

Wage Statistics

September 1979

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

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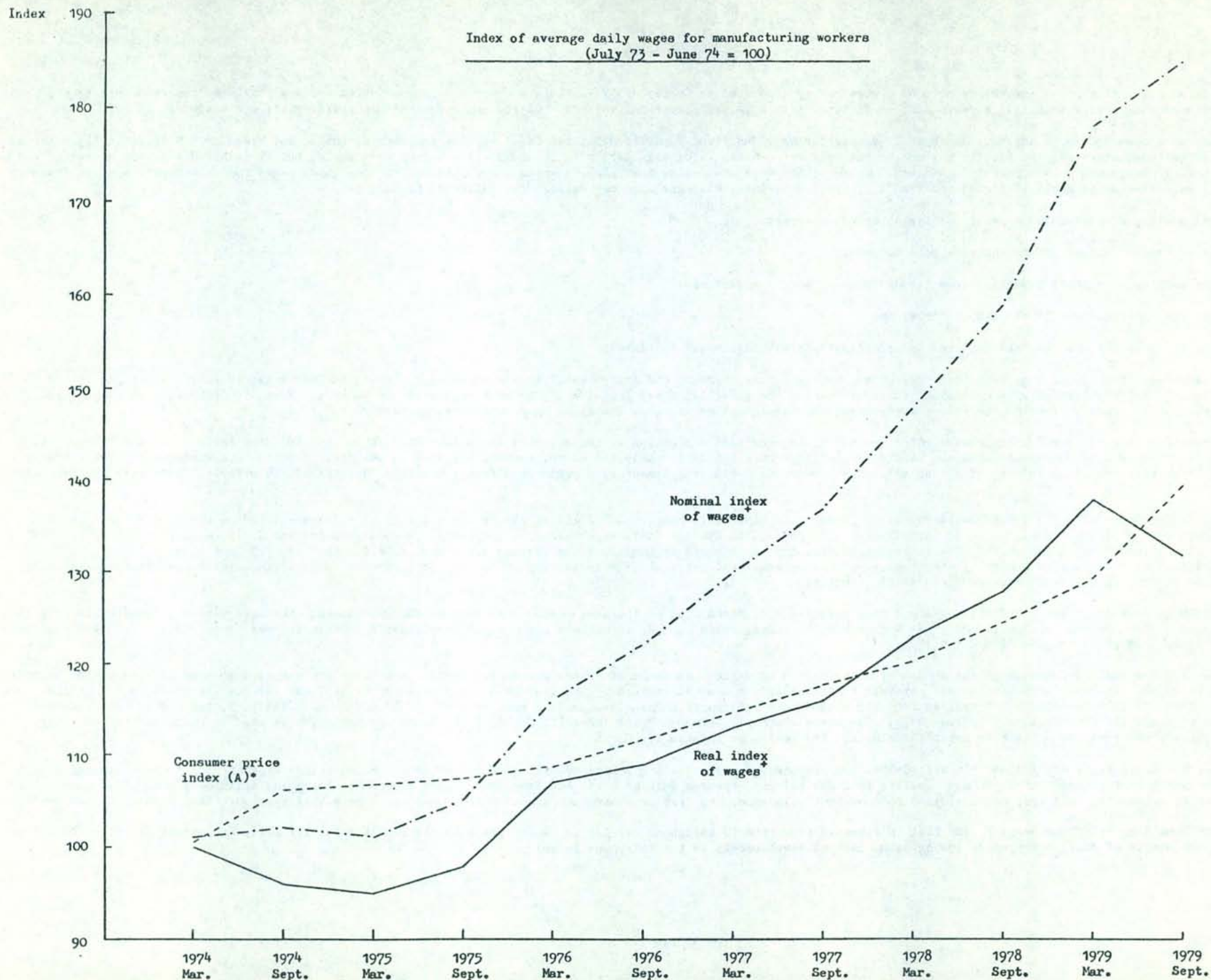
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Detailed Arrangement of Table 5

<u>Industry/Service</u>	<u>International Standard Industrial Classification</u>	<u>Page Number</u>
<u>Manufacturing</u>		
Textiles		
Bleaching and dyeing	3280	9
Cotton knitting	3270	10
Cotton spinning	3250	11
Cotton weaving	3260	12
Woollen knitting	3271	13
Bakery products	3117	14
Dockyards	3841	14 - 15
Electrical appliances	3833	15 - 16
Electronics	3834	16 - 17
Enamelware	3819	17
Garments	3221	18
Gloves	3222	18 - 19
Handbags	3223	19 - 20
Iron and steel basic industries	3710	20
Leather footwear	3240	21
Metal torch cases	3816	21 - 22
Paper boxes	3412	22
Plastic flowers	3561	23
Plastic products, miscellaneous	3569	23 - 24
Plastic toys	3562	24 - 26
Printing	3421-9	26 - 27
Rubber footwear	3552	27 - 28
Torch bulbs	3837	28 - 29
Watch cases	3853	29
Wigs	3904	30
Wooden furniture and fixtures	3321	30 - 31
Wrist watch bands	3817	31
<u>Public utilities</u>		
Bus and tramway operators	7112	32
Electricity supply	4101	32
Gas manufacture and distribution	4102	32
Harbour ferry service	7122	33
Taxi	7113	33
Telephone service	7200	33
<u>Services</u>		
Godown	7192	34
Government service	9100	34
Motor vehicle repairing	9513	35

Explanatory Notes

1. The tables in this publication summarize the results of a wage survey conducted in September 1979. This survey is being conducted twice a year, and covers operative employees, foremen, supervisors and service technical workers such as fitters, mechanics and electrical workers. Office employees and managerial staff are excluded.
2. The survey enumerates some 350 large establishments in 27 manufacturing industries, 7 public utilities and 3 service industries. Being not based on a scientifically selected random sample of the adequate size, the results may not be entirely representative of wage levels in the industrial sector as a whole; but it is hoped that the direction and general magnitude of change would be correctly indicated. Users of the wage statistics must also be aware that, although changes in averages for an occupation or an industry reflect general wage changes as merit increases received by individuals, these averages also may reflect the following factors :-
 - (i) changes in quality of workers as a result of technological changes;
 - (ii) changes in volume of output for incentive - paid workers;
 - (iii) changes in working experience resulting from labour turnover across industries;
 - (iv) changes in the age structure of the labour force; and
 - (v) changes in the proportion of workers employed in establishments with different pay levels.
3. 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, godowns, electricity and gas supplies, buses, tramway, ferries, telephone service and the Government service, on the other hand, are fixed by employers.
4. From the information collected, average basic wage rates are calculated for each occupation in the selected establishments within each industry included in the survey. In calculating these averages, the number of employees of the respective occupation in the selected establishments are used as weights. 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. The average wage rates calculated for individual occupations include the basic wage rate, cost of living allowances and special allowances. These are then weighted by the corresponding number of employees in all selected establishments to obtain the average daily 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 occupational 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. Up to September 1974, indexes of average daily wages had been compiled with March 1964 as the base period. As from March 1975 onwards, 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 the real wage index. The series of wage indexes having a new base period begins with March 1974.
7. 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 received. 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 pattern of households spending between \$400 and \$1,499 a month and participating 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 wage indexes for September and that for October to March to calculate the real wage indexes for March.
8. 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 rewards such as Lunar New Year bonus, good attendance bonus and efficiency bonus, and cash allowances such as night shift allowance, (ii) free or subsidized food or food allowance, and free or subsidized accommodation, and (iii) paid holidays. Overtime payment is not included.
9. According to the Hong Kong Telephone Company, the fast increase in wage rate in telephone service in recent years is the result of, inter alia, employment of better qualified workers within the sample of staff surveyed following technological developments in the telephone industry.



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

+ including fringe benefits.

Table 1

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

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

Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979	Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979
					HK\$						HK\$
<u>Overall</u>	138	156	174	180	40.55	Paper boxes	127	154	172	177	42.36
<u>Manufacturing</u>	137	156	175	181	40.39	Plastic flowers	134	148	163	177	37.74
<u>Textiles</u>	139	158	173	182	39.06	Plastic products, misc.	148	173	198	215	44.81
Bleaching and dyeing	135	161	171	182	43.87	Plastic toys	145	168	178	181	35.53
Cotton knitting	130	151	161	174	44.24	Printing	134	170	179	213	46.40
Cotton spinning	134	147	164	173	34.51	Rubber footwear	129	153	171	189	41.97
Cotton weaving	139	160	177	189	38.23	Torch bulbs	142	166	185	180	39.56
Woollen knitting	146	161	176	178	41.10	Wigs	152	158	188	203	48.12
Bakery products	148	165	174	189	41.47	Wooden furniture & fixtures	121	125	133	135	64.59
Dockyards	179	191	203	220	51.95	Wrist watch bands	154	193	204	211	42.77
Electrical appliances	142	168	188	189	36.83	<u>Public utilities</u>	146	161	163	178	43.74
Electronics	142	158	171	181	36.29	Bus and tramway operators	144	154	156	170	39.40
Enamelware	132	151	167	167	40.43	Electricity supply	138	153	156	170	46.01
Garments	132	147	172	172	41.07	Telephone service	156	176	175	194	48.78
Gloves	133	148	156	160	38.48	Godown	153	167	181	181	47.55
Handbags	124	144	156	168	38.78	Motor vehicle repairing	141	151	168	180	44.67
Leather footwear	125	145	163	182	52.71						
Metal torch cases	138	163	167	171	32.14						

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

Table 2

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

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

Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979	Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979
					HK\$						HK\$
<u>Overall</u>	137	158	177	185	48.38	Paper boxes	125	155	174	180	55.51
						Plastic flowers	136	157	173	189	44.63
<u>Manufacturing</u>	137	159	178	185	48.11	Plastic products, misc.	143	170	195	212	53.69
Textiles	137	160	176	185	51.19	Plastic toys	138	165	177	180	43.53
Bleaching and dyeing	141	168	179	189	61.76	Printing	135	174	182	217	57.36
Cotton knitting	135	160	170	183	49.61	Rubber footwear	133	163	180	197	46.54
Cotton spinning	131	149	165	170	48.55	Torch bulbs	142	176	198	195	46.18
Cotton weaving	141	164	180	191	51.14	Wigs	154	167	202	220	55.16
Woollen knitting	147	167	184	187	45.37	Wooden furniture & fixtures	122	128	137	139	69.00
Bakery products	154	176	185	200	48.24	Wrist watch bands	155	198	211	218	50.51
Dockyards	186	201	212	229	55.18	<u>Public utilities</u>	147	162	163	179	54.00
Electrical appliances	144	174	193	194	44.00	Bus and tramway operators	145	155	158	172	51.16
Electronics	142	161	176	187	46.32	Electricity supply	139	154	157	170	55.22
Enamelware	131	158	170	170	50.09	Telephone service	157	177	175	194	57.37
Garments	133	153	180	182	46.63						
Gloves	135	153	163	166	41.85	Godown	155	169	183	183	54.10
Handbags	125	152	166	177	44.50	Motor vehicle repairing	143	153	170	183	54.91
Leather footwear	128	151	171	190	56.81						
Metal torch cases	140	165	169	171	36.64						

