075.00	8 - 9½	26
	female	28.00*	-	682.00	8	26
designer:	male	-	-	1,581.38*	8 2/3 - 9½	25 - 26
	female	-	-	975.00*	8 - 8 2/3	26
tool and die maker/mechanic:	male	40.72	-	1,473.41	8 2/3 - 9½	25 - 26
foreman:	male	-	-	2,107.98*	8 2/3 - 9½	25 - 26
	female	-	-	770.00*	8 2/3	26

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

Table 5 (continued)

Industry WIGSI.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	-	-	750.00*	8	26
	female	25.00*	-	700.00*	8	26
net-cutting/tailoring worker:	male	21.67*	-	-	8	26
net-sewing worker:	female	25.65*	38.34	-	8	26
bleaching and dyeing worker:	male	-	-	1,166.67	8	26
hair-cutting/weighing worker:	male	27.00	-	-	8	26
	female	-	38.16	-	8	26
hackling worker:	male	-	50.57	-	8	26
wefting worker:	female	-	36.21	-	8	26
post-machine operator:	female	-	42.34	-	8	26
hand tie/knit worker:	female	25.00*	38.84*	-	8	26
curling and ovening worker:	male	25.25	-	-	8	26
	female	21.00	35.46	626.67	8	26
inspection worker:	female	27.10	-	950.00	8	26
dressing and packing worker:	female	21.60	25.00	-	8	26
mechanic:	male	-	-	1,275.00*	8	26
foreman:	male	-	-	1,375.00*	8	26
	female	-	-	977.56*	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	-	-	410.45*	8 - 9	26
general worker:	male	27.57	-	858.57	8 - 8½	26
	female	27.00	-	900.00	8½	26
designer:	male	-	-	2,350.00*	7 - 9	26
sawmill worker/cutter:	male	55.00	-	1,745.29	8½ - 9	26
carpenter:	male	63.15*	65.61	1,529.93	8 - 9	26
carving worker:	male	62.47	65.91	1,355.56	8 - 9	26
	female	-	-	975.00	8	26
varnishing worker:	male	60.40	64.81	1,534.00	8 - 9	26
painter:	male	-	62.97	1,200.00	8 - 9	26
packer:	male	-	-	1,242.50	8 - 9	26
foreman:	male	-	-	1,740.91*	8 - 9	26 - 27

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		
apprentice/learner:	male	-	-	469.47	8 - 10	26
general worker:	male	28.81	-	-	8 - 10	26
	female	25.28	-	-	8	26
power press operator:	male	26.87*	-	-	9½ - 10	26
	female	27.67	32.94	-	8 - 8 2/3	26
hand press operator:	female	22.89	30.07	-	8 - 8 2/3	26
driller:	male	39.00	35.00*	-	8 - 10	26
	female	25.20	32.00	-	8	26
machinist:	male	43.06	-	1,104.00	8 - 10	26
assembler:	female	23.76	38.71	-	8 - 8 2/3	26
electro-plater:	male	36.28	-	1,350.00	9½ - 10	26
	female	22.80	-	-	8	26
buffing and polishing machine operator:	male	36.53	62.47	-	8 - 10	26
	female	23.64	-	-	8	26
inspection worker:	male	-	-	935.70	10	26
	female	23.67	-	1,076.67	8	26
packer:	male	41.50	-	1,065.00	9½ - 10	26
	female	26.27	27.60	-	8 - 8 2/3	26
designer:	male	-	-	1,825.00	9½ - 10	26
mould maker:	male	47.46	-	1,426.67	8 - 10	26
mechanic:	male	41.94	-	1,550.00	9½ - 10	26
foreman:	male	48.60	-	1,937.35	8 - 10	26
	female	33.80	-	1,475.00*	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	19.30	-	-	8	25 - 26
driver:	male and female	20.82	-	-	8	25 - 26
regulator:	male	19.97	-	-	8	25 - 26
inspector:	male	-	-	1,316.80	8	25 - 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	-	-	389.87	8	26
unskilled:	male	-	-	652.87	8	26
semi-skilled:	male	-	-	704.52	8	26
improver:	male	-	-	735.76	8	26
artisan II:	male	-	-	806.35	8	26
artisan I:	male	-	-	863.99	8	26
senior artisan specialist:	male	-	-	916.00	8	26
extra skilled specialist:	male	-	-	931.00	8	26
foreman II:	male	-	-	1,074.88	8	26
foreman I:	male	-	-	1,181.88	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	-	-	-	500.00	-	1,120.00	8	26
	female	-	-	-	747.64	-	876.32	8	26
night caretaker:	male	-	-	-	902.00	-	902.00	8	26
hoist operator/pier engineer:	male	-	-	-	772.20	-	980.20	8	26
ropeman:	male	-	-	-	904.00	-	904.00	8	26
sailor:	male	-	-	-	818.83	-	963.62	8	26
quartermaster and oiler:	male	-	-	-	952.69	-	1,044.73	8	26
fitter/electrician:	male	-	-	-	887.63	-	1,359.59	8	26
coxswain and engineer:	male	-	-	-	1,159.96	-	1,293.05	8	26
ticket seller and ticker collector:	male	-	-	-	887.99	-	1,028.99	8	26
	female	-	-	-	949.00	-	949.00	8	26
inspector:	male	-	-	-	1,184.00	-	1,584.00	8	26

