

Quarterly Report of Wages, Salaries and Employee Benefits Statistics

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Wages and Labour Costs Statistics Section,
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SURVEY OF WAGES, SALARIES & EMPLOYEE BENEFITS

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PART I : SURVEY RESULTS

SUMMARY OF RESULTS

The overall Nominal Wage Index, at 128.6 in December 1985, shows increases of 0.6% when compared with September 1985 and of 6.2% when compared with December 1984.

Comparing December 1985 with September 1985, the Nominal Wage Index for the manufacturing sector increased by 0.5%, for the wholesale/retail, import/export trades and restaurants and hotels sector by 1.5%, for the transport services sector by 0.1% and for the business services sector by 0.5% while that for the personal services sector decreased by 0.1%.

Comparing December 1985 with December 1984, the Nominal Wage Index for the manufacturing sector increased by 6.0%, for the wholesale/retail, import/export trades and restaurants and hotels sector by 4.7% , for the transport services sector by 9.8%, for the business services sector by 8.2% and for the personal services sector by 6.6%.

The Nominal Wage Indexes for the period December 1984 to December 1985 for selected major economic sectors are given in the table below :

Table 1 : Nominal Wage Indexes by Selected Major Economic Sectors

Selected Major Economic Sectors	Indexes (March 1982 = 100)				
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985
Manufacturing	120.8	124.6	126.7	127.5	128.1
Wholesale/Retail, Import/Export trades and Restaurants and Hotels	117.1	120.2	120.0	120.8	122.6
Transport Services	132.6	138.4	142.5	145.4	145.6
Business Services	121.1	126.1	129.9	130.3	131.0
Personal Services	116.8	120.6	122.4	124.6	124.5
All Sectors Above	121.1	124.9	126.7	127.8	128.6

The overall Real Wage Index stood at 101.3 in December 1985. The index increased by 1.9% when compared with September 1985 and increased by 3.5% when compared with December 1984.

Comparing December 1985 with September 1985, the Real Wage Index for the manufacturing sector increased by 1.7%, for the wholesale/retail, import/export trades and restaurants and hotels sector by 2.8%, for the transport services sector by 1.3%, for the business services sector by 1.7% and for the personal services sector by 1.2%.

Comparing December 1985 with December 1984, the Real Wage Index for the manufacturing sector increased by 3.2%, for the wholesale/retail, import/export trades and restaurants and hotels sector by 2.0%, for the transport services sector by 6.9%, for the business services sector by 5.3% and for the personal services sector by 3.8%.

The Real Wage Indexes for the period December 1984 to December 1985 for selected major economic sectors are given in the table below :

Table 2 : Real Wage Indexes by Selected Major Economic Sectors

Selected Major Economic Sectors	Indexes (March 1982 = 100)				
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985
Manufacturing	97.7	99.1	100.4	99.1	100.8
Wholesale/Retail, Import/Export trades and Restaurants and Hotels	94.6	95.5	95.1	93.9	96.5
Transport Services	107.2	110.0	112.9	113.1	114.6
Business Services	97.9	100.3	103.0	101.4	103.1
Personal Services	94.5	95.9	97.0	96.9	98.1
All Sectors Above	97.9	99.3	100.4	99.4	101.3

Table 1 : Time series of nominal wage indexes analysed by industry by broad occupational group for December 1984 and March, June, September, December 1985
(March 1982 = 100)

(The indexes measure the change in the amount of money earned as wages)

Industry/broad occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HK\$	HK\$
<u>Bakery products</u>							
Craftsmen & other operatives	117.8	123.6	124.5	125.8	137.6	111	
Supervisory, technical, clerical & miscellaneous non-production workers	140.9	147.4	149.9	153.8	163.4		3 029
All employees	127.2	133.4	134.9	137.1	148.3		
<u>Garments</u>							
Craftsmen & other operatives	114.6	117.2	117.6	117.5	118.0	102	
Supervisory, technical, clerical & miscellaneous non-production workers	124.0	129.1	133.2	133.8	133.9		2 860
All employees	116.5	119.5	120.6	120.6	121.0		
<u>Gloves</u>							
Craftsmen & other operatives	131.4	133.8	135.7	138.7	139.1	81	
Supervisory, technical, clerical & miscellaneous non-production workers	128.6	134.5	135.5	135.5	137.3		2 632
All employees	131.1	133.9	135.7	138.3	138.9		
<u>Handbags</u>							
Craftsmen & other operatives	114.3	116.5	118.5	120.7	122.1	89	
Supervisory, technical, clerical & miscellaneous non-production workers	122.6	127.2	130.7	130.5	131.0		2 891
All employees	116.3	119.0	121.4	123.0	124.2		
<u>Footwear</u>							
Craftsmen & other operatives	106.2	106.2	105.9	105.6	106.3	116	
Supervisory, technical, clerical & miscellaneous non-production workers	116.0	118.9	120.2	120.7	120.6		2 822
All employees	107.9	108.3	108.3	108.1	108.7		
<u>Cotton spinning & weaving</u>							
Craftsmen & other operatives	118.1	123.0	126.0	126.4	127.2	96	
Supervisory, technical, clerical & miscellaneous non-production workers	125.7	130.8	133.5	134.1	135.0		2 604
All employees	120.5	125.5	128.4	128.8	129.6		

Table 1 (Cont'd)