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

Table 3

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

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

Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979 (in terms of 1973/74 dollars)	Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	117	125	135	129	29.01	Paper boxes	108	124	133	126	30.30
<u>Manufacturing</u>	116	125	135	129	28.89	Plastic flowers	114	119	126	127	27.00
Textiles	118	127	134	130	27.94	Plastic products, misc.	126	139	153	154	32.05
Bleaching and dyeing	114	130	132	130	31.38	Plastic toys	123	135	138	129	25.41
Cotton knitting	111	121	124	124	31.64	Printing	114	137	138	152	33.19
Cotton spinning	113	118	127	123	24.69	Rubber footwear	109	123	132	135	30.02
Cotton weaving	118	129	137	135	27.35	Torch bulbs	121	134	143	129	28.30
Woollen knitting	124	130	136	127	29.40	Wigs	129	127	146	145	34.42
Bakery products	125	133	135	135	29.67	Wooden furniture & fixtures	103	101	103	97	46.20
Dockyards	152	153	157	157	37.16	Wrist watch bands	131	155	158	151	30.59
Electrical appliances	121	135	145	135	26.34	<u>Public utilities</u>	124	129	126	127	31.29
Electronics	121	127	132	129	25.96	Bus and tramway operators	122	124	121	122	28.18
Enamelware	112	121	129	119	28.92	Electricity supply	117	123	121	121	32.91
Garments	112	118	133	123	29.38	Telephone service	133	141	135	139	34.89
Gloves	113	119	121	114	27.53	Godown	130	134	140	129	34.01
Handbags	105	116	121	120	27.74	Motor vehicle repairing	120	121	130	128	31.95
Leather footwear	106	116	126	130	37.71						
Metal torch cases	117	131	129	122	22.99						

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

Table 4

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

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

Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979 (in terms of 1973/74 dollars)	Industry/Service	Sept. 1977	Sept. 1978	Mar. 1979	Sept. 1979	Wages in Sept. 1979 (in terms of 1973/74 dollars)
					HK\$						HK\$
<u>Overall</u>	116	127	137	132	34.61	Paper boxes	106	125	134	129	39.71
<u>Manufacturing</u>	116	128	138	132	34.41	Plastic flowers	115	126	134	135	31.93
Textiles	116	129	136	132	36.62	Plastic products, misc.	121	137	151	152	38.40
Bleaching and dyeing	120	135	138	136	44.17	Plastic toys	117	132	137	129	31.14
Cotton knitting	115	129	132	131	35.48	Printing	115	140	141	155	41.03
Cotton spinning	111	120	128	122	34.73	Rubber footwear	113	131	139	141	33.29
Cotton weaving	120	132	139	137	36.58	Torch bulbs	121	141	153	139	33.03
Woollen knitting	125	134	142	133	32.45	Wigs	131	134	156	157	39.46
Bakery products	131	141	143	143	34.51	Wooden furniture & fixtures	103	103	106	99	49.36
Dockyards	158	161	164	164	39.47	Wrist watch bands	131	159	163	156	36.13
Electrical appliances	122	139	149	139	31.47	<u>Public utilities</u>	125	130	126	128	38.63
Electronics	121	129	136	134	33.13	Bus and tramway operators	123	124	122	123	36.60
Enamelware	111	127	132	122	35.83	Electricity supply	118	124	122	122	39.50
Garments	113	123	139	130	33.36	Telephone service	133	142	135	139	41.04
Gloves	115	123	126	119	29.94	Godown	131	136	142	131	38.70
Handbags	106	122	128	126	31.83	Motor vehicle repairing	121	123	131	131	39.28
Leather footwear	108	121	132	136	40.63						
Metal torch cases	119	132	131	122	26.21						

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

Table 5

BASIC WAGE RATES, HOURS OF WORK AND STANDARD WORKING DAYS FOR INDUSTRIAL WORKERS
ANALYSED BY OCCUPATION, SEPTEMBER 1979

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	16.80*	-	706.60*	7½ - 9½	26
	female	-	-	752.57*	8	26
general worker :	male	25.02	77.00	1 024.04*	7½ - 12	26 - 28
	female	24.81*	-	541.67	7 - 8	26
printing designer :	male	-	-	1 707.98	8 - 10	26
	female	-	-	1 400.00	8	26
grey cloth worker :	male	31.57	54.50	1 119.91*	7½ - 12	26 - 28
	female	25.53*	46.75	-	7 - 8	26
recipe preparer/colour matcher:	male	25.13	-	839.12	7 - 12	26 - 28
bleaching worker :	male	28.95*	-	953.38*	7½ - 12	26 - 28
washing worker :	male	26.20*	-	913.00*	8 - 10	26
dyeing worker :	male	32.19*	-	1 395.88*	7 - 12	26 - 28
	female	26.70*	-	-	7	26
screen maker/roller engraver:	male	25.32*	-	927.95*	8 - 12	26 - 28
	female	27.44	-	800.67*	8	26
printing worker (roller/screen):	male	25.41*	-	907.73*	7 - 12	26 - 28
	female	23.98	-	-	7 - 8	26
finishing worker:	male	28.16*	-	1 039.88*	7 - 12	26 - 28
	female	26.27*	-	-	7 - 8	26
inspection worker :	male	24.88	-	1 115.77*	8 - 10	26
	female	20.18	-	-	7 - 8	26
packing worker :	male	27.95	-	857.95*	7 - 12	26 - 28
	female	25.03*	-	842.75*	7 - 8	26
laboratory worker :	male	24.93*	-	1 388.87*	7½ - 10	26 - 28
	female	22.95*	-	910.14*	7 - 8	26
boiler mechanic :	male	27.42*	-	1 084.50*	7½ - 12	26 - 28
maintenance worker :	male	30.39	-	1 437.64*	7½ - 12	26 - 28
foreman/supervisor :	male	-	-	2 219.70*	7 - 12	26 - 28
	female	-	-	1 604.29*	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	-	-	538.75*	8	26
general worker :	male	28.91	23.00*	848.33*	8 - 10	26
	female	29.41	22.00	853.33*	8	26
bleacher and dyer :	male	40.91	-	1 315.68*	8 - 10	26
winder and reeler :	male	42.11*	-	-	8 - 9	26
	female	31.17	44.00	-	8	26
knitter, power driven machine :	male	40.91	54.56	1 329.47*	8 - 9	26
	female	42.00	-	1 017.50	8	26
making up :						
(a) cutter :	male	33.56	70.39	1 175.71	8 - 9	26
	female	-	33.55	-	8	26
(b) sewing machine operator :	male	41.00	-	1 281.67	8	26
	female	40.93	49.54	933.33	8	26
(c) overedging machine operator:	female	29.20	48.68	-	8	26
(d) looping machine operator :	female	36.00	44.57	-	8	26
(e) mender :	female	39.09	52.50	-	8	26
(f) button sewer :	male	-	73.00	-	8	26
	female	-	34.80	-	8	26
finishing :						
(a) thread trimmer :	female	23.50*	23.82	-	8	26
(b) hand presser :	male	29.00	54.16	-	8	26
	female	32.40	49.95	-	8	26
(c) examiner :	female	29.36	-	-	8	26
(d) packer :	male	28.23	39.00	1 172.22	8 - 9	26
	female	27.08	29.39	-	8	26
mechanic :	male	-	-	1 794.12*	8	26
foreman :	male	-	-	1 689.84*	8 - 9	26
	female	-	-	1 401.36*	8	26

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

Table 5 (continued)

Industry COTTON SPINNING

I.S.I.C. 325 - 3250

Occupation			Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
			Daily Rated	Piece Rated	Monthly Rated		
apprentice :	male		23.65	-	-	7½ - 8	22 - 26
learner :	male		19.73*	-	-	7½ - 8	26
	female		24.20	-	-	7½ - 8	26
general worker :	male		26.75	-	-	7½ - 8	26
	female		27.11	-	-	7½ - 8	26
mixer and blender :	male		25.15	36.58	-	7½ - 8	26
	female		25.78*	31.60*	-	7½ - 8	26
picker :	male		29.50*	32.66	-	7½ - 8	26
	female		-	30.22*	-	7½	26
grader and tester :	male		27.43	-	-	7½ - 8½	26
	female		26.64	-	-	7½ - 8	26
carder :	male		32.35*	32.10	-	7½ - 8	26
	female		33.00*	29.81	-	7½ - 8	26
comber :	male		-	35.69	-	7½ - 8	26
	female		-	35.73	-	7½ - 8	26
drawer :	male		-	37.13	-	7½ - 8	26
	female		-	35.46	-	7½ - 8	26
rover :	male		-	37.57	-	7½ - 8	26
	female		-	36.72	-	7½ - 8	26
spinner :	male		-	31.98	-	7½ - 8	26
	female		-	31.71	-	7½ - 8	26
doubler :	male		-	29.12	-	7½	26
	female		-	32.29	-	7½ - 8	26
twister :	male		-	30.15	-	7½ - 8	26
	female		30.00*	30.89	-	7½ - 8	26
winder :	male		30.00*	29.96	-	7½ - 8	26
	female		-	32.35	-	7½ - 8	26
reeler :	female		-	35.10	-	8	26
baling and bundling worker :	male		25.46	36.13	-	8	26
	female		23.39	30.54	-	7½ - 8	26
oiler and greaser :	male		28.81	-	-	7½ - 8	26
	female		25.00	-	-	7½	26
fitter and mechanic :	male		31.99	-	1 340.00*	7½ - 8½	26
electrical worker :	male		29.21	-	-	7½ - 8½	26
supervisor :	male		34.96	-	2 515.00	7½ - 8	26
	female		33.00	-	-	7½ - 8	26
foreman :	male		36.61	-	1 649.86*	7½ - 8½	26
	female		-	-	1 473.33	8	26
trained nurse :	female		-	-	1 341.67*	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		28.73	-	-	7½ - 8	26
learner :	male		23.72	-	-	7½ - 8	26
	female		24.07	-	-	7½	26
general worker :	male		27.38	32.33	1 093.88*	7 - 11	26
	female		24.98	28.40	730.00*	7 - 8	26
cone winder :	male		-	33.00	-	7½	26
	female		24.95	33.33	-	7 - 8	26
pirn winder :	male		26.76	32.11	-	7 - 10	26
	female		27.80	31.66	-	7 - 8	26
pirn feeder :	male		26.77	29.18	-	7 - 8	26
	female		26.26	30.20	-	7 - 8	26
beam warper :	male		42.60	41.34	1 338.45*	7 - 10	26 - 30
	female		-	45.48	-	7½ - 8	26
loom threader :	male		-	37.30	1 450.00	7½ - 8	26
	female		28.37	39.09	900.00*	7 - 8	26
sizer :	male		39.56	30.03	1 538.50*	7 - 11	26
weaver :	male		-	37.83	-	7 - 8	26
	female		-	37.83	-	7 - 8	26
doffer :	male		33.23	40.95	-	7 - 8	26
examiner and repairer :	male		30.50	34.50	-	7½ - 8	26
	female		29.84	30.73	1 012.50*	7 - 8	26
folio/yardage recorder :	male		31.80	37.46	1 143.34*	7 - 10	26 - 30
baling and bundling worker :	male		34.87	52.25	-	7 - 9	26
	female		-	28.64	-	8	26
tester :	male		28.20	-	-	8	26
	female		24.73	-	-	7½	26
material handler :	male		28.34	-	1 202.10*	7 - 10	26 - 30
oiler and greaser :	male		26.31	-	1 063.64*	7½ - 10	26 - 30
electrical worker :	male		33.92	25.50	1 570.00	7½ - 9	26
fitter and mechanic :	male		36.04	39.96	1 623.46*	7 - 10	26 - 30
supervisor and foreman :	male		40.42	45.93	1 904.43	7 - 10	26
	female		39.09	43.08	1 846.92	7 - 8	26