Industry TAXI

Table 5 (continued)

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	15.99	-	-	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	-	-	810.71	8	26
labourer:	male	-	-	877.10	8	26
gang leader:	male	-	-	952.00	8	26
technician:	male	-	-	941.43	8	26
senior technician:	male	-	-	1,142.52	8	26
craftsman:	male	-	-	1,139.94	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	-	-	1,070.57	8	26
mechanical operator:	male	-	-	1,173.06	8	26
signalman:	male	-	-	1,080.00	8	26
boatswain:	male	-	-	1,070.00	8	26
supervisor:	male	-	-	1,304.35	8	26
tallyclerk:	male	-	-	1,240.00	8	26
coxswain - launch:	male	-	-	1,120.00	8	26
launch sailor:	male	-	-	1,060.00	8	26
launch engineer:	male	-	-	1,160.00	8	26
oiler:	male	-	-	1,060.00	8	26
lighterman:	male	-	-	1,140.00	8	26
godownman:	male	-	-	1,110.55	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 artisan: 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	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
apprentice:	male	-	-	446.52	8 - 8¼	22 - 26
cleaner:	male	-	-	840.23	8 - 8¼	22 - 26
	female	-	-	667.16	8 - 8¼	22 - 26
improver:	male	-	-	736.88	8 - 8¼	22 - 26
fitter:	male	-	-	826.30	8 - 8¼	22 - 26
lathe operator:	male	-	-	1,012.89	8 - 8¼	22 - 26
electrical worker:	male	-	-	1,127.47	8 - 8¼	22 - 26
greaser:	male	-	-	928.42	8 - 8¼	22 - 26
coppersmith:	male	-	-	1,076.32	8 - 8¼	22 - 26
paint sprayer:	male	-	-	1,016.61	8 - 8¼	22 - 26
watchman:	male	-	-	773.72	8 - 12	22 - 26
driver:	male	-	-	835.28	8 - 8¼	22 - 26
mechanic:	male	-	-	1,026.39	8 - 8¼	22 - 26
assistant foreman:	male	-	-	1,401.39	8 - 8¼	22 - 24
foreman:	male	-	-	2,095.64	8 - 8¼	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 MARCH 1978

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.
Cotton weaving	---
Woollen knitting	---
Bakery products	---
Dockyards	\$3.30-\$10.60 a day to each daily rated worker.
Electrical appliances	---
Electronics	---
Enamelware	---
Garments	---
Gloves	---
Handbags	---
Iron and steel basic industries	---
Printing ⁺	---
Leather footwear	---
Metal torch cases	---
Misc. plastic products	---
Paper boxes	---
Plastic flowers	---
Plastic toys	---

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	\$6.80-\$7.70 a day to all workers in the bus companies.
Electricity supply	\$5.70-\$7.04 a day to every male worker except for apprentices in one concern where \$161.43 per month is paid.
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	---

* Covering newspaper printing, job printing and other printing.