Industry/broad occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HKS	HKS
<u>Knitting</u>							
Craftsmen & other operatives	121.5	123.1	125.7	125.3	126.3	100	
Supervisory, technical, clerical & miscellaneous non-production workers	128.9	134.4	139.5	139.8	140.6		3 083
All employees	124.0	126.7	130.1	129.9	130.8		
<u>Bleaching & dyeing</u>							
Craftsmen & other operatives	121.4	126.0	131.0	131.7	132.1	122	
Supervisory, technical, clerical & miscellaneous non-production workers	122.5	126.7	133.8	135.6	137.4		4 008
All employees	121.8	126.3	132.0	133.1	134.0		
<u>Wooden furniture & fixtures</u>							
Craftsmen & other operatives	102.8	106.2	111.0	112.8	113.5	142	
Supervisory, technical, clerical & miscellaneous non-production workers	121.2	127.2	131.2	130.6	132.1		3 071
All employees	105.4	109.2	113.9	115.5	116.3		
<u>Paper boxes</u>							
Craftsmen & other operatives	120.7	121.9	131.2	131.4	130.8	121	
Supervisory, technical, clerical & miscellaneous non-production workers	130.5	134.4	143.4	142.8	141.8		3 084
All employees	124.6	126.9	136.1	136.0	135.2		
<u>Printing</u>							
Craftsmen & other operatives	125.2	127.3	133.7	134.6	134.3	128	
Supervisory, technical, clerical & miscellaneous non-production workers	120.7	124.2	129.2	131.4	131.6		3 458
All employees	123.5	126.1	132.0	133.4	133.3		
<u>Plastic products</u>							
Craftsmen & other operatives	119.3	121.7	123.9	123.1	123.5	89	
Supervisory, technical, clerical & miscellaneous non-production workers	135.7	139.3	142.6	143.9	143.4		3 315
All employees	122.9	125.6	128.0	127.7	127.9		

Table 1 (Cont'd)

Industry/broad occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985		
						Dec. 1985 HK\$	Dec. 1985 HK\$
<u>Metal products</u>							
Craftsmen & other operatives	119.5	122.0	125.0	126.7	127.7	96	
Supervisory, technical, clerical & miscellaneous non-production workers	131.0	133.5	134.8	136.6	135.9		3 130
All employees	123.3	125.8	128.3	130.1	130.5		
<u>Wrist watch bands</u>							
Craftsmen & other operatives	114.7	120.1	125.5	125.7	124.6	97	
Supervisory, technical, clerical & miscellaneous non-production workers	122.6	127.6	129.3	129.1	129.9		3 226
All employees	116.6	121.8	126.4	126.5	125.9		
<u>Electrical appliances</u>							
Craftsmen & other operatives	133.3	140.5	141.5	143.2	142.1	83	
Supervisory, technical, clerical & miscellaneous non-production workers	115.8	121.6	122.7	123.0	123.0		3 090
All employees	128.2	135.0	136.0	137.3	136.5		
<u>Electronics</u>							
Craftsmen & other operatives	124.6	128.2	130.0	132.5	133.3	88	
Supervisory, technical, clerical & miscellaneous non-production workers	122.8	126.1	129.6	130.7	131.3		3 213
All employees	124.1	127.7	130.0	132.1	132.8		
<u>Boatyards & shipyards</u>							
Craftsmen & other operatives	129.7	136.1	137.2	142.2	144.0	131	
Supervisory, technical, clerical & miscellaneous non-production workers	122.3	123.9	126.7	125.4	125.5		3 738
All employees	128.0	133.2	134.8	138.3	139.7		
<u>Photographic & optical goods</u>							
Craftsmen & other operatives	136.9	152.6	154.3	155.5	160.4	94	
Supervisory, technical, clerical & miscellaneous non-production workers	117.6	127.9	129.1	129.1	129.8		3 453
All employees	132.8	147.2	148.8	149.8	153.6		

Table 1 (Cont'd)

Industry/broad occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HK\$	HK\$
<u>Watches & clocks</u>							
Craftsmen & other operatives	121.5	126.9	128.9	131.7	131.8	90	
Supervisory, technical, clerical & miscellaneous non-production workers	132.4	138.6	142.0	142.0	141.9		3 116
All employees	124.6	130.3	132.6	134.6	134.7		
<u>Jewellery</u>							
Craftsmen & other operatives	112.1	116.2	117.0	116.5	116.5	178	
Supervisory, technical, clerical & miscellaneous non-production workers	132.9	141.7	144.5	145.3	144.1		4 181
All employees	117.3	122.5	123.7	123.5	123.3		
<u>MANUFACTURING</u>							
Craftsmen & other operatives	119.4	122.9	124.5	125.3	126.0	100	
Supervisory, technical, clerical & miscellaneous non-production workers	125.4	130.0	133.6	134.4	134.7		3 128
All employees	120.8	124.6	126.7	127.5	128.1		
<u>Wholesale</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	127.1	132.4	137.2	136.6	137.1		3 188
<u>Retail</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	126.1	134.8	132.2	132.8	138.9		3 153
<u>Import/Export</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	140.1	146.3	150.6	151.9	156.0		3 943
<u>Restaurants, exclusively Chinese</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	110.5	111.6	110.7	111.7	112.9		3 180
<u>Restaurants, other than Chinese</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	117.0	119.8	121.3	121.3	121.4		3 313
<u>Hotels</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	122.8	131.3	132.7	132.2	132.2		2 994
<u>WHOLESALE/RETAIL TRADES, RESTAURANTS</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	117.1	120.2	120.0	120.8	122.6		3 208
<u>Air freight forwarder/Travel agency</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	122.3	131.8	134.3	135.9	135.6		2 900

Table 1 (Cont'd)

Industry/broad occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HK\$	HK\$
<u>TRANSPORT SERVICES</u>							
Craftsmen & other operatives	*	*	*	*	*	*	
Supervisory, technical, clerical & miscellaneous non-production workers	124.3	132.3	133.6	136.4	136.7		3 722
All employees	132.6	138.4	142.5	145.4	145.6		
<u>Banks</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	120.8	125.3	129.0	129.6	130.1		4 183
<u>Insurance</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	127.3	136.4	142.7	142.7	144.5		3 952
<u>Technical consultancy firms</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	116.4	120.4	122.5	122.4	122.7		4 641
<u>BUSINESS SERVICES</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	121.1	126.1	129.9	130.3	131.0		4 205
<u>Sanitary & similar services</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	119.4	122.1	123.5	124.5	124.9		1 693
<u>Motor vehicle repairing</u>							
Craftsmen & other operatives	108.0	114.2	118.6	124.7	123.7	144	
Supervisory, technical, clerical & miscellaneous non-production workers	111.8	119.6	119.7	125.1	123.5		3 316
All employees	109.7	116.7	119.2	125.0	123.7		
<u>PERSONAL SERVICES</u>							
Craftsmen & other operatives	108.0	114.2	118.6	124.7	123.7	144	
Supervisory, technical, clerical & miscellaneous non-production workers	118.3	121.7	123.0	124.5	124.7		1 862
All employees	116.8	120.6	122.4	124.6	124.5		
<u>ALL INDUSTRIES</u>							
Craftsmen & other operatives	120.6	124.1	126.0	127.0	127.7	103	
Supervisory, technical, clerical & miscellaneous non-production workers	121.5	125.6	127.4	128.5	129.5		3 273
All employees	121.1	124.9	126.7	127.8	128.6		

* Data suppressed for confidentiality reasons.