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

Table 5 (continued)

Industry WOOLLEN KNITTING

I.S.I.C. 327 - 3271

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker :	male	26.55	-	-	8	26
	female	26.28	-	650.00	8	26
winder and reeler :	female	25.59	37.38	-	8	26
knitter :	male	38.88	41.70	1 301.87*	8	26
cutter :	male	37.50	55.92	1 336.25*	8	26
linking machine operator :	female	40.67	46.97	1 255.00	8	26
sewing machine operator :	male	-	50.61	-	8	26
	female	43.57	44.31	-	8	26
overedging machine operator :	female	-	51.40	-	8	26
hand stitcher :	female	25.93	39.38	-	8	26
button sewer :	male	-	34.43	-	8	26
	female	-	38.07	-	8	26
labelling worker :	female	25.29	35.55	-	8	26
trimmer :	female	24.93	24.26	-	8	26
mending repairer :	female	37.50	65.98	1 075.00	8	26
washing machine operator :	male	35.72	-	1 212.50*	8	26
	female	29.83	-	-	8	26
hand presser :	male	29.00	52.81	-	8	26
	female	26.50	45.60	-	8	26
examiner :	female	25.41	36.43	1 172.50	8	26
packer :	male	29.32	-	1 160.00	8	26
	female	26.35	27.83	1 300.00	8	26
mechanic :	male	-	-	948.33*	8	26
foreman :	male	-	-	1 378.58*	8	26
	female	-	-	1 258.77	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	-	-	728.00*	6½ - 9	26
general worker :	male	22.80	-	845.93	7 - 8	26
	female	26.74	-	669.00*	7 - 8	26
recipe maker/dough mixer :	male	31.20	-	1 011.84	6½ - 9	26
kneading/filling worker :	male	25.20	-	1 090.78	7 - 8	26
stoker/ovenning worker :	male	25.00	-	1 223.48	7 - 8	26
baking machine operator :	male	28.50	-	1 150.00	7 - 8	26
baker :	male	31.86	66.93	923.00	8	26
	female	28.70	56.71	-	8	26
chief baker :	male	-	-	1 624.50*	8	26
sorting and piling worker :	male	-	-	896.00	8	26
	female	27.30	-	-	7 - 8	26
packer :	male	24.00	-	871.82	7 - 8	26
	female	21.92	36.37	-	7 - 8	26
mechanic :	male	-	-	1 361.02	8	26
foreman :	male	51.13	-	1 651.60	7 - 9	26
	female	33.00	-	-	7 - 8	26

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

Industry DUCKYARDSI.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	20.87	-	-	8	26
general worker :	male	34.56	-	1 191.00	8	26
	female	32.48	-	-	8	26
storeman :	male	38.88	-	1 556.00	8	26
lister truck/tractor/lorry driver :	male	36.56	-	1 663.00	8	26
sawmill woodwork machinist/ sawmill machine operator :	male	45.68	-	-	8	26
turner :	male	47.20	-	-	8	26
craneman :	male	39.92	-	-	8	26
rigger :	male	41.60	-	-	8	26
marine fitter :	male	45.04	-	-	8	26

(to be continued)

Table 5 (continued)

Industry DOCKYARDS (continued)

I.S.I.C. 304 - 3841

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
mechanic :	male	42.00	-	-	8	26
electrical worker :	male	44.08	-	-	8	26
steel worker (boiler/ship maker/steel plater/riveter/caulker/ blacksmith) :	male	45.92	-	-	8	26
welder :	male	46.56	-	-	8	26
coppersmith :	male	46.00	-	-	8	26
ship joiner/carpenter :	male	39.52	-	-	8	26
painter :	male	40.24	-	1 425.00	8	26
diver :	male	-	-	1 636.00	8	26
pattern maker :	male	50.88	-	-	8	26
moulder (sand) :	male	52.72	-	-	8	26
foreman :	male	50.80	-	2 277.00	8	26

Industry ELECTRICAL APPLIANCES

I.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	23.40	-	590.96	8	26
general worker :	male	31.72	-	985.57	8 - 9	24 - 26
	female	31.24	-	815.09	8	24 - 26
designer :	male	-	-	1 789.60	8 - 9	26
	female	-	-	1 360.00	8	26
press machine operator :	male	35.62	60.16	1 141.26	8 - 9	26
	female	29.88*	-	822.30	8	24 - 26
sheet metal worker :	male	-	80.43	1 217.60	9	26
die-casting worker :	male	31.83*	-	1 042.50	8 - 9	26
lathe operator :	male	40.20	78.52	1 168.62	8 - 9	26
winding machine operator :	male	32.00	46.90	907.20	9	26
	female	27.01	42.90	768.30	8	26
soldering worker :	female	27.50*	-	-	8	26
injection moulding machine operator :	male	37.54	55.62*	-	8 - 11	26
	female	28.44*	-	-	8	26
trimmer :	female	27.70*	-	-	8	26
assembler :	male	29.15	70.06	1 077.66	8 - 9	24 - 26
	female	26.52	58.40	-	5 - 8	24 - 26

(to be continued)

Table 5 (continued)

Industry ELECTRICAL APPLIANCES (continued)I.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		
packer :	male	27.98*	-	981.88	8 - 9	24 - 26
	female	26.50	-	-	8	26
painter (spray or brush) :	male	36.00*	65.16	1 138.60	8 - 9	26
	female	29.43*	-	-	8	26
tester/inspection worker :	male	32.31	-	1 157.78	8 - 9	24 - 26
	female	28.74	-	927.45*	8	24 - 26
tools and mould maker :	male	52.26	-	1 423.42	8 - 9	26
fitter/mechanic :	male	46.01	53.10	1 179.77	8 - 9	26
line supervisor :	male	41.75	-	1 325.96	8 - 9	24 - 26
	female	35.28	-	976.14*	8	24 - 26
foreman :	male	69.60	-	1 960.99	8 - 9	26
	female	-	-	2 933.33	8	26

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

Industry ELECTRONICSI.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	27.00*	-	840.77*	7 - 9	22 - 26
	female	27.21*	-	-	7 - 7½	24 - 26
general worker and material handler :	male	28.95*	-	918.99	7 - 9	22 - 26
	female	31.16*	-	1 164.06*	7 - 8	22 - 26
operator/assembler :	male	28.56*	-	765.70*	6 - 9	22 - 26
	female	30.23*	-	888.29*	6 - 8	22 - 26
quality controller :	male	27.02*	-	981.69*	7 - 9	22 - 26
	female	33.01*	-	914.14	6 - 8	22 - 26
inspector and tracker :	male	28.56*	-	918.57*	7 - 9	22 - 26
	female	30.48*	-	997.11	7 - 8	22 - 26
tester :	male	29.46*	-	1 094.60	7 - 8	24 - 26
	female	30.21*	-	901.10*	6 - 8	22 - 26
repairer :	male	34.50*	-	998.50	8 - 9	22 - 24
	female	41.20*	-	978.73	8	22 - 24
packer and marker :	male	30.61*	-	842.62	7 - 8½	24 - 26
	female	33.23*	-	770.50*	6 - 8	24 - 26
electrical worker :	male	34.43*	-	1 272.68*	7 - 9	22 - 26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
mechanic and technical worker :	male	33.88*	-	1 533.27*	6 - 9	22 - 26
	female	-	-	1 043.00*	8	22 - 24
foreman and group leader :	male	41.02*	-	2 009.72*	7 - 9	22 - 26
	female	43.08*	-	1 319.85	6 - 8	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	32.71*	-	-	8 - 10	26
	female	31.93*	-	-	8	26
press machine operator :	male	38.30	-	-	8 - 9	26
	female	33.25	-	-	8	26
acid room worker :	male	42.25	-	-	8 - 10	26
frit preparation worker :	male	45.00	-	-	8 - 10	26
enamelling worker :	male	40.66	-	-	8 - 10	26
paint spraying worker :	male	40.59	-	-	8 - 10	26
	female	35.00	-	-	8	26
packer :	male	39.03	-	-	8 - 10	26
	female	29.83	-	-	8	26
foreman :	male	-	-	1 900.00*	8 - 9	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	21.60*	-	668.08	8 - 9	22 - 26
	female	23.90	31.20	699.64	8	24 - 26
general worker:	male	29.04	35.69	823.81	7½ - 9	24 - 26
	female	26.71	36.93	784.32	7½ - 8	24 - 26
pattern maker:	male	-	-	1 790.35	7½ - 9	24 - 26
	female	39.82	-	1 153.05	8	24 - 26
cutter:	male	34.18	46.23	1 269.56	8 - 9	24 - 26
	female	31.55	30.88	880.00	8	24 - 26
overlocking machine operator:	male	-	44.94	-	8 - 8½	26
	female	31.23	44.55	-	7½ - 8	24 - 26
sewing machine operator:	male	35.00	41.51	1 144.29	7½ - 8½	26
	female	34.22	42.98	845.20	7½ - 8	24 - 26
special machine operator:	male	32.00	47.07	-	8 - 9	24 - 26
	female	32.00	46.14	920.00	8	24 - 26
button sewer:	male	30.23	46.90	-	8 - 9	24 - 26
	female	24.97	39.37	926.67	8	24 - 26
inspection worker:	male	28.79	26.34	1 023.25	8 - 8½	24 - 26
	female	28.34	29.18	926.80	7½ - 8	24 - 26
trimmer:	male	25.40	24.80	1 085.00	8	26
	female	23.83	26.36	736.67	7½ - 8	24 - 26
presser:	male	30.95	53.92	1 341.84	8 - 9	24 - 26
	female	25.30	50.33	1 250.00	8	24 - 26
packer:	male	30.87	47.57	1 106.28	7½ - 9	24 - 26
	female	26.90	40.78	751.30	7½ - 8	24 - 26
instructor:	male	-	-	1 759.44	7½ - 9	24 - 26
	female	40.40	-	1 411.32	7½ - 8	24 - 26
despatcher:	male	27.66	-	1 121.33	7½ - 9	24 - 26
	female	28.72	-	1 026.67	8	24 - 26
electrical worker:	male	42.43	-	1 672.55	8 - 9	24 - 26
mechanic:	male	-	-	1 585.60	7½ - 9	24 - 26
foreman:	male	-	-	1 800.10	7½ - 9	24 - 26
	female	-	-	1 559.13	7½ - 8	24 - 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:	female	-	-	689.00	8	26
general worker:	male	27.00	-	879.23*	8 - 9	26
	female	23.33	-	851.11*	8	26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
pattern maker:	male	-	42.78	1 667.00*	8	26
cloth spreader:	male	29.94	-	860.67*	8	26
press operator/cutter:	male	-	43.77	1 157.91*	8	26
	female	-	35.20	-	8	26
sewing machine operator:	female	-	39.86	-	8	26
knitting machine operator:	male	-	-	1 434.12*	8	26
overturning worker:	male	-	29.22	-	8	26
	female	24.00	29.25	-	8	26
inspection worker:	female	27.17	-	746.25	8	26
trimmer:	male	-	-	1 050.00	8	26
	female	23.65	49.00	-	8	26
presser:	female	-	40.80	-	8	26
packer:	male	32.56	-	1 203.14	8 - 9	26
	female	26.36	36.75*	931.90	8	26
mechanic:	male	-	-	1 351.36*	8 - 9	26
foreman:	male	-	-	1 491.67*	8 - 9	26
	female	-	-	1 229.59*	8	26

