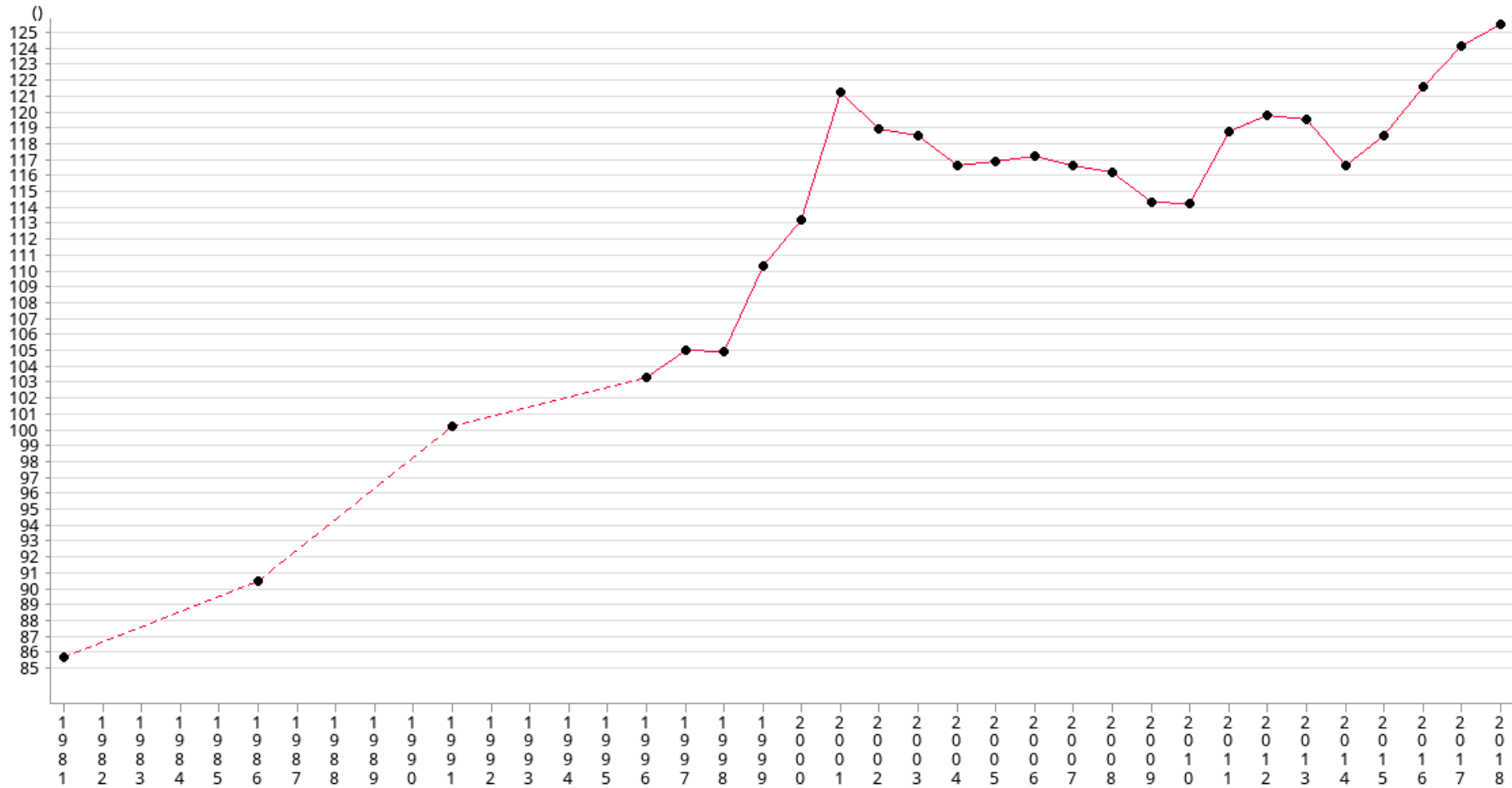


Social Indicators of Hong Kong  
Real Wage Indices for employees up to supervisory level



Year	1981	1986	1991	1996	1997	1998	1999	2000	2001	2002	2003	2004
Indicator	85.70	90.30	99.80	102.80	104.50	104.40	109.70	112.50	120.30	118.10	117.70	115.80
Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Indicator	116.10	116.40	115.80	115.40	113.60	113.50	117.90	118.90	118.70	115.80	117.70	120.70
Year	2017	2018										
Indicator	123.20	124.50										

### Operational Definitions

The Real Wage Index covers supervisory and technical workers, clerical and secretarial workers, service workers, miscellaneous non-production workers, craftsmen and operatives. It is based on the Wage Enquiry of the Labour Earning Survey (LES) which covers time-rated and piece-rated workers of selected occupations under the coverage of the survey. Proprietors, family workers and out-workers are excluded. Part-time workers, apprentices, learners, trainees and workers on probation are also excluded because their job duties may be different from the job descriptions pre-defined in the survey. The Real Wage Index measures changes in wage rates after discounting the changes in consumer prices. Wage rate includes basic wages and other regular and guaranteed allowances and bonuses and relate to the amount of money paid for normal working hours.

### Footnote

1. Prior to 1999, the Real Wage Indices refer to the figures for September of the year. Starting from 1999, the indices refer to the figures for December of the year.
2. The Real Wage Indices from 2004 onwards are compiled based on Hong Kong Standard Industrial Classification (HSIC) V2.0.
3. As from 2016, the Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2014/15-based CPI(A). To facilitate comparison, Real Wage Indices prior to 2016 have been re-compiled using the 2014/15-based CPI(A).