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%	--
Woollen knitting	100-200%	100%	100-150%	100-200%	100%	100-200%
Bakery products	--	--	100-150%	--	--	100-200%
Dockyards	150-200%	--	100-200%	200%	--	100-200%
Electrical appliances	150%	100%	150%	150-250%	100%	150-250%
Electronics	125-150%	--	100-150%	150%	--	100-200%
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%	150-200%
Iron and steel basic industries	130-200%	--	--	150%	--	--
Printing ⁺	150%	--	100-150%	150%	--	100-200%
	(for other printing only)			(for other printing only)		
Leather footwear	100-200%	100%	100-200%	100-200%	100%	100-200%
Metal torch cases	100-150%	--	150%	100-200%	--	150-200%
Misc. plastic products	100-200%	--	100-200%	100-200%	--	100-200%
Paper boxes	150-200%	--	150-200%	150-200%	--	150-200%
Plastic flowers	100-200%	100-150%	100-200%	100-200%	100-150%	100-200%
Plastic toys	125-200%	--	100-160%	100-200%	--	100-200%

(to be continued)

Table 6 (continued)

B. Overtime Rates (continued)

Industry/Service	Normal			Holidays & Festivals		
	Daily Rated	Piece Rated	Monthly Rated	Daily Rated	Piece Rated	Monthly Rated
Rubber footwear	150-200%	100%	100-150%	100-250%	100%	100-200%
Torch bulbs	100-200%	100%	---	100-200%	100%	---
Watch cases	150-200%	100-150%	150-200%	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	---	---	150-200%	---	---	150-200%
Government services (Model I Officers)	---	---	100-150%	---	---	100-150%
Motor vehicle repairing	---	---	150-200%	---	---	150-200%

Note: 100% = Basic wage rate.

+ Covering newspaper printing, job printing and other printing.

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.	½-1½ months' pay to daily rated workers; 1-3 months' pay to monthly rated workers.	---
Cotton knitting	1-4 days' pay per month to daily and monthly rated workers.	1-1½ months' pay to monthly rated workers.	---
Cotton spinning	3-6 days' pay per month to daily and piece rated workers.	1 month's-37 days' pay to daily and piece rated workers; 1 month's-40 days' pay to monthly rated workers.	A long service bonus to workers.
Cotton weaving	2-6 days' pay per month to daily and piece rated workers.	13 days'-1 month's 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	---	½-1 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.	½-1½ months' pay to daily rated workers; 1-1½ 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	1/3-3 days' pay per month to daily rated workers; ¼-4 days' pay per month to piece rated workers.	½-4 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; 1-4 days' pay per month to piece rated workers.	17 days'-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.	--
Printing ⁺	1-2 days' pay per month to monthly rated workers of the other printing industry.	½-2 month's pay to monthly rated workers.	--
Leather footwear	--	1-2 months' pay to monthly rated workers.	--
Metal torch cases	½-4 days' pay per month to daily rated workers.	2-13 days' pay to daily rated workers; 10 days'-2½ months' pay to monthly rated workers.	--
Misc. plastic products	½-3 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.	--

(to be continued)

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Paper boxes	2-4 days' pay per month to daily rated workers.	6 days'-1½ months' pay to daily rated workers; 1-1½ 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; 1-1½ months' pay to monthly rated workers.	--
Plastic toys	1-4 days' pay per month to daily rated workers.	7-36 days' pay to daily rated workers; 1-3 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	1-3 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 month's pay to daily rated workers; 5-24 days' pay to piece rated workers; 1-2 months' pay to monthly rated workers.	--
Wigs	--	½-1 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 and piece rated workers; ½-2 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 workers in the bus companies and 1 month's basic wage to all workers in the tramway company 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 workers in the bus companies ; safe driving bonuses of \$2.00-\$5.50 per day to drivers at the discretion of one bus

(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.	company; bonuses of \$0.70-1.20 per day to conductors at the discretion of one bus company; bonuses of \$3.50-\$4.50 per day to fitters at the discretion of one bus company; a monthly bonus of about 14% 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	--	1-3½ months' pay to workers continuously employed in the previous 12 months and bonuses for shorter periods pro rata.	--

* Covering newspaper printing, job printing and other printing.