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

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	32.75	-	1 018.07	8	26
	female	28.00	-	631.25*	8	26
designer:	male	-	-	1 504.76	8	26
	female	-	-	1 084.90	8	26
material spreader:	male	33.45	57.20	1 214.80	8	26
	female	25.90	43.31	-	8	26
die-cutting machine operator/cutter:	male	26.80	48.79	1 049.40*	8	26
	female	26.61	33.12	-	8	26
pasting worker:	male	35.28	51.20	-	8	26
	female	23.94	32.60	949.50	8	26
sewing machine operator:	male	-	-	1 150.00	8	26
	female	31.49	44.02	1 332.50	8	26
overturning worker:	female	26.44	30.68	-	8	26
assembler:	male	32.08	39.24	1 348.33*	8	26
	female	26.63	36.90	-	8	26
finishing worker:	female	25.45	35.40	-	8	26

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:	female	27.99	-	1 007.37	8	26
packer:	male	31.76	-	1 254.29	8	26
	female	25.65	32.11	-	8	26
mechanic:	male	-	51.00	1 365.00	8	26
foreman:	male	-	-	1 604.27	8	26
	female	-	-	1 240.26	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	34.00	-	-	8	26
general worker:	male	46.79	-	-	8 - 8½	26
	female	43.97	-	-	8	26
crane operator:	male	63.75	-	-	8	26
ship breaker:	male	67.40	-	-	8	26
moulder (sand) :	male	63.79	-	-	8 - 8½	26
melter:	male	58.53*	-	-	8	26
pourer:	male	52.05	-	-	8	26
rolling mill operator:	male	60.05	-	-	8 - 8½	26
shearing machine operator:	male	75.00	-	-	8	26
welder:	male	60.67	-	-	8 - 8½	26
fettler/polishing worker:	male	47.56	-	-	8	26
painter:	male	54.00	-	-	8	26
electrical worker:	male	48.13	-	-	8	26
mechanic:	male	53.24	-	2 100.00	8 - 8½	26
foreman:	male	73.94	-	2 566.67*	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	29.13	-	984.00	8	26
	female	26.73	-	920.00	8	26
pattern maker/marker:	male	-	-	1 503.48	8 - 8½	26
press operator:	male	-	54.65	1 133.50	8 - 8½	26
vulcanizer:	male	-	61.89	-	8	26
hand cutter: (a) sole:	male	-	49.15	-	8	26
	(b) upper:	-	80.30	-	8½	26
upper skiving/folding worker:	male	-	87.05	-	8 - 8½	26
	female	-	47.37	-	8	26
upper sewing worker:	male	-	74.01	1 191.60	8 - 8½	26
	female	-	51.80	1 191.60	8	26
lasting worker:	male	-	66.96	1 191.60	8 - 8½	26
sole attaching worker:	male	-	61.29	1 207.45	8 - 8½	26
	female	-	63.74	-	8	26
inner sole worker:	male	-	39.58	-	8	26
	female	28.00	52.73	-	8	26
finishing worker/paint sprayer:	male	-	76.59	1 163.55	8 - 8½	26
packer:	male	33.62	68.45	1 064.70	8 - 8½	26
	female	26.74	-	-	8	26
mechanic:	male	-	-	1 342.64	8	26
foreman:	male	-	-	1 535.26	8 - 8½	26
	female	-	-	1 233.33	8	26

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	23.08	-	565.38	8	25 - 26
general worker:	male	31.39	-	-	8	25 - 26
	female	29.29	-	-	8	25 - 26
power press operator:	male	32.73	-	-	8	25 - 26
	female	28.48	-	-	8	25 - 26
hand press operator:	male	27.34	-	-	8	26
	female	25.50	-	-	8	25 - 26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
injection moulding machine operator:	male	39.67	47.25	-	8	25 - 26
	female	29.84	-	-	8	25 - 26
rolling mill operator:	male	28.96	-	-	8	25 - 26
	female	26.55	-	-	8	25 - 26
electro-plater:	male	33.67	-	-	8	25 - 26
	female	28.11	-	-	8	25 - 26
buffing and polishing machine operator:	male	36.01	67.20	-	8	25 - 26
	female	33.04	-	-	8	25
soldering worker:	male	-	54.80	-	8	25 - 26
electrical worker:	male	44.68	-	1 377.50*	8	25 - 26
painter:	male	33.48	-	-	8	25 - 26
	female	27.13	-	-	8	25 - 26
assembler and packer:	male	28.91	-	992.40	8	25 - 26
	female	26.15	-	751.00	8	26
inspection worker:	male	29.47	-	-	8	25
	female	27.83	-	-	8	25 - 26
mechanic:	male	45.78	-	1 147.00	8	25 - 26
foreman:	male	64.04	-	1 843.86*	8	25 - 26
	female	58.64	-	910.00*	8	25 - 26

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

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
general worker:	male	31.32*	-	968.65*	8 - 9	26
	female	29.59*	-	-	8	26
corrugated worker:	male	47.25*	-	1 442.53*	8 - 9	26
guillotining machine operator:	male	37.90*	-	1 183.57*	8 - 9	26
die-cutting machine operator/slitter:	male	38.98*	-	1 334.55*	8 - 9	26
slotter:	male	38.00*	-	912.50*	8½ - 9	26
pressman:	male	45.36*	-	1 364.56*	8 - 9	26
pasting machine operator:	male	39.26*	-	1 199.09*	8 - 9	26
wire-stitching machine operator:	male	40.06*	-	1 094.51*	8 - 9	26
packer:	male	44.00*	-	1 000.00*	8 - 9	26
foreman:	male	86.67*	-	2 040.90*	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	32.87	-	964.44*	8 - 9	26
	female	29.06	-	860.00*	8	26
injection moulding machine operator:	male	43.30	46.60	1 760.00	6 - 11	26
	female	29.60	-	-	7½	26
press operator:	male	55.57	-	-	9	26
	female	32.00	36.34	-	7 - 8	26
trimmer:	male	-	24.72	-	8	26
	female	-	32.75	-	8	26
assembler:	male	24.50	-	-	8	26
	female	26.67	35.42	-	8	26
packer:	male	33.50	-	1 062.54*	8 - 9	26
	female	27.32	41.20	-	8	26
colouring and tumbling worker:	male	41.50	-	1 359.96*	8 - 10	26
	female	35.00	-	-	8	26
extruding machine operator:	male	-	-	1 191.33	8 - 10	26
paint sprayer:	female	33.00	-	-	8	26
mould maker:	male	56.92	-	1 981.25*	8 - 9	26
designer:	female	-	-	1 300.00	8	26
mechanic:	male	-	-	1 560.27	8 - 9	26
foreman:	male	-	-	1 597.43	8 - 10½	26
	female	-	-	1 169.07	8	26

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

Industry PLASTIC PRODUCTS, MISCELLANEOUSI.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	26.19*	-	500.00*	8 - 9	26
general worker:	male	33.81	-	1 052.88*	7½ - 9	26
	female	32.33*	-	1 006.67	7½ - 8	26
designer:	male	-	-	2 126.67	8	26
	female	-	-	1 356.00	8	26
colouring and tumbling worker:	male	34.72*	-	1 522.88	7½ - 11	26
injection moulding machine operator:	male	47.30	63.29	2 292.00	7 - 11	26
blow moulding machine operator:	male	-	49.60	-	9	26
misc. machine operator:	male	31.46*	-	1 308.53*	7½ - 8	26
	female	27.80*	-	-	7½ - 8	26
press operator:	male	-	51.79	-	10	26
	female	33.00*	-	-	8	26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
electroplater:	male	-	-	1 346.67*	8	26
	female	29.14	-	-	8	26
hot stamping worker:	male	38.97	-	2 037.50	8 - 9	26
	female	28.20	31.00	-	8	26
trimmer:	male	24.63*	-	-	8	26
	female	26.61	-	1 543.71	8	26
assembler:	male	27.60*	-	-	8	26
	female	27.60	32.47	-	8	26
painter(spraying/hand brushing):	male	-	48.28	-	8	26
	female	-	35.30	-	8	26
silk screen printing worker:	male	-	45.39	-	9	26
packer:	male	29.26	-	850.00	7½ - 8	26
	female	29.22	-	926.33	7½ - 8	26
inspection worker:	male	35.57*	-	1 396.43*	7½ - 8	26
	female	40.64	-	1 500.00	8	26
mould maker:	male	65.66	-	2 442.58	8 - 10	26
mechanic:	male	47.07	-	1 642.72	7½ - 10	26
electrical worker:	male	-	-	1 620.77*	7½ - 10	26
laboratory worker:	male	-	-	1 850.00*	7½ - 8	26
boiler attendant:	male	36.05*	-	-	7½ - 8	26
foreman/supervisor:	male	-	-	2 157.33*	7½ - 11	26
	female	-	-	1 430.50	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/trainee:	male	28.16*	-	497.56	8 - 9	22 - 26
general worker:	male	32.90*	-	1 021.33	8 - 10½	22 - 26
	female	30.41*	-	-	8	22 - 26
designer:	male	-	-	2 450.20	8 - 9	22 - 26
	female	-	-	2 200.00*	8	22 - 26
pattern/model maker:	male	-	-	1 859.09*	8 - 9	22 - 26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
colouring and tumbling worker:	male	33.64*	-	1 606.88	8 - 10	22 - 28
	female	27.00*	-	-	8	26
injection moulding machine operator:	male	40.53	52.90*	-	7 - 11	22 - 28
blow moulding machine operator:	male	-	57.04*	-	8	26
	female	36.00	34.00	-	8	26
die-casting machine operator:	male	38.11	-	-	8 - 10½	26
	female	36.80*	-	-	8	26
rotary casting machine operator:	male	53.20	60.39*	-	8 - 8½	26
hair-rooting machine operator:	female	28.91	41.66*	-	8	26
hair grooming worker:	female	26.22*	35.90*	-	8	26
press operator:	male	28.50	-	-	8 - 9	22 - 26
	female	30.22	-	-	8	26
trimmer:	male	31.85*	-	-	8 - 10	26
	female	26.78*	-	-	8	22 - 26
assembler:	male	32.00*	-	-	8 - 9	22 - 26
	female	28.31	-	-	8	22 - 26
painter (spraying/hand brushing):	male	31.90*	58.41	-	8 - 9	22 - 26
	female	34.20	44.00*	-	8	22 - 26
sewing machine operator:	female	31.87	37.50*	-	8	26
presser (dolls' dresses):	female	31.70	-	-	8	26
electroplater:	male	33.30*	-	1 950.00*	8 - 9	26
vacuum metalization worker:	male	30.69*	-	1 705.00	8 - 9	22 - 26
	female	30.12	-	-	8	26
hot stamping worker:	male	25.75	-	-	8	26
	female	26.29*	-	-	8	22 - 26
regranulating machine operator:	male	32.50*	-	-	8 - 9	26
misc. machine operator:	male	26.20*	-	1 035.00	8 - 9	26
	female	23.70*	-	-	8	26
electrostatic paint spraying machine operator:	male	31.41*	-	1 750.00	8 - 9	26
	female	24.41*	-	-	8	26
cleaning worker:	female	41.00	-	-	8	26
electrical worker:	male	49.08*	-	1 555.50*	8 - 9	22 - 26
repairer:	female	30.06	-	-	8	26
welder:	female	32.84	-	-	8	26
silk screen printing worker:	male	33.29	-	-	8	26
	female	29.74*	-	-	8	22 - 26
packer:	male	32.77	-	1 900.00	8	26
	female	26.40	-	-	8	26
inspection worker:	male	29.74*	-	1 577.27	8 - 9	22 - 26
	female	31.69*	-	1 482.55*	8	22 - 26
mould maker:	male	56.11	-	2 252.67	8 - 10	22 - 26
	female	36.67	-	-	8	26