Table 2 : Time series of real wage indexes analysed by industry by broad occupational group for December 1984 and March, June, September, December 1985 (March 1982 = 100)

(The indexes measure the change in the purchasing power of money earned as wages)

Industry/broad occupational group	Real wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985 (in terms of March 1982 dollars)	Dec. 1985 (in terms of March 1982 dollars)
						HK\$	HK\$
<u>Bakery products</u>							
Craftsmen & other operatives	95.2	98.3	98.7	97.8	108.4	87	
Supervisory, technical, clerical & miscellaneous non-production workers	113.9	117.2	118.8	119.6	128.6		2 385
All employees	102.9	106.0	106.9	106.6	116.8		
<u>Garments</u>							
Craftsmen & other operatives	92.7	93.1	93.2	91.4	92.9	80	
Supervisory, technical, clerical & miscellaneous non-production workers	100.3	102.6	105.6	104.1	105.5		2 252
All employees	94.2	95.0	95.5	93.8	95.3		
<u>Gloves</u>							
Craftsmen & other operatives	106.2	106.4	107.5	107.9	109.5	64	
Supervisory, technical, clerical & miscellaneous non-production workers	104.0	106.9	107.3	105.4	108.1		2 072
All employees	106.0	106.5	107.5	107.5	109.4		
<u>Handbags</u>							
Craftsmen & other operatives	92.4	92.6	93.9	93.8	96.1	70	
Supervisory, technical, clerical & miscellaneous non-production workers	99.1	101.1	103.6	101.5	103.2		2 276
All employees	94.0	94.6	96.2	95.6	97.8		
<u>Footwear</u>							
Craftsmen & other operatives	85.9	84.4	83.9	82.1	83.7	91	
Supervisory, technical, clerical & miscellaneous non-production workers	93.8	94.5	95.2	93.9	95.0		2 222
All employees	87.2	86.1	85.8	84.0	85.6		
<u>Cotton spinning & weaving</u>							
Craftsmen & other operatives	95.5	97.8	99.9	98.3	100.1	76	
Supervisory, technical, clerical & miscellaneous non-production workers	101.7	104.0	105.8	104.3	106.3		2 050
All employees	97.4	99.7	101.7	100.2	102.1		

Table 2 (Cont'd)

Industry/broad occupational group	Real wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985 (in terms of March 1982 dollars)	Dec. 1985 (in terms of March 1982 dollars)
						HK\$	HK\$
<u>Knitting</u>							
Craftsmen & other operatives	98.2	97.8	99.6	97.4	99.4	79	
Supervisory, technical, clerical & miscellaneous non-production workers	104.2	106.8	110.6	108.7	110.7		2 428
All employees	100.2	100.7	103.1	101.0	103.0		
<u>Bleaching & dyeing</u>							
Craftsmen & other operatives	98.1	100.1	103.8	102.4	104.0	96	
Supervisory, technical, clerical & miscellaneous non-production workers	99.0	100.7	106.0	105.4	108.2		3 156
All employees	98.5	100.4	104.6	103.5	105.5		
<u>Wooden furniture & fixtures</u>							
Craftsmen & other operatives	83.1	84.5	88.0	87.7	89.4	112	
Supervisory, technical, clerical & miscellaneous non-production workers	98.0	101.1	104.0	101.6	104.0		2 418
All employees	85.2	86.8	90.3	89.8	91.6		
<u>Paper boxes</u>							
Craftsmen & other operatives	97.6	96.9	104.0	102.2	103.0	95	
Supervisory, technical, clerical & miscellaneous non-production workers	105.5	106.8	113.6	111.0	111.6		2 428
All employees	100.8	100.9	107.9	105.8	106.5		
<u>Printing</u>							
Craftsmen & other operatives	101.2	101.2	106.0	104.6	105.8	101	
Supervisory, technical, clerical & miscellaneous non-production workers	97.6	98.7	102.4	102.2	103.6		2 723
All employees	99.9	100.3	104.6	103.7	105.0		
<u>Plastic products</u>							
Craftsmen & other operatives	96.5	96.8	98.2	95.7	97.2	70	
Supervisory, technical, clerical & miscellaneous non-production workers	109.7	110.7	113.0	111.9	112.9		2 610
All employees	99.4	99.8	101.4	99.3	100.7		

Table 2 (Cont'd)

Industry/broad occupational group	Real wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985 (in terms of March 1982 dollars)	Dec. 1985 (in terms of March 1982 dollars)
						HK\$	HK\$
<u>Metal products</u>							
Craftsmen & other operatives	96.6	96.9	99.1	98.6	100.5	76	
Supervisory, technical, clerical & miscellaneous non-production workers	105.9	106.1	106.8	106.2	107.0		2 465
All employees	99.7	100.0	101.7	101.1	102.8		
<u>Wrist watch bands</u>							
Craftsmen & other operatives	92.8	95.5	99.5	97.7	98.1	76	
Supervisory, technical, clerical & miscellaneous non-production workers	99.1	101.4	102.5	100.4	102.3		2 540
All employees	94.2	96.8	100.2	98.4	99.1		
<u>Electrical appliances</u>							
Craftsmen & other operatives	107.7	111.7	112.2	111.4	111.9	65	
Supervisory, technical, clerical & miscellaneous non-production workers	93.6	96.7	97.2	95.7	96.8		2 433
All employees	103.6	107.3	107.8	106.8	107.5		
<u>Electronics</u>							
Craftsmen & other operatives	100.7	101.9	103.0	103.0	105.0	69	
Supervisory, technical, clerical & miscellaneous non-production workers	99.3	100.3	102.7	101.6	103.4		2 530
All employees	100.4	101.5	103.0	102.7	104.6		
<u>Boatyards & shipyards</u>							
Craftsmen & other operatives	104.9	108.1	108.7	110.6	113.4	103	
Supervisory, technical, clerical & miscellaneous non-production workers	98.9	98.5	100.4	97.5	98.8		2 943
All employees	103.5	105.9	106.8	107.5	110.0		
<u>Photographic & optical goods</u>							
Craftsmen & other operatives	110.6	121.3	122.2	120.9	126.3	74	
Supervisory, technical, clerical & miscellaneous non-production workers	95.1	101.7	102.3	100.4	102.2		2 719
All employees	107.4	117.0	117.9	116.5	120.9		