D. Allowances

Table 6 (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Bleaching and dyeing	\$1.50-\$15.00 for each rotating night shift.	\$1.50-\$7.60 per day. *	--
Cotton knitting	--	--	--
Cotton spinning	\$1.10-\$9.00 for each rotating night shift; \$2.80-\$11.20 for each permanent night shift.	\$0.30-\$5.00 per day. *	--
Cotton weaving	--	--	--
Woollen knitting	--	--	--
Bakery products	--	--	--
Dockyards	Double rate 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 monthly rated workers including apprentices on approved courses.
Electrical appliances	--	--	--
Electronics	--	--	A transport allowance of \$0.50-\$1.10 per day. #
Enamelware	\$2.00-\$3.50 for each rotating night shift.	--	--
Garments	--	--	--
Gloves	--	--	--
Handbags	--	--	--
Iron and steel basic industries	--	--	--

(to be continued)

Table 6 (continued)

D. Allowances (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Printing ⁺	--	\$2.50-\$6.20 per day for job printing and other printing.*	--
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 workers in the bus companies; 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, \$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 new recruits by the tramway

(to be continued)

D. Allowances (continued)

Table 6 (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Electricity supply	15% of basic wage to shift workers by one concern.	--	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	17½% 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 ½ 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 300 tons, a firewood 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 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 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.

+ Covering newspaper printing, job printing and other printing.

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	17 days.	--	--	12-36 days.	--
Cotton knitting	17 days.	--	12-60 days to monthly rated workers.	12 days.	--
Cotton spinning	17-24 days.	--	--	12-36 days.	--
Cotton weaving	17 days.	--	12-15 days to monthly rated workers.	12-36 days.	--
Woollen knitting	17-24 days.	7 days to monthly rated workers.	14-30 days to monthly rated workers.	12 days.	30-40 days to monthly rated workers.
Bakery products	17 days.	--	--	12 days.	--
Dockyards	17-29 days.	--	3 months to monthly rated workers.	12 days-3 months.	--
Electrical appliances	17 days.	--	12 days-1 month to monthly rated workers.	12-36 days.	--
Electronics	17-18 days.	--	12 days to monthly rated workers.	12-24 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	17 days.	--	--	12 days.	--
Garments	17-22 days.	6-14 days to monthly rated workers.	12-30 days to monthly rated workers.	12 days.	14-40 days to monthly rated workers.
Gloves	17-22 days.	10-12 days to monthly rated workers.	12 days to monthly rated workers.	12 days.	1 month to monthly rated workers.
Handbags	17-20 days.	--	12-30 days to monthly rated workers.	12 days.	1-2 months to monthly rated workers.
Iron and steel basic industries	17 days.	--	--	12 days.	--
Printing ⁺	17-30 days.	7-10 days to monthly rated workers of the other printing industry.	12-15 days to monthly rated workers.	12 days.	7-30 days to monthly rated workers of the job printing industry.
Leather footwear	17 days.	--	--	12 days.	--
Metal torch cases	17-19 days.	12-14 days to monthly rated workers.	14 days to monthly rated workers.	12-14 days.	--
Misc. plastic products	17 days.	6-10 days to monthly rated workers.	12-20 days to monthly rated workers.	12 days.	--
Paper boxes	17-18 days.	--	--	12 days.	--
Plastic flowers	17 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	17-20 days.	2-14 days to monthly rated workers.	12-90 days to monthly rated workers.	12-36 days.	--
Rubber footwear	17 days.	5-13 days to monthly rated workers.	12-24 days to monthly rated workers.	12 days.	14 days-1 month to monthly rated workers.
Torch bulbs	17-21 days.	--	12 days to monthly rated workers.	12 days.	--
Watch cases	17-19 days.	12-14 days to monthly rated workers.	24 days to monthly rated workers.	12 days.	10-42 days to monthly rated workers.
Wigs	17 days.	--	12-30 days to monthly rated workers.	12 days.	14 days-1 month to monthly rated workers.
Wooden furniture and fixtures	17 days.	--	12 days to monthly rated workers.	12 days.	--
Wrist watch bands	17 days.	--	12 days to monthly rated workers.	12 days.	--
Bus and tramway operators	17-18 days.	--	For workers in the bus companies, 28 days for the first 10 years, 42 days for the next 5 years and 56 days after 15 years; for workers in the tramway company, 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	24-29 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	17-19 days.	--	4 weeks-3 months.	12 days-3 months, depending on the length of service.	6 weeks by one concern.
Taxi	17 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	17-31 days.	2-14 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.