Table 5 (continued)

Industry PLASTIC TOYS (continued)

I.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		
mechanic:	male	49.99*	-	1 810.64	8 - 11	22 - 26
foreman/supervisor:	male	56.82*	-	2 151.53*	8 - 10	22 - 26
	female	36.76	-	1 557.83*	8	22 - 26

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

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	-	-	707.17*	6 - 8	26
	female	-	-	678.50*	6½ - 8	26
general worker:	male	30.00*	-	868.60*	6 - 8	26
	female	-	-	747.50*	6½ - 8	26
typographer/designer:	male	-	-	1 770.00*	6 - 8	26
	female	-	-	715.00*	8	26
hand compositor:	male	-	-	1 223.57*	5 - 8	26
linotype operator/mechanical typesetter:	male	-	-	1 139.97*	6 - 8	26
	female	-	-	1 141.53	8	26
photo typesetter:	male	-	-	1 242.80	6½ - 8	26
	female	-	-	1 306.86	7 - 8	26
type casting machine operator:	male	-	-	1 227.17*	5 - 8	26
proofing worker:	male	-	-	1 167.71*	5 - 8	26
proof reader/copy holder:	male	-	-	1 031.46	5 - 8	26
	female	-	-	1 122.00	5 - 8	26
cameraman/darkroom processor:	male	-	-	1 296.75*	5 - 8	26
colour retoucher:	male	-	-	1 243.67*	8	26
stripper:	male	-	-	1 395.16*	6 - 8	26
	female	-	-	1 060.00*	8	26
letterpress platemaker:	male	-	-	1 053.35	8	26
offset lithographic platemaker:	male	-	-	1 181.47*	6 - 8	26
gravure plate and cylinder maker:	male	-	-	1 017.14*	8	26
plate grinding worker:	male	-	-	1 098.00*	8	26
printing machine operator (letterpress):	male	-	-	1 332.29	6 - 8	26
printing machine operator (offset litho):	male	64.98*	-	1 487.64*	5 - 12	26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
coating machine operator:	male	-	76.92*	1 133.75*	8	26
die-cutting machine operator:	male	-	-	1 397.77*	8	26
guillotining machine operator:	male	-	-	1 257.35*	8	26
hand work book-binder:	male	-	-	935.33*	8	26
	female	-	40.16*	890.76*	8	26
mechanical book-binder:	male	-	70.66*	1 079.72*	8	26
	female	-	-	947.82*	8	26
packing worker:	male	-	-	1 133.14*	8	26
	female	29.32*	-	688.00*	8	26
storekeeper:	male	-	-	1 102.63*	8	26
	female	-	-	1 100.00*	8	26
printing technical worker (mechanical):	male	-	-	1 330.00*	7	26
printing technical worker (electrical):	male	-	-	1 213.33*	8	26
printing technical worker (photographic):	male	-	-	1 072.83	6 - 8	26
quality controller:	male	-	-	1 992.86*	8	26
production controller/planner:	male	-	-	1 474.97*	8	26
foreman/supervisor/overseer:	male	-	-	2 035.62*	6 - 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	29.83	-	920.00	8	26 - 27
	female	27.73	-	-	8	26
rolling mill operator:	male	51.25	68.54	1 289.67	8	26 - 27
press operator:	male	-	58.40	1 172.00	8	26 - 27
hand cutter:						
(a) sole:	male	54.80	31.00	-	8	26 - 27
(b) upper:	male	-	54.04	-	8	26 - 27
making up:						
(a) machine sewing (upper sewing)	male	-	37.57	-	8	26
worker:	female	-	46.36	-	8	26
(b) gumming worker:	male	-	49.06	-	8	26 - 27
	female	-	39.52	-	8	26
(c) miscellaneous worker:	male	36.80	37.72	-	8	26 - 27
	female	37.50	33.65	-	8	26
vulcanizer:	male	42.25	41.60	1 101.00*	8	26 - 27

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	39.67	50.90	-	8	26 - 27
	female	28.69	-	870.00	8	26
mechanic:	male	-	-	1 245.00	8	26 - 27
foreman:	male	-	-	1 209.34	8	26 - 27
	female	-	-	1 066.92	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	-	-	610.00*	7½ - 8	26
	female	26.40	-	-	8	25
general worker:	male	28.64	-	935.75*	7½ - 8	25 - 26
	female	28.01	-	720.00*	8	25 - 26
glass cutter:	male	-	-	801.43*	7½ - 8	26
	female	31.64	-	-	8	25 - 26
globe blower:	male	31.40	38.66	860.00*	7½ - 8	25 - 26
	female	28.50	-	-	8	25
gap coiling worker:	male	31.40	-	-	8	25
beading worker:	female	-	50.02	-	8	26
filament mounting worker:	male	-	-	870.00*	7½	26
	female	-	46.76	-	8	25 - 26
globe mounting worker:	male	-	54.83	870.00*	7½ - 9	25 - 26
air exhausting and sealing worker:	male	38.34	63.04	960.00*	7½ - 9	25 - 26
capping worker:	male	30.00	-	-	9	26
	female	-	36.73	-	8	25 - 26
wire cutter:	female	30.67	39.55	-	8	25 - 26
soldering worker:	female	-	40.07	-	8	25 - 26
focus checking worker:	male	26.40*	43.48	745.00*	7½ - 9	26
	female	27.20*	43.42	765.00*	7½ - 8	25 - 26
ampere testing worker:	female	29.31	-	-	8	26
stamping worker:	female	-	37.98	-	8	25 - 26
inspection worker:	male	33.30	-	890.00*	7½ - 8	25 - 26
	female	28.89	-	-	7½ - 8	25 - 26

(to be continued)

Occupation		Weighted Average Basic Wage Rates (HK\$)			Normal Hours of Work a Day	Standard Days a Month
		Daily Rated	Piece Rated	Monthly Rated		
packing worker:	male	26.96	36.87	791.67*	7½ - 8	26
	female	28.79	28.25	-	8	25 - 26
foreman:	male	63.55	-	1 495.00*	7½ - 9	25 - 26
	female	-	-	950.00	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		
apprentice/learner:	male	31.77	-	604.00*	8 - 9½	26
general worker:	male	37.09	-	932.25*	9 - 9½	26
	female	38.10	-	858.33*	8	26
press operator:	male	43.91	74.72*	-	9 - 9½	26
	female	39.74	43.25*	-	8	26
machinist:	male	44.48	68.87	1 781.25*	9 - 9½	26
	female	-	44.50*	-	8	26
buffing and polishing machine operator:	male	42.88*	98.35*	-	9 - 9½	26
	female	46.25	-	-	8	26
assembler:	male	33.23	-	-	9 - 9½	26
	female	36.77	-	881.18	8	26
inspection worker:	male	-	-	1 292.00*	9 - 9½	26
	female	35.00	-	945.00	8	26
packer:	male	34.47*	-	1 196.00*	8 - 9½	26
	female	31.30*	-	-	8	26
designer:	male	-	-	2 047.22*	8 - 9½	26
tool and die maker/mechanic:	male	49.67	-	1 927.57	9 - 9½	26
foreman:	male	-	-	2 543.58*	9 - 9½	26
	female	-	-	1 246.67*	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	-	-	900.04*	8	26
	female	31.41*	-	800.00*	8	26
net-cutting/tailoring worker:	male	-	-	1 000.00*	8	26
net-sewing worker:	female	31.33	47.70	-	8	26
bleaching and dyeing worker:	male	-	-	1 407.51*	8	26
hair-cutting/weighing worker:	male	34.00*	-	-	8	26
	female	30.00	-	-	8	26
hackling worker:	male	-	69.30	-	8	26
	female	-	80.50*	-	8	26
wefting worker:	female	-	42.10	-	8	26
post-machine operator:	female	-	47.09	-	8	26
hand tie/knit worker:	female	-	50.93*	1 150.00*	8	26
hair rooting worker:	male	-	112.92*	-	8	26
	female	-	92.67*	1 075.00*	8	26
curling and evening worker:	male	33.00*	-	-	8	26
	female	-	52.18	662.85	8	26
dressing and packing worker:	female	-	-	975.00	8	26
mechanic:	male	-	-	1 462.50*	8	26
foreman:	male	-	-	1 492.85*	8	26
	female	-	-	1 276.90*	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	-	-	684.44	8 - 9	26
general worker:	male	34.00	-	927.78	8 - 8½	26
	female	33.25	-	950.00	8	26
designer:	male	-	-	2 225.00*	7 - 9	26
sawmill worker/cutter:	male	63.20	-	1 908.89	8½ - 9	26
carpenter:	male	75.33*	69.39	1 894.82	8 - 9	26
carving worker:	male	63.73	62.77	1 416.66	8 - 9	26
	female	-	35.73	-	8	26
varnishing worker:	male	51.37	68.29	2 050.00*	8 - 9	26
	female	34.39	-	-	8	26
upholsterer:	male	-	80.00	-	8	26
painter:	male	47.11	70.27	1 240.00	8 - 9	26