Table 2 (Cont'd)

Industry/broad occupational group	Real wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985 (in terms of March 1982 dollars)	Dec. 1985 (in terms of March 1982 dollars)
						HK\$	HK\$
<u>Watches & clocks</u>							
Craftsmen & other operatives	98.2	100.9	102.1	102.4	103.7	71	
Supervisory, technical, clerical & miscellaneous non-production workers	107.1	110.2	112.5	110.4	111.7		2 454
All employees	100.8	103.5	105.0	104.7	106.0		
<u>Jewellery</u>							
Craftsmen & other operatives	90.6	92.4	92.7	90.6	91.7	140	
Supervisory, technical, clerical & miscellaneous non-production workers	107.4	112.6	114.5	113.0	113.5		3 292
All employees	94.8	97.4	98.0	96.0	97.1		
<u>MANUFACTURING</u>							
Craftsmen & other operatives	96.5	97.7	98.7	97.4	99.2	79	
Supervisory, technical, clerical & miscellaneous non-production workers	101.3	103.3	105.9	104.5	106.0		2 463
All employees	97.7	99.1	100.4	99.1	100.8		
<u>Wholesale</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	102.8	105.3	108.7	106.2	108.0		2 510
<u>Retail</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	101.9	107.2	104.8	103.3	109.4		2 483
<u>Import/Export</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	113.3	116.3	119.3	118.1	122.8		3 105
<u>Restaurants, exclusively Chinese</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	89.3	88.7	87.7	86.8	88.9		2 504
<u>Restaurants, other than Chinese</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	94.6	95.2	96.2	94.4	95.6		2 609
<u>Hotels</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	99.3	104.4	105.1	102.8	104.1		2 357
<u>WHOLESALE/RETAIL TRADES, RESTAURANTS</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	94.6	95.5	95.1	93.9	96.5		2 526
<u>Air freight forwarder/Travel agency</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	98.8	104.8	106.4	105.7	106.8		2 283

Table 2 (Cont'd)

Industry/broad occupational group	Real wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985 (in terms of March 1982 dollars)	Dec. 1985 (in terms of March 1982 dollars)
						HK\$	HK\$
<u>TRANSPORT SERVICES</u>							
Craftsmen & other operatives	*	*	*	*	*	*	
Supervisory, technical, clerical & miscellaneous non-production workers	100.5	105.1	105.8	106.1	107.6		2 931
All employees	107.2	110.0	112.9	113.1	114.6		
<u>Banks</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	97.7	99.6	102.3	100.8	102.5		3 294
<u>Insurance</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	102.9	108.4	113.1	111.0	113.8		3 112
<u>Technical consultancy firms</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	94.1	95.7	97.0	95.2	96.6		3 654
<u>BUSINESS SERVICES</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	97.9	100.3	103.0	101.4	103.1		3 311
<u>Sanitary & similar services</u>							
Supervisory, technical, clerical & miscellaneous non-production workers	96.5	97.0	97.9	96.8	98.3		1 333
<u>Motor vehicle repairing</u>							
Craftsmen & other operatives	87.3	90.8	94.0	97.0	97.4	113	
Supervisory, technical, clerical & miscellaneous non-production workers	90.4	95.1	94.8	97.3	97.3		2 611
All employees	88.7	92.7	94.4	97.2	97.4		
<u>PERSONAL SERVICES</u>							
Craftsmen & other operatives	87.3	90.8	94.0	97.0	97.4	113	
Supervisory, technical, clerical & miscellaneous non-production workers	95.7	96.7	97.5	96.8	98.2		1 466
All employees	94.5	95.9	97.0	96.9	98.1		
<u>ALL INDUSTRIES</u>							
Craftsmen & other operatives	97.5	98.7	99.8	98.8	100.5	81	
Supervisory, technical, clerical & miscellaneous non-production workers	98.2	99.9	100.9	99.9	102.0		2 577
All employees	97.9	99.3	100.4	99.4	101.3		

* Data suppressed for confidentiality reasons.

Table 3 : Time series of nominal wage indexes analysed by economic sector by occupational group for December 1984 and March, June, September, December 1985 (March 1982 = 100)

(The indexes measure the change in the amount of money earned as wages)

Economic sector/ occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HK\$	HK\$
<u>MANUFACTURING</u>							
Supervisory & technical workers	127.0	131.9	136.1	136.8	137.3		4 183
Clerical & secretarial workers	123.7	128.6	131.8	132.2	131.9		2 895
Miscellaneous non-production workers	123.9	127.5	130.5	131.6	132.4		2 195
Craftsmen	123.7	128.0	130.6	131.9	133.4	135	
Other operatives	118.6	122.0	123.4	124.1	124.5	95	
<u>WHOLESALE/RETAIL TRADES, RESTAURANTS & HOTELS</u>							
Supervisory & technical workers	124.5	127.6	127.9	128.9	133.0		5 098
Clerical & secretarial workers	122.4	129.3	129.9	130.1	132.4		2 871
Services workers	112.7	114.5	114.1	115.0	116.0		3 029
Miscellaneous non-production workers	114.3	117.5	116.7	117.1	117.7		2 470
<u>TRANSPORT SERVICES</u>							
Supervisory & technical workers	126.4	133.5	134.0	136.7	136.7		4 999
Clerical & secretarial workers	129.2	136.0	138.2	142.3	143.1		3 097
Service workers	106.0	122.7	123.2	125.0	128.0		2 379
Miscellaneous non-production workers	116.5	125.7	127.9	129.9	129.1		2 462
Craftsmen	*	*	*	*	*	*	
Other operatives	*	*	*	*	*	*	
<u>BUSINESS SERVICES</u>							
Supervisory & technical workers	120.7	126.3	129.9	130.9	132.0		6 313
Clerical & secretarial workers	121.1	126.9	130.7	130.7	131.1		3 733
Miscellaneous non-production workers	121.6	116.9	121.8	122.0	122.1		2 898