† Covering newspaper printing, job printing and other printing.

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.*	--	--
Cotton knitting	Free for some occupations.*	--	--
Cotton spinning	Free for some occupations.*	Free.	Free.
Cotton weaving	Free for some occupations.*	--	--
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.*	--	--
Printing ⁺	Free for some occupations.*	--	--
Leather footwear	--	--	--
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 all workers in the tramway company.
Electricity supply	---	Subsidised at low rent for about 20% of workers.	---
Gas manufacture and distribution	---	---	---
Harbour ferry service	---	Subsidised at low rent for about 22% 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

+ Covering newspaper printing, job printing and other printing.

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	--	--	--	Recreational activities organised for workers.
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.	Death gratuity provided.	Free to workers and families.	--
Electrical appliances	--	--	--	--
Electronics	--	--	Free to workers.	Recreational activities organised for workers.
Enamelware	--	--	--	--
Garments	--	--	--	Recreational activities organised for workers.
Gloves	--	--	--	--
Handbags	--	--	--	Recreational activities organised for workers.
Iron and steel basic industries	--	--	--	--
Printing ⁺	--	Retirement and death gratuities provided in the newspaper printing industry.	--	Recreational activities organised for workers of other printing industry.
Leather footwear	--	--	--	--
Metal torch cases	--	--	--	--
Misc. plastic products	--	--	--	Recreational activities organised for workers.

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	---	---	---	Recreational activities organised for workers.
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 workers in the tramway company.
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 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.

* Covering newspaper printing, job printing and other printing.