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	-	-	1 362.22	8 - 9	26
foreman:	male	-	-	2 000.00	8 - 9	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/learner:	male	-	-	694.31	8 - 9½	22 - 26
general worker:	male	35.86	-	-	8 - 10	26
	female	30.80	-	-	8	26
power press operator:	male	37.41	55.50	1 225.00*	8 - 10	26
	female	32.48	60.50	-	8	26
hand press operator:	male	40.65	-	-	8 - 9½	26
	female	30.44	45.53	-	8	26
driller:	male	-	25.00*	-	8 - 9	26
	female	30.20	-	-	8	26
machinist:	male	60.30*	-	1 950.00*	8 - 10	26
assembler:	female	29.94	45.10	-	8	26
electro-plater:	male	43.52	-	-	9 - 9½	26
	female	29.70	-	-	8	26
buffing and polishing machine operator:	male	42.41	70.07	-	8 - 9½	26
inspection worker:	female	31.66	-	1 260.00	8	26
packer:	male	-	-	1 315.20	9 - 10	26
	female	29.87	40.08	-	8	26
designer:	male	-	-	3 500.00	8 - 9½	26
mould maker:	male	59.72	-	2 135.71	8 - 9½	26
mechanic:	male	60.52	-	2 259.23*	8 - 10	26
foreman:	male	68.50	-	2 390.70	8 - 10	26
	female	38.20	-	1 240.00*	8	26

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

Table 5 (continued)

Industry BUS AND TRAMWAY OPERATORS

I.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	25.02	-	-	8	25 - 26
driver:	male and female	25.51	-	-	8	25 - 26
regulator:	male	24.17	-	-	8	25 - 26
inspector:	male	-	-	1 419.69	8	25 - 26

Industry ELECTRICITY SUPPLY

I.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	-	-	490.48	8	24
unskilled:	male	-	-	798.83	8	24
semi-skilled:	male	-	-	862.16	8	24
improver:	male	-	-	994.09	8	24
artisan II:	male	-	-	1 031.72	8	24
artisan I:	male	-	-	1 104.47	8	24
senior artisan specialist:	male	-	-	1 222.18	8	24
extra skilled specialist:	male	-	-	1 362.20	8	24
foreman II:	male	-	-	1 460.20	8	24
foreman I:	male	-	-	1 626.80	8	24

Industry GAS MANUFACTURE AND DISTRIBUTION

I.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	-	-	-	829.00	-	1 078.00	8	24 - 26
labourer:	male	-	-	-	1 092.00	-	1 241.00	8	24 - 26
artisan:	male	-	-	-	1 133.00	-	1 353.00	8	24 - 26
driver:	male	-	-	-	1 189.00	-	1 353.00	8	24 - 26
chargehand:	male	-	-	-	1 346.00	-	1 474.00	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	-	-	-	620.00	-	1 240.00	8	26
	female	-	-	-	860.77	-	962.81	8	26
night caretaker:	male	-	-	-	982.00	-	982.00	8	26
hoist operator/pier engineer:	male	-	-	-	881.58	-	1 206.58	8	26
ropeman:	male	-	-	-	1 024.00	-	1 024.00	8	26
sailor:	male	-	-	-	943.31	-	1 080.01	8	26
quartermaster and oiler:	male	-	-	-	1 082.36	-	1 177.36	8	26
fitter/electrician:	male	-	-	-	1 011.29	-	1 712.15	8	26
coxswain and engineer:	male	-	-	-	1 338.08	-	1 464.69	8	26
ticket seller and ticket collector:	male	-	-	-	1 021.64	-	1 160.78	8	26
	female	-	-	-	1 084.00	-	1 084.00	8	26
inspector:	male	-	-	-	1 374.00	-	1 784.00	8	26

Industry TAXII.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	20.50	-	-	7 - 10	25 - 28

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	-	-	975.00	8	24
labourer:	male	-	-	1 060.40	8	24
gang leader:	male	-	-	1 175.00	8	24
technician:	male	-	-	1 348.57	8	24
craftsman:	male	-	-	1 460.09	8	24

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	-	-	1 168.38	8	26
mechanical operator:	male	-	-	1 273.71	8	26
signalman:	male	-	-	1 180.00	8	26
boatswain:	male	-	-	1 140.00	8	26
supervisor:	male	-	-	1 409.92	8	26
tallyclerk:	male	-	-	1 297.50	8	26
coxswain - launch:	male	-	-	1 190.00	8	26
launch sailor:	male	-	-	1 160.00	8	26
launch engineer:	male	-	-	1 260.00	8	26
oiler:	male	-	-	1 160.00	8	26
godownman:	male	-	-	1 203.45	8	26

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	-	-	-	1 095.00	-	1 125.00	8	26
semi-skilled:	male and female	-	-	-	1 130.00	-	1 235.00	8	26
artisan:	male and female	-	-	-	1 330.00	-	1 575.00	8	26
senior artisan:	male and female	-	-	-	1 615.00	-	1 640.00	8	26

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

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	-	-	658.25	8 - 9	22 - 26
cleaner:	male	-	-	1 052.02	8 - 9	22 - 26
	female	-	-	868.93	8	22 - 26
improver:	male	-	-	942.35	8 - 9	22 - 26
fitter:	male	-	-	1 206.81	8 - 9	22 - 26
lathe operator:	male	-	-	1 368.00	8 - 9	22 - 26
electrical worker:	male	-	-	1 275.12	8 - 9	22 - 26
greaser:	male	-	-	1 206.71	8 - 9	22 - 26
coppersmith:	male	-	-	1 262.86	8 - 9	22 - 26
paint sprayer:	male	-	-	1 356.68	8 - 9	22 - 26
watchman:	male	-	-	964.39	6 - 13½	22 - 26
driver:	male	-	-	1 013.43	8 - 9	22 - 26
mechanic:	male	-	-	1 230.07	8 - 9	22 - 26
assistant foreman:	male	-	-	1 731.80	8 - 9	22 - 26
	female	-	-	875.00*	8	26
foreman:	male	-	-	2 312.40	8 - 9	22 - 26

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

Table 6

COST OF LIVING ALLOWANCES, OVERTIME RATES, SUPPLEMENTARY PAYMENTS AND FRINGE BENEFITS
FOR INDUSTRIAL WORKERS, SEPTEMBER 1979

A. Cost of Living Allowance

Industry/Service	Cost of Living Allowance
Bleaching and dyeing	--
Cotton knitting	--
Cotton spinning	\$1.50 - \$4.50 a day to each worker.
Cotton weaving	--
Woollen knitting	--
Bakery products	--
Dockyards	\$3.60 - \$14.30 a day to each daily rated worker.
Electrical appliances	--
Electronics	--
Enamelware	--
Garments	--
Gloves	--
Handbags	--
Iron and steel basic industries	--
Leather footwear	--
Metal torch cases	--
Paper boxes	--
Plastic flowers	--
Plastic products, miscellaneous	--
Plastic toys	--
Printing	--
Rubber footwear	--
Torch bulbs	--
Watch cases	--
Wigs	--
Wooden furniture and fixtures	--
Wrist watch bands	--
Bus and tramway operators	\$8.80 a day to all workers in one bus company.
Electricity supply	\$6.80 a day to every male worker in one electric company.
Gas manufacture and distribution	--
Harbour ferry service	--
Taxi	--
Telephone service	--

(to be continued)

Table 6 (continued)

A. Cost of Living Allowance (continued)

Industry/Service	Cost of Living Allowance
Godown	--
Government services (Model I Officers)	\$15.00 a month to all workers.
Motor vehicle repairing	--

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%	100-150%	100-150%	100-200%
Cotton spinning	150-200%	150-200%	100-200%	150-200%	150-200%	100-200%
Cotton weaving	150-200%	100-200%	--	150-200%	100-200%	--
Woollen knitting	100-200%	100%	100%	100-200%	100-120%	100-200%
Bakery products	--	--	100-150%	--	--	100-200%
Dockyards	150-200%	--	100-200%	200%	--	100-200%
Electrical appliances	150-200%	--	150-200%	150-250%	--	150-250%
Electronics	125-150%	--	100-150%	125-150%	--	100-150%
Enamelware	100-200%	--	--	100-150%	--	--
Garments	100-200%	100-150%	100-200%	100-200%	100-200%	100-200%
Gloves	120-150%	100-130%	--	100-200%	100-130%	--
Handbags	130-200%	100-150%	100-200%	130-200%	100-150%	133-200%
Iron and steel basic industries	130-200%	--	--	150-200%	--	--
Leather footwear	100-200%	100%	100-200%	150-200%	100-110%	100-200%
Metal torch cases	100-150%	100%	150%	100-200%	100%	150-200%
Paper boxes	100-200%	--	--	150-200%	--	--
Plastic flowers	100-200%	100-150%	100-200%	100-200%	100-150%	100-200%
Plastic products, miscellaneous	100-200%	--	100-200%	150-200%	--	150-200%
Plastic toys	125-200%	--	100-160%	100-200%	--	100-200%
Printing	150%	100-150%	150-200%	150%	100-150%	100-200%
	(for other printing only)	(for other printing only)		(for other printing only)	(for other printing only)	

(to be 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%	100-150%	150%	100-150%	100%	100-200%
Torch bulbs	100-200%	100%	100%	100-200%	100-200%	100%
Watch cases	150-200%	100-150%	150-200%	150-200%	100%	150-200%
Wigs	--	100%	150%	--	100%	150%
Wooden furniture and fixtures	150-200%	--	150-200%	100%	--	100%
Wrist watch bands	150-200%	100-200%	100-200%	150-200%	100-200%	100-200%
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	--	--	150-170%	--	--	100-170%
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.

C. Bonuses

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Bleaching and dyeing	2-7 days' pay per month to daily and monthly rated workers.	18 days'-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; 1-2 days' pay per month to piece 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; 1-2 months' pay to monthly rated workers.	A long service bonus to workers.
Cotton weaving	3-6 days' pay per month to daily and piece rated workers.	10 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	--	--	--

(to be continued)

Table 6 (continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Electrical appliances	2-4 days' pay per month to daily rated workers.	7-33 days' pay to daily rated workers; 1-2 months' pay to monthly rated workers.	--
Electronics	2-8 days' pay per month to daily rated workers.	11 days'-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 days' pay per month to daily rated workers; ½-3 days' pay per month to piece rated workers.	2 days'-1 month's pay to daily 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; 1-3 days' pay per month to piece rated workers.	7-16 days' pay to daily and piece rated workers; 17 days'-2 months' pay to monthly rated workers.	Variable efficiency bonuses to certain occupations.
Iron and steel basic industries	--	½-1 month's pay to daily rated workers; 1 month's pay to monthly rated workers.	--
Leather footwear	--	1 month's pay to monthly rated workers.	--
Metal torch cases	1/3-4 days' pay per month to daily rated workers.	2 days'-1 month's pay to daily rated workers; 7 days'-2½ months' pay to monthly rated workers.	--
Paper boxes	2-4 days' pay per month to daily rated workers.	8 days'-1½ months' pay to daily rated workers; 1-1½ months' pay to monthly rated workers.	--
Plastic flowers	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.	--
Plastic products, miscellaneous	½-3 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.	--
Plastic toys	2-4 days' pay per month to daily rated workers.	8-36 days' pay to daily rated workers; 1-4 months' pay to monthly rated workers.	Efficiency bonus to certain occupations.
Printing	1-2 days' pay per month to monthly rated workers of the other printing industry.	1/3-1½ months' pay to monthly rated workers.	--
Rubber footwear	--	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 day's-1 month's pay to daily rated workers; 1-2 months' pay to monthly rated workers.	--
Watch cases	2-3 days' pay per month to daily and piece rated workers; 1-3 days' pay per month to monthly rated workers.	8 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.	--