Table 3 (Cont'd)

Economic sector/ occupational group	Nominal wage indexes					Daily wages for craftsmen & other operatives	Monthly salaries for supervisory, technical, clerical & miscellaneous non-production workers
	Dec. 1984	Mar. 1985	Jun. 1985	Sept. 1985	Dec. 1985	Dec. 1985	Dec. 1985
						HK\$	HK\$
<u>PERSONAL SERVICES</u>							
Supervisory & technical workers	112.2	117.9	118.3	121.6	118.4		3 713
Clerical & secretarial workers	114.9	123.3	124.8	127.3	128.5		2 806
Service workers	119.5	121.8	123.3	124.3	124.9		1 554
Miscellaneous non-production workers	122.4	128.8	129.4	132.4	136.8		2 456
Craftsmen	108.0	114.2	118.6	124.7	123.7	144	
<u>ALL INDUSTRIES</u>							
Supervisory & technical workers	125.9	130.7	133.3	134.8	136.2		4 760
Clerical & secretarial workers	123.4	129.3	131.7	132.5	133.3		3 130
Service workers	113.2	115.1	114.9	115.8	116.7		2 839
Miscellaneous non-production workers	120.8	124.3	126.4	127.5	128.1		2 331
Craftsmen	127.2	131.1	134.6	137.0	138.2	138	
Other operatives	118.8	122.2	123.6	124.3	124.8	95	

* Data suppressed for confidentiality reasons.

Table 4 : Medians and quartiles of daily wages and monthly salaries analysed by economic sector by broad occupational group by sex for December 1985

HK \$

Economic sector/broad occupational group	Lower quartile			Median			Upper quartile		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<u>MANUFACTURING</u>									
Craftsmen & other operatives	92	77	80	115	88	94	136	106	117
Supervisory, technical, clerical & miscellaneous non-production workers	2 347	2 025	2 208	3 194	2 606	2 879	4 167	3 267	3 735
<u>WHOLESALE/RETAIL TRADES, RESTAURANTS & HOTELS</u>									
Supervisory, technical, clerical & miscellaneous non-production workers	2 774	2 092	2 365	3 433	2 440	2 978	4 078	2 906	3 754
<u>TRANSPORT SERVICES</u>									
Craftsmen & other operatives	*	*	*	*	*	*	*	*	*
Supervisory, technical, clerical & miscellaneous non-production workers	2 608	2 224	2 494	3 288	2 972	3 234	4 866	3 829	4 644
<u>BUSINESS SERVICES</u>									
Supervisory, technical, clerical & miscellaneous non-production workers	3 026	3 042	3 033	3 671	3 718	3 696	5 101	4 705	4 885
<u>PERSONAL SERVICES</u>									
Craftsmen & other operatives	135	-	135	147	-	147	155	-	155
Supervisory, technical, clerical & miscellaneous non-production workers	1 426	1 216	1 255	2 006	1 334	1 638	2 426	1 789	2 128
<u>ALL INDUSTRIES</u>									
Craftsmen & other operatives	96	77	81	118	88	96	142	106	120
Supervisory, technical, clerical & miscellaneous non-production workers	2 569	2 058	2 298	3 356	2 563	2 995	4 196	3 291	3 862

* Data suppressed for confidentiality reasons.

1. Introduction

1.1 Different wage measures There are basically four statistical measures of wages, namely, wage rate, earnings, compensation of employees and labour cost. All four of these measures are expressed in money terms. They differ from one another essentially in the wage elements covered. Data for each of these measures are compiled to serve specific uses.

1.2 The fundamental concept is the wage rate which is usually thought of as the "price" of labour. As such, wage rates are usually expressed as time rates which refer to the amount of money paid for normal time of work and relate to a time-unit such as an hour, a day, a week or a month.

1.3 As for the others, the statistical measure of earnings is based on the concept of wages as "income" to the employed. It covers more wage elements than the concept of wage rate, but the basic difference between the two is that the concept of earnings relates to the amount of time actually worked and not to the normal time of work. Thus, if overtime is worked, the amount of earnings will exceed the wage rate and vice versa. Apart from changes in wage rates and in the amount of time worked, where the latter fluctuates with the season and with the economic situation, the movements of earnings are also affected by changes in composition of the labour force with respect to sex, occupation, mode of payment and experience and quality of workers; and the incidence of the payment of bonuses and back-pay. The movements of earnings are therefore inherently more volatile than those of wage rates.

1.4 The third measure, compensation of employees, is used in connection with national accounts. It is a broader concept which covers, in addition to wage elements included as earnings, social security payments. Finally, labour cost is a statistical measure of the cost of employing labour to the employer. It is the broadest statistical measure of wages which covers, in addition to practically all of the wage items included under compensation of employees, the employer's cost of vocational training, welfare services and staff recruitment, etc.

1.5 The Survey of Wages, Salaries and Employee Benefits collects data mainly relating to wage rates.

1.6 Historical background The Government has since 1964 conducted a survey entitled "Wage Survey" at half-yearly intervals. On the basis of the results of this survey, wage indexes and statistics on the absolute level of wage rates and establishment practices with regard to pay were compiled and published. However, these statistics suffered from several defects. Firstly, there were large gaps in coverage. Economic sectors other than manufacturing and public utilities were largely not covered. Even in the manufacturing sector, many industries that in recent years had become important were left out, while many of those covered were no longer important. Secondly, the survey covered only craftsmen and other operatives, excluding other occupations. Thirdly, the sample used was not a probability one and covered essentially the large establishments. Finally, the statistics were available half-yearly and this is not sufficiently frequent for the purpose of monitoring the short-term changes in the economy. To improve the situation, a new quarterly Survey of Wages, Salaries and Employee Benefits was conducted as from March 1982 to replace the old one.