Table 7

MEDIAN AND QUANTILES OF AVERAGE DAILY WAGES EXCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS IN MARCH 1978 (in HK\$)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
<u>Overall</u>	29.03	24.20	25.54	33.78	28.00	31.37	42.57	34.27	37.48	37.02	29.45	32.89
<u>Manufacturing</u>	26.94	24.18	24.92	34.06	28.00	29.72	43.77	34.28	36.82	37.75	29.44	32.69
Textiles	24.43	23.85	24.19	28.92	27.70	28.33	33.89	32.26	33.42	32.98	29.04	31.55
Bleaching and dyeing	26.00	21.87	25.29	30.18	23.17	29.43	38.73	25.40	38.08	36.54	25.48	35.51
Cotton knitting	26.97	25.53	26.26	34.89	36.08	35.41	51.50	37.98	40.92	40.07	33.53	35.72
Cotton spinning	22.74	24.26	23.06	25.23	27.06	26.43	29.28	29.66	29.48	26.97	27.28	27.12
Cotton weaving	26.45	24.37	25.06	30.18	27.81	29.08	33.82	31.37	32.66	32.80	28.11	30.44
Woollen knitting	31.60	22.37	24.28	40.88	31.63	34.18	54.95	37.90	42.56	42.72	32.37	35.16
Bakery products	30.97	26.21	29.81	35.16	32.33	32.99	44.27	33.17	38.30	36.64	29.70	33.98
Dockyards	35.68	30.50	35.33	39.32	31.00	39.26	43.15	31.50	43.04	42.55	30.66	42.34
Electrical appliances	28.97	22.66	23.03	33.63	23.48	24.97	46.30	25.35	32.28	39.82	24.97	30.02
Electronics	23.84	23.81	23.81	35.25	27.82	28.15	41.36	31.06	34.48	37.43	28.60	30.11
Enamelware	34.02	26.30	31.56	35.53	27.60	34.93	37.22	28.95	36.86	36.56	27.38	35.03
Garments	25.29	26.61	26.13	34.44	31.97	32.31	46.95	36.75	37.54	37.39	31.77	32.96
Gloves	26.91	26.92	26.92	32.50	31.18	31.27	46.00	39.68	40.18	37.38	33.48	33.92
Handbags	21.95	23.59	23.43	30.46	32.54	32.17	37.43	40.19	40.02	32.18	31.19	31.48
Iron & steel basic industries	35.67	27.36	35.47	37.72	28.56	37.58	46.59	29.61	46.17	41.80	28.71	41.38
Printing ⁺	28.58	20.87	27.30	34.26	23.82	33.22	38.38	27.93	38.01	34.14	24.73	31.78

(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	33.59	23.46	27.75	38.64	35.19	38.17	45.74	39.48	41.98	39.47	33.04	37.13
Metal torch cases	27.29	21.00	22.71	33.50	23.39	25.58	40.10	25.72	31.29	34.84	23.39	28.04
Misc. plastic products	28.40	22.16	24.08	39.48	24.27	27.78	46.24	25.48	41.03	39.89	24.15	33.71
Paper boxes	28.70	25.25	27.78	34.30	26.42	33.40	39.00	27.46	38.40	34.70	26.57	33.98
Plastic flowers	32.65	22.35	23.41	35.53	25.28	27.79	39.77	28.25	34.01	36.99	25.39	29.34
Plastic toys	29.23	24.62	24.99	39.62	26.13	26.81	49.72	27.45	29.72	42.86	26.64	30.84
Rubber footwear	26.97	24.76	26.13	33.23	29.31	31.65	39.51	38.32	39.03	33.87	30.35	32.07
Torch bulbs	34.98	23.54	26.15	42.14	30.35	33.63	43.76	33.71	42.56	40.06	29.66	34.44
Watch cases	42.50	25.92	31.01	56.08	27.90	50.96	66.82	29.63	65.11	54.89	28.69	49.72
Wigs	28.30	34.93	34.65	39.50	37.48	37.52	56.63	41.07	41.24	40.69	36.83	37.23
Wooden furniture & fixtures	61.01	27.25	60.70	65.48	35.00	65.35	68.52	36.75	68.46	60.54	32.72	59.95
Wrist watch bands	38.11	23.53	24.79	42.80	25.45	29.09	51.06	27.93	41.98	45.08	26.06	34.73
<u>Public utilities</u>	32.65	-	32.65	33.70	-	33.70	42.11	-	42.11	36.32	-	36.32
Bus and tramway operators	32.41	-	32.41	33.03	-	33.03	33.66	-	33.66	33.73	-	33.73
Electricity supply	33.78	-	33.78	40.14	-	40.14	42.99	-	42.99	38.43	-	38.43
Telephone service	36.40	-	36.40	42.07	-	42.07	43.03	-	43.03	39.34	-	39.34
Godown	42.02	-	42.02	43.16	-	43.16	44.84	-	44.84	43.93	-	43.93
Motor vehicle repairing	26.54	25.04	25.66	37.45	26.38	36.92	43.42	30.38	42.88	38.14	27.80	37.45
Taxi	15.05	-	15.05	16.13	-	16.13	17.53	-	17.53	15.99	-	15.99

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.

*covering newspaper printing, job printing and other printing.