(to be continued)

C. Bonuses (continued)

Industry/Service	Attendance Bonus	Lunar New Year Bonus	Other Bonuses
Bus and tramway operators	Full attendance bonus to all workers at \$50.00 per month except workers in the Workshop and Engineering Department who are paid 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 company; bonuses of \$1.40 per day to queue controllers (formerly known as conductors) and \$1.50 per day to assistant regulators at the discretion of one bus company; bonuses of \$3.50-\$4.50 per day to fitters at the discretion of one bus company; bonuses of \$2.50 per day to regulators with up to 10 years' service and \$2.00 per day to those with less than 10 years' service at the discretion of one bus company.
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.	--
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 65% 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.	--
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.	--

Table 6 (continued)

D. Allowances

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Bleaching and dyeing	\$2.00-\$15.00 for each rotating night shift.	\$1.50-\$8.00 per day. *	A transport allowance of \$1.00-\$4.00 per day. #
Cotton knitting	--	--	--
Cotton spinning	\$2.00-\$10.70 for each rotating night shift.	\$0.30-\$5.00 per day. *	A transport allowance of \$0.20-\$2.50 per day. #
Cotton weaving	--	--	--
Woolen 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 \$0.50-\$3.00 per day. #
Enamelware	\$2.00-\$5.00 for each rotating night shift.	--	--
Garments	--	--	--
Gloves	--	--	--
Handbags	--	--	--
Iron and steel basic industries	--	--	--
Leather footwear	--	--	--
Metal torch cases	--	--	--
Paper boxes	--	\$2.50-\$10.00 per day. *	--
Plastic flowers	--	--	--
Plastic products, miscellaneous	--	--	--
Plastic toys	--	--	--
Printing	--	\$4.30-\$7.70 per day for job printing and other printing. *	--
Rubber footwear	--	--	--
Torch bulbs	--	--	--
Watch cases	--	--	--
Wigs	--	--	--
Wooden furniture and fixtures	--	--	--
Wrist watch bands	--	--	--

(to be continued)

D. Allowances (continued)

Industry/Service	Shift Allowance	Food Allowance	Other Allowances
Bus and tramway operators	\$1.50-\$2.00 per day	\$2.00-\$2.50 for each rotating shift	A special allowance of \$7.00-7.70 per day to all workers in one bus company; a general allowance of \$17.80-\$29.50 per day to all workers in 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, \$10.00 per week to chargehands and \$15.00-\$20.00 per week to working foremen by the tramway company; a funeral allowance of \$600.00 to deceased employees by the tramway company.
Electricity supply	15% of basic wage to shift workers by one concern.	--	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 \$250.00 for each child on primary education and \$400.00 for each child on secondary or higher education by one concern; an electricity allowance of 100-200 units a month for workers whose meters are registered in their names; a funeral allowance of \$800.00 to all deceased employees with more than one year's service by one concern.
Gas manufacture and distribution	17% 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, \$400.00 for each 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 person per day to ferry crews and ropemen by one concern.	A funeral expense of \$1,000.00 to a deceased employee if death occurred during employment, \$50.00 per month to workers who hold appropriate Local Certificate of Competency, 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	--	--	--
Telephone service	--	\$5.00 to workers during overtime or working in outlying areas as meal allowance.	An allowance of \$2.50-\$5.00 a day to technical staff who drive two, three or four-wheeled vehicles.
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.

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 days.	--	--	12-36 days.	--
Cotton weaving	17 days.	--	15 days to monthly rated workers.	12-36 days.	--
Woollen knitting	17-24 days.	7-10 days to monthly rated workers.	12-30 days to monthly rated workers.	12 days.	1 month to monthly rated workers.
Bakery products	17 days.	--	--	12-36 days.	--
Dockyards	17-29 days.	--	3 months to monthly rated workers.	12 days-3 months.	--
Electrical appliances	17 days.	1-7 days to monthly rated workers.	12 days-1 month to monthly rated workers.	12-36 days.	3 days-1 month to monthly rated workers.
Electronics	17-18 days.	--	12-36 days to monthly rated workers.	12-36 days.	--
Enamelware	17 days.	--	--	12 days.	--
Garments	17-22 days.	6-7 days to monthly rated workers.	12-36 days to monthly rated workers.	12 days.	30-40 days to monthly rated workers.
Gloves	17 days.	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	17-18 days.	--	--	12 days.	--
Leather footwear	17 days.	--	--	12 days.	--
Metal torch cases	17 days.	--	--	12-14 days.	--
Paper boxes	17-18 days.	--	--	12 days.	--
Plastic flowers	17 days.	7-14 days to monthly rated workers.	12 days to monthly rated workers.	12-24 days.	1-1½ months to monthly rated workers.
Plastic products, miscellaneous	17 days.	2-7 days to monthly rated workers.	12-20 days to monthly rated workers.	12-36 days.	--
Plastic toys	17-20 days.	--	12-90 days to monthly rated workers.	12-36 days.	14-45 days to monthly rated workers.
Printing	17-30 days.	7-12 days to monthly rated workers of the other printing industry.	12-15 days to monthly rated workers.	12 days.	7-56 days to monthly rated workers.
Rubber footwear	17 days.	--	12-24 days to monthly rated workers.	12 days.	14 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	
Torch bulbs	17-21 days.	--	12 days to monthly rated workers.	12 days.	--
Watch cases	17-19 days.	5-14 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-35 days to monthly rated workers.
Wooden furniture and fixtures	17 days.	--	--	12 days.	--
Wrist watch bands	17 days.	--	12 days to monthly rated workers.	12-36 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.	--	--
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	29 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 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.	2-17 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.

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.*	--	Free.
Enamelware	Free for some occupations.*	--	Free.
Garments	Free for some occupations.*	--	--
Gloves	Free for some occupations.*	--	--
Handbags	Free for some occupations.*	--	--
Iron and steel basic industries	Free for some occupations.*	--	--
Leather footwear	--	--	--
Metal torch cases	Free for some occupations.*	--	--
Paper boxes	Free for some occupations.*	--	--
Plastic flowers	Free for some occupations.*	--	--

Industry/Service	Free/Subsidised Food	Free/Subsidised Accommodation	Free/Subsidised Transport
Plastic products, miscellaneous	Free for some occupations.*	--	--
Plastic toys	Free for some occupations.*	--	--
Printing	Free for some occupations.*	--	--
Rubber footwear	Free for some occupations.*	--	--
Torch bulbs	Free for some occupations.*	--	--
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	--	--	--
Godown	--	Subsidised for selected employees.	--
Government services (Model I Officers)	--	Subsidised in certain circumstances.	--
Motor vehicle repairing	Free for some occupations.*	--	--

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

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

Industry/Service	Provident Fund	Gratuities	Medical Treatment	Other Benefits
Bleaching and dyeing	--	--	Free to workers.	--
Cotton knitting	--	--	--	--
Cotton spinning	--	Death gratuity provided.	Free to workers.	--
Cotton weaving	--	--	--	--
Woollen knitting	--	--	--	--
Bakery products	--	--	--	5%-30% purchase discount.
Dockyards	1 month's basic wage for each complete year of service.	Death gratuity provided.	Free to workers and families.	Recreational activities organised for workers.

Industry/Service	Provident Fund	Gratuities	Medical Treatment	Other Benefits
Electrical appliances	--	--	--	--
Electronics	--	--	--	Recreational activities organised for workers.
Enamelware	--	--	--	--
Garments	--	--	--	Recreational activities organised for workers.
Gloves	--	--	--	Recreational activities organised for workers.
Handbags	--	--	Free to workers.	--
Iron and steel basic industries	--	--	--	--
Leather footwear	--	--	--	--
Metal torch cases	--	--	--	Recreational activities organised for workers.
Paper boxes	--	--	--	--
Plastic flowers	--	--	--	--
Plastic products, miscellaneous	--	--	--	Recreational activities organised for workers.
Plastic toys	--	--	--	Recreational activities organised for workers.
Printing	--	Death gratuity provided in the newspaper printing industry.	--	Recreational activities organised for workers of other printing industry.
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 completed 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)

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

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

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

Table 7

MEDIAN AND QUANTILES OF AVERAGE DAILY WAGES EXCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS, SEPTEMBER 1979 (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>	35.38	29.17	30.49	41.35	33.67	37.96	51.58	41.47	46.36	45.45	35.73	40.55
<u>Manufacturing</u>	32.81	29.15	29.95	42.32	33.64	36.08	55.40	41.50	45.26	46.99	35.73	40.39
Textiles	30.44	29.76	30.15	35.98	34.19	35.13	44.19	39.61	42.02	41.43	36.21	39.06
Bleaching and dyeing	29.36	26.65	28.83	35.42	28.24	34.48	49.12	29.98	48.46	45.15	30.73	43.87
Cotton knitting	34.74	29.63	30.94	44.65	42.14	44.31	56.73	55.41	55.70	47.92	42.57	44.24
Cotton spinning	30.05	30.64	30.32	32.70	33.72	33.24	37.88	36.64	37.02	35.09	33.89	34.51
Cotton weaving	31.74	29.85	30.81	38.41	33.88	35.87	44.01	38.72	41.90	40.72	35.32	38.23
Woollen knitting	35.28	28.27	30.17	45.96	39.66	40.41	57.15	44.85	49.53	47.26	38.84	41.10
Bakery products	37.22	28.58	36.35	41.73	38.29	39.04	53.47	39.34	48.63	45.82	35.28	41.47
Dockyards	46.21	40.50	46.08	51.76	41.00	51.68	54.36	41.50	54.30	52.04	40.03	51.95
Electrical appliances	33.68	27.37	28.29	42.93	29.70	31.27	51.67	31.29	39.52	46.85	30.58	36.83
Electronics	29.42	30.65	30.50	35.01	33.23	33.50	49.85	37.51	37.96	43.76	34.50	36.29
Enamelware	37.14	28.92	36.49	41.95	30.69	40.20	43.35	31.78	43.20	41.53	30.85	40.43
Garments	31.58	32.97	32.54	41.90	40.87	40.93	56.52	45.47	47.41	46.01	39.72	41.07
Gloves	32.54	33.49	33.36	41.55	37.13	37.38	51.02	40.92	41.27	43.73	37.69	38.48
Handbags	33.12	27.71	30.28	40.71	34.75	35.44	52.56	46.23	47.23	43.51	37.08	38.78
Iron and steel basic industries	44.00	35.88	43.88	49.94	42.88	49.69	70.10	43.81	69.57	56.40	43.97	56.07
Leather footwear	44.35	29.96	42.94	51.93	47.80	50.71	64.84	51.96	60.15	56.71	44.77	52.71
Metal torch cases	29.50	25.51	26.43	35.36	27.52	28.87	46.06	29.10	33.56	38.68	27.57	32.14
Paper boxes	34.24	28.75	33.85	41.17	33.00	40.88	49.29	38.50	48.97	42.69	34.11	42.36
Plastic flowers	37.44	27.54	29.38	45.51	32.03	33.70	57.60	33.77	43.01	48.27	31.20	37.74
Plastic products, miscellaneous	36.99	26.22	28.85	45.38	28.53	37.96	63.56	32.94	51.81	52.60	30.31	44.81
Plastic toys	34.14	28.42	28.66	48.44	29.42	29.94	59.50	31.46	35.19	50.50	30.74	35.53
Printing	40.07	31.06	38.78	46.70	35.41	45.29	56.00	40.88	55.36	48.54	35.66	46.40
Rubber footwear	35.07	30.54	31.81	43.61	43.86	43.72	51.44	46.59	50.01	44.73	38.86	41.97
Torch bulbs	32.30	28.46	29.35	39.35	32.14	37.23	51.96	43.21	48.39	43.72	35.92	39.56
Watch cases	45.27	34.82	38.63	66.60	36.93	61.05	91.02	38.90	83.72	68.91	36.91	62.46
Wigs	39.50	40.39	40.33	57.00	45.05	45.74	69.69	47.66	48.96	63.71	45.20	48.12
Wooden furniture and fixtures	65.15	33.50	64.68	67.41	34.67	67.29	69.68	35.67	69.62	65.38	34.61	64.59
Wrist watch bands	39.00	29.93	30.83	56.00	31.16	33.92	71.08	32.80	52.88	54.80	32.40	42.77