1.7 Areas of improvement As compared with the old wage survey, the new survey introduces the following areas of improvement :-

- (i) the sample size is enlarged from 350 establishments to around 2 000 establishments;
- (ii) supervisory, technical, clerical and miscellaneous non-production workers are included in addition to craftsmen & other operatives; employees at the managerial and professional levels are, however, still excluded in the initial stage of the new survey;
- (iii) a total of 41 industries representing most economic sectors are covered;
- (iv) the frequency of the survey is changed to a quarterly basis so as to facilitate monitoring of short-term changes in the economy;
- (v) in order to reduce the burden on respondents, the rotational sampling method is used; and
- (vi) more detailed and useful information is collected.

The details of the differences between the two surveys and the methodology adopted in the new survey are summarized in the "Quarterly Report of Wages, Salaries and Employee Benefits Statistics for March, June and September 1982, Volume I" available at \$11 per copy at the Government Publications Centre.

1.8 Objectives of the survey The objectives of the new survey are:

- (i) to compile nominal wage indexes for individual industries analysed by broad occupational group as well as for all the industries covered as a whole to measure the changes in wage rate in money terms;
- (ii) to derive real wage indexes by deflating the nominal wage indexes by the Consumer Price Index for measuring the changes in purchasing power of wages; and
- (iii) as a by-product of the above two objectives, to compile statistics on the absolute level of prevailing wage rates and normal hours of work of principal occupations in the major industries, for reference in career counselling and salary determination. However, wage rates do not make up the entire pay package. Employers also pay their employees partly in the form of housing benefits, transportation benefits, etc. To put the pay practices of different industries in perspective, statistics are therefore also compiled on employee entitlement to different types of such benefits.

1.9 Publication arrangement The survey report is published in two volumes to ensure the timely publication of data. The first volume includes basically statistics in the nature of short-term economic indicators (relating mainly to the first two objectives above) which need to be published as soon as possible whereas the second volume contains the detailed occupational data (including statistics on establishment pay practices) which can afford a later publication date.

2. Coverage of the survey

2.1 Industrial coverage It is not necessary to cover all industries in the economy and in fact it is not possible to do so in the light of the limited resources available. Hence for the present survey, only the principal industries are covered. Appendix 1 gives a list of the 41 selected industries.

2.2 Occupational coverage In each selected industry, a number of occupations which have clearly understood and definable duties are surveyed if they are either numerically important or are identified as being of special interest. Occupations included in the new survey are classified according to the following 6 occupational groups :-

Supervisory, technical, clerical & miscellaneous non-production workers

- (i) supervisory and technical workers;
- (ii) clerical and secretarial workers;
- (iii) service workers; and
- (iv) miscellaneous non-production workers.

Craftsmen & other operatives

- (i) craftsmen; and
- (ii) other operatives.

Employees at the managerial and professional levels are not included for the time being. The job description of individual occupations is detailed in Appendix 2 of Volume II in the December 1982 issue. The list of selected occupations under each occupational group in the industries covered is available upon request.

2.3 Occupational classifications and job specifications are defined in advance of the survey. They are based mainly on the International Standard Classification of Occupations (ISCO). Because of the emphasis on inter-establishment comparability of occupational content, the job specifications may differ significantly from those in use in individual establishments. The primary objective of the job specifications is to identify the essential elements of skill, difficulty and responsibility that establish the basic concept of the job.

2.4 Employee coverage The main categories of employee covered in the survey are time-rated and piece-rated workers. Within these categories, workers of both sexes are included. The time-rated employees cover all employees paid on a time basis, whether this be hourly, daily, weekly, fortnightly or monthly.

2.5 The following categories of employees are excluded unless provision for their inclusion is specifically stated in the job specifications :- proprietors and family workers, out-workers, handicapped workers, part-time workers, apprentices, learners, beginners, trainees and workers on probation. Employees whose duties and tasks do not fit in with the scope of the selected occupations are also excluded.

2.6 Establishment coverage Establishments of medium to large size are covered in the survey. In very small establishments, workers often have no clearly defined job duties and the job they perform cannot be classified into any particular occupation. There may not always be strict adherence to regular work schedules and normal hours of work. If very small establishments were included, the cost of the survey would increase considerably. On the other hand, small establishments make up the majority and if too many are excluded, the survey results would not be representative. Thus, a balance has to be struck. A minimum size limit of establishments covered is determined for each industry and shown in Appendix 1.

3. Survey method

3.1 Data collected and the frequency of data collection The following basic items of information, broken down by sex and mode of payment (i.e. monthly-rated, daily-rated and piece-rated), are collected for the selected occupations in each industry each quarter :-

- (i) number of employees;
- (ii) number of normal working hours per day;
- (iii) number of standard working days per month;
- (iv) wage rate, which covers the following wage elements :-
 - (a) basic wages/salaries (including paid holidays and leave);
 - (b) cost-of-living allowance;
 - (c) meal benefits;
 - (d) guaranteed year-end bonus;
 - (e) good attendance bonus;
 - (f) night shift allowance;
 - (g) commission and tips (tips received directly from customers are excluded); and
 - (h) other bonuses and allowances regarded as wages/salaries.

3.2 Information on entitlement to the various types of benefits other than the wage rate including :-

- (i) housing benefits;
- (ii) transportation benefits;
- (iii) social security schemes;
- (iv) profit-sharing bonus;
- (v) meal benefits;
- (vi) paid holidays and leave;
- (vii) rates of overtime premium; and
- (viii) other benefits.

is also collected for individual occupational groups once a year.

3.3 As the methods of granting these pay practices are not expected to change frequently, the various industries are divided into 4 sectors and information on establishment pay practices for each section is collected once every 2 years.

3.4 Unit of enquiry The unit of enquiry for wage rate information is an occupation in an establishment, not the individual workers. To collect wage rate data for individual workers will make the cost of data processing prohibitively high. The unit of enquiry for information on establishment pay practices is an occupational group since such benefits are generally the same for similar occupations.

3.5 Data collection method At the start of a survey, notification letters are first mailed to sampled establishments. A field officer then makes an appointment with the respondent during which he assists the respondent in job matching and filling in the questionnaire.

3.6 Survey reference period The survey reference period is fixed at the last month of each quarter, namely, March, June, September and December. All items of information in this report refer to those prevailing and effective in these selected reference months only.