Table 8
MEDIAN AND QUANTILES OF AVERAGE DAILY WAGES INCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS IN MARCH 1978 (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>	36.62	29.55	31.19	43.05	33.21	37.80	50.22	39.27	44.43	45.13	34.61	38.78
<u>Manufacturing</u>	34.33	29.53	30.58	41.59	33.21	35.53	51.52	39.28	43.17	45.81	34.61	38.46
Textiles	34.75	32.01	33.63	40.25	37.31	38.83	46.86	41.60	44.47	45.13	37.55	40.97
Bleaching and dyeing	37.96	33.66	37.16	44.34	35.13	43.32	55.18	37.74	54.10	52.22	38.00	50.89
Cotton knitting	32.55	27.73	30.10	42.19	39.32	40.03	57.73	41.97	45.39	47.10	37.17	40.49
Cotton spinning	32.91	34.59	33.28	36.45	38.57	37.91	42.39	41.69	41.98	38.43	38.65	38.53
Cotton weaving	36.40	32.45	33.87	40.46	36.91	38.62	45.13	41.47	43.58	43.72	37.61	40.65
Woollen knitting	34.31	24.18	26.33	45.17	33.78	36.41	60.87	40.43	46.98	47.08	34.78	38.10
Bakery products	35.15	30.23	34.65	40.77	40.13	40.33	50.27	41.07	44.04	42.17	35.43	39.59
Dockyards	38.90	32.50	38.53	42.09	33.00	42.00	45.94	33.50	45.77	45.74	32.94	45.51
Electrical appliances	35.88	27.92	28.47	39.53	29.11	30.31	56.50	30.89	37.85	47.08	29.89	35.74
Electronics	30.07	32.41	32.33	42.02	33.91	34.14	49.52	37.77	42.26	45.56	36.03	37.67
Enamelware	42.02	34.26	39.24	43.53	35.39	42.93	45.22	38.29	44.86	44.89	35.14	43.27
Garments	27.73	29.48	28.82	38.13	34.54	35.23	53.28	40.62	41.57	42.65	35.33	36.87
Gloves	29.60	28.93	28.97	40.50	33.37	33.58	56.73	43.61	47.00	43.51	36.08	36.91
Handbags	23.97	25.64	25.58	33.83	36.65	36.37	44.26	44.28	44.28	37.30	35.34	35.91
Iron & steel basic industries	39.68	31.36	39.49	41.72	32.56	41.58	51.35	33.61	50.40	46.46	32.22	46.00
Printing ⁺	35.46	28.03	33.53	39.87	29.92	39.40	45.41	33.37	45.05	41.24	31.02	39.61

(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	36.70	25.12	29.83	41.52	37.62	40.75	50.47	41.61	46.52	42.59	35.32	39.94
Metal torch cases	31.90	24.10	24.88	37.53	25.55	30.16	44.58	29.79	35.82	40.37	26.97	32.41
Misc. plastic products	35.15	26.26	28.42	46.40	28.32	34.83	54.58	29.58	47.34	47.47	28.76	40.13
Paper boxes	38.05	31.04	36.99	44.43	32.17	43.43	49.22	36.21	48.76	45.02	33.27	44.00
Plastic flowers	35.35	26.34	27.39	40.61	30.17	31.75	47.10	32.00	37.43	42.71	29.80	34.20
Plastic toys	35.36	30.14	30.46	45.90	31.29	31.96	58.58	32.88	35.81	51.39	31.95	36.98
Rubber footwear	29.35	27.19	28.72	37.23	34.02	35.53	45.13	42.52	43.82	38.05	34.21	36.10
Torch bulbs	40.74	25.74	29.53	46.21	34.30	37.40	47.84	37.22	46.62	44.78	33.00	38.41
Watch cases	48.81	29.98	36.93	62.14	33.59	57.56	77.33	35.85	75.83	63.98	33.98	58.06
Wigs	32.50	38.39	38.04	46.20	41.67	41.76	62.81	45.32	45.63	46.85	40.65	41.29
Wooden furniture & fixtures	62.69	29.25	62.18	67.19	39.00	67.06	70.66	42.75	70.51	64.55	36.63	63.96
Wrist watch bands	44.24	27.56	28.88	50.71	29.46	34.53	59.39	33.53	49.90	52.80	30.74	40.79
<u>Public utilities</u>	42.47	-	42.47	43.66	-	43.66	49.31	-	49.31	45.05	-	45.05
Bus and tramway operators	42.55	-	42.55	43.37	-	43.37	44.59	-	44.59	43.70	-	43.70
Electricity supply	41.78	-	41.78	48.14	-	48.14	51.31	-	51.31	46.33	-	46.33
Telephone service	42.40	-	42.40	50.07	-	50.07	51.03	-	51.03	46.51	-	46.51
Godown	48.02	-	48.02	49.16	-	49.16	50.84	-	50.84	49.98	-	49.98
Motor vehicle repairing	32.54	31.61	32.23	45.88	33.96	45.20	53.04	36.38	52.27	46.63	34.24	45.81
Taxi	17.05	-	17.05	18.13	-	18.13	19.53	-	19.53	18.19	-	18.19