(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
Public utilities	38.62	-	38.62	39.99	-	39.99	50.49	-	50.49	43.74	-	43.74
Bus and tramway operators	38.37	-	38.37	39.04	-	39.04	39.71	-	39.71	39.40	-	39.40
Electricity supply	41.51	-	41.51	46.30	-	46.30	52.78	-	52.78	46.01	-	46.01
Taxi	20.40	-	20.40	21.12	-	21.12	21.84	-	21.84	20.50	-	20.50
Telephone service	50.03	-	50.03	50.74	-	50.74	51.44	-	51.44	48.78	-	48.78
Godown	45.68	-	45.68	47.15	-	47.15	48.94	-	48.94	47.55	-	47.55
Motor vehicle repairing	27.67	31.45	27.84	43.74	34.72	42.85	52.79	40.47	51.70	45.23	36.22	44.67

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

Table 8

MEDIANS AND QUANTILES OF AVERAGE DAILY WAGES INCLUDING FRINGE BENEFITS
FOR INDUSTRIAL WORKERS, SEPTEMBER 1979 (in HK\$)

Industry/Service	Lower Quartile			Median			Upper Quartile			Mean		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Overall	44.48	35.30	37.97	51.79	41.06	46.59	62.56	48.51	54.81	55.46	42.61	48.38
Manufacturing	41.82	35.29	37.02	51.85	41.07	44.45	66.07	48.52	53.68	57.21	42.62	48.11
Textiles	42.79	40.55	42.05	49.58	45.26	47.93	58.67	52.61	55.97	56.20	46.78	51.19
Bleaching and dyeing	42.77	40.59	42.23	49.95	42.28	48.93	68.04	45.15	66.80	63.40	44.88	61.76
Cotton knitting	38.90	33.32	34.40	50.38	47.90	49.19	67.34	61.08	61.83	55.06	47.13	49.61
Cotton spinning	42.18	43.20	42.83	46.62	47.88	47.03	52.92	52.07	52.41	49.15	47.89	48.55
Cotton weaving	43.66	39.90	42.29	51.67	45.39	48.61	58.25	52.34	56.62	54.38	47.36	51.14
Woollen knitting	40.07	30.29	32.81	53.15	42.29	43.06	64.07	49.17	53.97	53.40	42.41	45.37
Bakery products	43.27	34.53	42.49	47.33	46.29	46.60	59.47	47.34	54.90	52.34	42.41	48.24
Dockyards	49.50	42.50	48.55	54.80	43.00	54.76	57.42	43.50	57.40	55.28	42.42	55.18
Electrical appliances	41.28	33.37	34.34	51.84	35.94	37.64	62.45	37.76	48.72	55.28	36.97	44.00
Electronics	39.37	40.25	40.11	43.79	41.91	41.98	59.71	47.21	48.40	54.47	44.36	46.32
Enamelware	45.49	36.92	44.72	50.45	38.79	49.00	52.91	40.50	52.61	51.41	38.62	50.09
Garments	35.28	37.31	36.73	47.14	45.55	45.71	64.84	51.19	53.18	53.13	44.85	46.63

(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
Gloves	37.31	35.64	35.78	50.70	39.38	39.89	59.25	43.01	43.50	50.58	40.53	41.85
Handbags	37.87	31.52	34.52	46.98	40.55	41.39	59.13	52.37	53.47	50.51	42.33	44.50
Iron and steel basic industries	50.00	41.88	49.88	55.96	48.88	55.78	79.34	49.81	78.85	64.01	50.35	63.65
Leather footwear	48.08	31.46	46.36	56.92	52.29	53.39	71.82	57.50	64.24	61.22	48.02	56.81
Metal torch cases	33.99	29.49	30.25	40.21	31.52	32.92	51.97	33.10	37.67	43.93	31.54	36.64
Paper boxes	46.55	38.75	45.77	53.57	45.00	53.26	61.67	48.50	61.25	55.92	45.58	55.51
Plastic flowers	44.40	33.44	35.76	53.14	38.13	39.82	66.36	40.02	49.09	56.32	37.38	44.63
Plastic products, miscellaneous	42.62	31.79	36.41	53.59	35.17	47.12	74.92	37.39	61.28	62.98	36.39	53.69
Plastic toys	44.06	34.55	34.85	59.01	35.57	36.70	72.35	38.67	43.83	61.98	37.64	43.53
Printing	50.32	39.36	48.47	56.72	45.34	55.38	68.38	48.19	67.25	59.15	44.43	57.36
Rubber footwear	39.05	32.56	33.92	47.82	48.02	47.88	58.35	52.46	53.88	49.72	42.96	46.54
Torch bulbs	40.59	33.89	35.51	50.19	39.49	43.69	58.90	47.40	54.38	51.56	41.46	46.18
Watch cases	54.16	41.17	45.31	78.45	43.16	71.26	104.05	45.06	99.82	81.97	43.96	74.31
Wigs	48.25	44.48	44.69	70.31	52.00	52.41	81.88	55.03	55.98	74.64	51.70	55.16
Wooden furniture and fixtures	68.50	35.50	67.73	72.09	36.80	71.96	74.58	38.00	74.51	69.84	37.40	69.00
Wrist watch bands	47.03	35.62	36.63	65.19	37.05	40.07	81.66	38.84	63.13	64.56	38.40	50.51
<u>Public utilities</u>	50.33	-	50.33	51.93	-	51.93	61.04	-	61.04	54.00	-	54.00
Bus and tramway operators	50.36	-	50.36	51.14	-	51.14	51.93	-	51.93	51.16	-	51.16
Electricity supply	49.51	-	49.51	56.30	-	56.30	62.30	-	62.30	55.22	-	55.22
Taxi	22.60	-	22.60	23.23	-	23.23	23.86	-	23.86	23.96	-	23.96
Telephone service	60.09	-	60.09	61.84	-	61.84	63.60	-	63.60	57.37	-	57.37
Godown	51.75	-	51.75	53.17	-	53.17	55.04	-	55.04	54.10	-	54.10
Motor vehicle repairing	33.68	39.45	33.85	53.74	42.84	52.85	65.23	50.47	64.30	55.59	44.77	54.91

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

Table 9

NUMBER OF INDUSTRIAL WORKERS IN ESTABLISHMENTS SELECTED FOR THE WAGE SURVEY COMPARED WITH
THAT IN ALL ESTABLISHMENTS OF PARTICULAR INDUSTRIES AND SERVICES, SEPTEMBER 1979

Industry/Service	Wage Survey		All Establishments	
	No. of Selected Establishments	No. of Operatives	No. of Establishments	No. of Operatives
<u>Overall</u>	358	119 972	23 597	584 538
<u>Manufacturing</u>	295	86 787	23 110	545 888
Textiles	64	15 223	1 878	65 582
Bleaching and dyeing	9	3 341	318	10 121
Cotton knitting	12	1 443	343	4 516
Cotton spinning	9	4 182	34	15 652
Cotton weaving	24	5 198	398	25 472
Woollen knitting	10	1 059	785	9 821
Bakery products	7	892	537	4 405
Dockyards	1	1 593	94	7 108
Electrical appliances	7	3 775	491	15 839
Electronics	12	10 442	1 041	77 663
Enamelware	6	340	20	547
Garments	44	25 013	6 904	194 662
Gloves	9	1 070	462	11 664
Handbags	7	1 550	834	15 238
Iron and steel basic industries	7	575	174	2 668
Leather footwear	7	511	426	5 271
Metal torch cases	7	2 432	43	4 853
Paper boxes	7	283	833	7 033
Plastic flowers	16	1 253	401	4 390
Plastic products, miscellaneous	12	2 576	2 608	32 675

(to be continued)

Table 9 (continued)

Industry/Service	Wage Survey		All Establishments	
	No. of Selected Establishments	No. of Operatives	No. of Establishments	No. of Operatives
Plastic toys	16	11 985	1 613	43 643
Printing	23	2 548	2 450	20 344
Rubber footwear	10	862	216	3 339
Torch bulbs	7	700	107	2 111
Watch cases	7	1 329	390	11 205
Wigs	5	225	38	542
Wooden furniture and fixtures	7	465	1 171	7 483
Wrist watch bands	7	1 145	379	7 623
<u>Public utilities</u>	52	18 368	12 ⁽²⁾	20 807 ⁽²⁾
Bus and tramway operators	3	7 273	5	8 899
Electricity supply	2	3 103	3	3 428
Gas manufacture and distribution	1	516	1	516
Harbour ferry service	2	1 867	2	1 867
Taxi	43	1 152	-	-
Telephone service	1	4 457	1	6 097
<u>Services</u>	11	14 817	475	17 843
Godown	1	189	15	1 034
Government services	-	11 893	-	11 893
Motor vehicle repairing	10	2 735	460	4 916

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

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

Table 10

CONSUMER PRICE INDEX (A), APRIL 1979 TO SEPTEMBER 1979

(July 1973 - June 1974 = 100)

Item	1979					
	April	May	June	July	August	September
Food-stuffs	134	131	132	135	141	141
Housing	140	141	143	144	144	146
Fuel and light	149	167	168	179	191	193
Alcoholic drinks & tobacco	156	157	158	158	161	167
Clothing and footwear	106	109	110	110	111	112
Durable goods	123	125	126	127	128	129
Miscellaneous goods	141	142	143	145	146	147
Transport and vehicles	148	150	151	152	152	159
Services	144	146	147	147	148	148
All items	137	136	137	140	144	145