4. Sample design and estimation method

4.1 Sample design In each quarter, a total of some 2 000 establishments are covered, an average of about 50 per industry. The sample consists of 4 replicates each of which is stratified by industry and size in terms of employment. Each quarter, one replicate is replaced in order to spread the burden of selected establishments.

4.2 The Central Register of Establishments provides a frame for this survey. Like other statistical frames, changes due to births and deaths are quite frequent. Birth cases include two types of establishments : (i) those newly opened and falling within the scope of the survey; and (ii) those not previously within the scope of the survey but having shifted in during the course of the survey. Death cases are (i) closed-down establishments; (ii) establishments that have fallen below the minimum size limit of the survey; and (iii) establishments that have changed their nature of business. The death cases are deleted from the sample. For the birth cases, a supplementary sample is chosen and incorporated into the main sample in each quarter.

4.3 The survey is designed to estimate both the changes in and the levels of wage rates. In estimating the change in wage rates, that is, in compiling the wage index, only those establishments included in the three overlapping replicates in the two consecutive quarters are used. In other words, the sample design for the wage indexes corresponds almost to a 100% overlap, which is ideal for this purpose. On the other hand, the entire sample is used in the estimation of the level of wage rates, amounting only to a 75% overlap with the sample in the previous quarter.

4.4 Average daily wages/monthly salaries The ultimate aim in estimating wages/salaries is to obtain an average per worker. To estimate the average wage rate of a particular occupation in a particular industry, it is necessary to estimate first the total wage bill (wage rate x number of workers) for that category of worker, and second the total number of workers in that category. The estimated average wage rate is given by the ratio of the estimated total wage bill to the estimated total number of workers. The method is illustrated by the following formula :-

$$R = \frac{\sum F_i e_i x_i}{\sum F_i e_i}$$

where R = average wage rate for a certain occupation, sex and mode of payment;

F_i = grossing-up factor for the i th establishment;

e_i = reported number of workers in that category in the i th establishment;

x_i = reported wage rate of workers in that category in the i th establishment.

The method in calculating average wage rates for higher levels of aggregation, e.g. an occupation, an occupational group, a particular industry and all industries combined can be done by simply extending the summation sign in both the numerator and the denominator to cover all workers in the required level of aggregation before dividing.

4.5 The above formula is a simplified one and aims at conveying the idea of the estimation method. The simplified formula has assumed that all establishments belonging to a certain industry and employment size at the time of sample selection remain in that stratum in all subsequent surveys. As this is not a realistic assumption, a more sophisticated formula is adopted to cater for such shift in sampling stratum and tabulating stratum.

4.6 The wage index Basing on the average daily wages/monthly salaries derived in para. 4.4, the Wage Index (Nominal) can be calculated. The Wage Index (Nominal) is designed to measure the change in wage rates unaffected by changes in occupational and industrial structure. In view of the above, a Laspeyres base-weighted aggregative index is used, so that occupational and industrial structure is held constant. The index formula for a particular industry is shown below :-

$$I_{ot} = \frac{\sum [N_j^o \times R_j^t]}{\sum [N_j^o \times R_j^o]} \times 100$$

where I_{ot} = wage index for a given industry for time-period t with reference to the base time-period o taken as 100;

N_j^o = total number of employees in the j th occupation during the base period o . An occupation is subdivided with respect to sex and mode of payment, and each subdivision is treated as an occupation for the present purposes;

R_j^t = average wage rate of employees in the j th occupation at current time-period t ;

R_j^o = average wage rate of employees in the j th occupation at base time-period o .

For computational purpose, the same formula is expressed as :

$$I_{ot} = \frac{\sum [N_j^o R_j^o \times R_j^t / R_j^o]}{\sum N_j^o R_j^o} \times 100$$

$$= \frac{\sum [W_j^t \times R_j^t / R_j^o]}{\sum W_j^o} \times 100$$

where $W_j^o = N_j^o R_j^o$ = total wage bill paid to all employees in the j th occupation in the base time-period o ;

$\frac{R_j^t}{R_j^o}$ = wage rate relative for the j th occupation.

Thus the index becomes a weighted average of wage rate relatives, where the weight is $\frac{W_j^o}{\sum W_j^o}$ for the j th occupation, and $\sum \frac{W_j^o}{\sum W_j^o} = 1$.

4.7 The base-period is March 1982 and the weights are determined in the March 1982 Survey.

4.8 The wage rate used in the above formulae is defined to cover all wage elements in category (iv) in para. 3.1, which is roughly equal to the definition of the wage rate including fringe benefits in the old survey.

4.9 The Real Wage Index is obtained by deflating the Nominal Wage Index by the Consumer Price Index. Although the same deflator is used for each industry to derive the real wage index from its nominal counterpart, the difference between the movements of the nominal wage index and the real wage index between any two time periods may vary slightly from industry to industry due to roundings.

4.10 Medians and quartiles of wages/salaries In compiling the median and quartile wages, it is ideal if the wage rates of individual workers can be used. However, as mentioned in para. 3.4, such information is not available, the average wage rate for a particular occupation in a particular establishment has been taken as the wage rates of all workers in that occupation in that establishment in compiling the frequency table and hence the medians and quartiles. The formula for compiling the median is as follows :

$$\text{Median} = L_1 + \left(\frac{\frac{N}{2} - (\sum f)_1}{f_{\text{median}}} \right) \times c$$

where L_1 = lower class boundary of the median class;

N = number of workers in the domain, either an industry, industrial group or all industry combined;

$(\sum f)_1$ = sum of frequencies of all classes lower than the median class;

f_{median} = frequency of the median class;

c = size of median class interval.

The formulae for compiling the lower and upper quartiles are similar.

5. Notes in interpreting the results

5.1 Changes in wage rates Wage indexes are compiled from data of overlapping establishments in two consecutive quarters. Of the four replicates of roughly 500 establishments each, three of them are used in the compilation of wage indexes. However, the entire four replicates are used in the compilation of the level of wages. As a result, the movement of absolute level of wage rates may differ from the movement of the indexes. Where this happens, the wage indexes should be used.