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.

+ Covering newspaper printing, job printing and other printing.

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>	359	117,110	21,602	514,479
<u>Manufacturing</u>	296	87,410	21,142	478,871
Textiles	64	16,617	2,072	66,055
Bleaching and dyeing	9	3,292	316	8,942
Cotton knitting	12	1,564	310	4,500
Cotton spinning	9	5,508	31	17,149
Cotton weaving	24	4,893	381	22,456
Woollen knitting	10	1,360	1,034	13,008
Bakery products	7	841	582	5,010
Dockyards	2	1,365	93	5,764
Electrical appliances	7	3,755	394	10,629
Electronics	12	9,314	745	58,460
Enamelware	6	312	19	517
Garments	44	27,132	6,389	178,918
Gloves	9	1,108	376	10,581
Handbags	7	1,534	675	12,320
Iron and steel basic industries	7	588	142	2,317
Printing ⁺	23	2,657	2,057	17,840
Leather footwear	7	525	437	5,305
Metal torch cases	7	1,178	35	3,500
Misc. plastic products	12	2,633	2,380	26,872
Paper boxes	7	319	739	5,883

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	1,498	449	5,955
Plastic toys	16	10,761	1,500	38,063
Rubber footwear	10	1,213	168	3,210
Torch bulbs	7	763	98	1,821
Watch cases	7	1,363	220	6,473
Wigs	5	415	36	689
Wooden furniture and fixtures	7	477	1,204	7,128
Wrist watch bands	7	1,042	332	5,561
<u>Public utilities</u>	52	17,196	12 ⁽²⁾	19,773 ⁽²⁾
Bus and tramway operators	3	7,220	5	8,741
Electricity supply	2	2,834	3	3,180
Gas manufacture and distribution	1	431	1	431
Harbour ferry service	2	1,920	2	1,920
Taxi	43	1,089	-	-
Telephone service	1	3,702	1	5,501
<u>Services</u>	11	12,504	448	15,835
Godown	1	244	14	1,079
Government services	-	10,314	-	10,314
Motor vehicle repairing	10	1,946	434	4,442

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.

+ Covering newspaper printing, job printing and other printing.

Table 10

NEW CONSUMER PRICE INDEX (A), OCTOBER 1977 TO MARCH 1978

(July 1973 - June 1974 = 100)

Item	1977			1978		
	October	November	December	January	February	March
Food-stuffs	116	113	111	116	120	119
Housing	126	126	127	127	127	128
Fuel and light	136	136	135	135	135	135
Alcoholic drinks & tobacco	137	137	137	137	137	140
Clothing and footwear	100	103	103	102	102	101
Durable goods	110	110	110	111	112	112
Miscellaneous goods	125	125	125	127	128	130
Transport and vehicles	116	116	117	117	121	119
Services	133	133	133	134	136	135
All items	120	118	117	121	123	122