5.2 The wage indexes are designed to measure the "pure" changes in wage rates by holding constant the structure of the labour force with respect to industry, occupation, sex and mode of payment. However, it is not possible to standardize the experience and quality of workers within the basic unit which is defined by an occupation, sex and mode of payment. Hence, changes in composition of workers in terms of experience and quality within a basic unit may still distort, though not significantly so at the higher levels of aggregation, the movements of the wage indexes.

5.3 Piece-rates Piece-rated workers are common in several industries of the manufacturing sector in Hong Kong. As the word 'piece-rated' denotes, wage rates should be measured on a per-piece basis. However, products vary from establishment to establishment and even within an establishment in size, value, style, material used, degree of sophistication and skill required, etc. It is extremely difficult, if not impossible, to standardize the piece unit to fit all industries concerned. Hence, a time basis is employed to measure piece-rated wages. When asking for piece-rated wages, the normal output of an average worker within a certain time period is obtained together with the rates per unit of output. An assumption has been made that there is sufficient work for the worker to work unceasingly within the time period. In view of this, the wage rate of piece-rated workers should not be used to calculate actual earnings.

5.4 Reliability A sample of 2 000 establishments cannot bear detailed analysis. The detailed breakdowns of wage rates for individual occupations and establishment pay practices in Vol. II are therefore recommended for rough guidance only.

5.5 Old and New Survey There are a number of differences between the old and new survey in definitions of terms, coverage of establishments and occupations and so forth. Comparisons on the results of the two surveys should take into consideration the differences of the two surveys.

5.6 Suppression of statistical information In this report, statistics compiled basing on data collected from less than 10 establishments are suppressed from publication because either (i) data are insufficient to provide meaningful statistical results, or (ii) there is a possibility of disclosure of individual establishment data.

List of industries coveredInternational standard
industrial classification

<u>3 - digit</u>	<u>4 - digit</u>	<u>6 - digit</u>	<u>Size limit</u>	<u>Description</u>
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(A) Manufacturing

		311701	10 persons	Bakery products
	3201		50 persons	Garments
	3222		20 persons	Gloves
	3223		20 persons	Handbags
	3240		20 persons	Leather footwear
	3250		50 persons	Cotton spinning
	3260		50 persons	Cotton weaving
	3270		50 persons	Cotton knitting
	3271		50 persons	Woollen knitting
	3275		50 persons	Knitwear from yarn
	3280		20 persons	Bleaching and dyeing
	3321		20 persons	Wooden furniture and fixtures
	3412		10 persons	Paper boxes
342	(3421)			
	(3422)		20 persons	Printing
	(3429)			
356	(3561)			
	(3562)		50 persons	Plastic products
	(3569)			
	3811		20 persons	Hand tools and general hardware
	3819		20 persons	Misc. fabricated metal products
	3817		20 persons	Wrist watch bands
	3833		20 persons	Electrical appliances
	3834		50 persons	Electronics
	3840-1		10 persons	Boatyards/shipyards
	3852		10 persons	Photographic and optical goods
	3853		50 persons	Watches and clocks
	3901		10 persons	Jewellery

(B) Electricity and gas

4101				Electric light and power
4102				Gas manufacturing and distribution

<u>3 - digit</u>	<u>4 - digit</u>	<u>6 - digit</u>	<u>Size limit</u>	<u>Description</u>
				(C) <u>Wholesale/retail, import/ export, restaurants & hotels</u>
610		(610111 ((10 persons	Wholesale - Fruits and vegetables, fresh
		(610402	10 persons	Wholesale - Fabrics
		(610801 (10 persons	Wholesale - Building materials
		(620114	20 persons	Retail - Supermarkets
		(620553 ((20 persons	Retail - Department stores, other than Chinese products
620		(620606 ((((20 persons	Retail - Motor vehicles, cycles and bicycles, includ- ing accessories and parts
		630901	50 persons	Import/export - General importers and exporters
	6501		50 persons	Restaurants, exclusively Chinese
	6502		20 persons	Restaurants, other than Chinese
	6603		50 persons	Hotels
				(D) <u>Transport services</u>
	7101			Motor buses
	7102			Tramways
	7121-4			Ferries
	7181		20 persons	Air freight forwarding agencies and travel agencies
				(E) <u>Business services</u>
	8111		50 persons	Banks
	8200		20 persons	Insurance
	8370		20 persons	Engineering, architectural and technical service
				(F) <u>Personal services</u>
	9200		10 persons	Sanitary and similar services
	9513		20 persons	Repair of motor vehicles and motor cycles

Indexes of nominal and real average daily wages
including fringe benefits in the old wage survey
(July 1973 = June 1974 = 100)

Industry/service	nominal			real		
	MAR 1981	SEPT 1981	MAR 1982	MAR 1981	SEPT 1981	MAR 1982
<u>MANUFACTURING</u>	231	249	269	136	136	138
Textiles	233	248	270	137	135	139
Bleaching & dyeing	244	264	272	144	144	140
Cotton knitting	230	244	279	133	133	143
Cotton spinning	214	218	243	126	119	125
Cotton weaving	229	242	262	134	132	135
Woollen knitting	240	271	291	141	148	150
Bakery products	241	250	268	142	136	138
Dockyards	303	345	380	178	188	195
Electrical appliances	229	238	258	135	130	132
Electronics	263	272	308	155	148	158
Enamelware	226	247	264	133	135	136
Garments	221	244	260	130	133	133
Gloves	188	197	225	110	108	116
Handbags	220	236	253	130	128	130
Leather footwear	219	254	275	128	139	141
Metal torch cases	184	214	217	108	116	112
Paper boxes	243	249	270	143	136	139
Plastic flowers	229	243	266	135	132	137
Plastic products, misc.	249	272	291	146	148	150
Plastic toys	216	223	247	127	122	127
Printing	271	307	323	160	167	166
Rubber footwear	228	246	291	134	134	150
Torch bulbs	228	251	271	134	137	139
Wigs	267	282	302	157	153	155
Wooden furniture & fixtures	157	167	180	92	91	93
Wrist watch bands	274	280	294	161	153	151

Notes : 1. The nominal indexes measure the change in the amount of money earned as wages.

2. The real indexes measure the change in the purchasing power of money earned as wages.

