

## CHAPTER III.—WAGES.

### § 1. Operations Under Arbitration and Wages Board Acts and Industrial Legislation.

1. **General.**—Particulars regarding operations under the Commonwealth and State Laws for the regulation of wages and hours and conditions of labour were first compiled for the year 1913, and reviews to the end of each annual period appear in previous issues of the Labour Report and in the *Quarterly Summary of Australian Statistics*.

2. **Laws Regulating Industrial Matters.**—The Laws in force regulating rates of wage, hours of labour, and working conditions generally in both Commonwealth and State jurisdictions are as follows:—

#### COMMONWEALTH.

Commonwealth Conciliation and Arbitration Act 1904-1949.  
 Defence (Transitional Provisions) Act 1946-1948.  
 Arbitration (Public Service) Act 1920-1947.  
 Coal Industry Act 1946.

#### STATES.

New South Wales	..	Industrial Arbitration Act 1940-1948. Coal Industry Act 1946.
Victoria	..	Factories and Shops Act 1928-1947.
Queensland	..	Industrial Conciliation and Arbitration Act 1932-1948.
South Australia	..	The Industrial Code 1920-1948. Economic Stability Act 1946.
Western Australia	..	Industrial Arbitration Act 1912-1948.
Tasmania	..	Wages Board Act 1920-1946.

3. **Methods of Administration.**—(i) COMMONWEALTH—(a) *Commonwealth Court of Conciliation and Arbitration*—The main authority is the Commonwealth Court of Conciliation and Arbitration which began to function in 1905. It consists of a Chief Judge, and such other judges as are appointed; Conciliation Commissioners (undefined as regards number); and a Chief Conciliation Commissioner.

The Act provides that where a State award or determination is inconsistent with an award issued by the Commonwealth Authority, the latter shall prevail, and the Commonwealth Court can also restrain a State Authority from proceeding in a matter already covered, or being dealt with, by the Commonwealth Authority.

During the 1939-45 War, the powers of the Court were considerably enlarged under National Security (Industrial Peace) Regulations (Statutory Rules No. 290 of 1940 and subsequent amendments) to secure the prompt settlement of industrial disputes occurring or likely to occur, and such regulations were to be construed as if their provisions were incorporated in the Commonwealth Conciliation and Arbitration Act. These regulations have been continued in force under the Defence (Transitional Provisions) Act 1946-1948.

The Commonwealth Conciliation and Arbitration Acts No. 10 of 1947 and No. 77 of 1948 provided for marked changes in the respective powers and functions of the Judges and the Conciliation Commissioners. The

Commissioners were given wide powers, without technical and artificial hindrances, to go to the cause of impending industrial trouble and to endeavour to remove the cause of the trouble by conciliating the disputants. If this fails, the Conciliation Commissioner should then, but not until then, with no further formalities, act in an arbitral capacity to prevent or settle the dispute by making an award or order. It was also provided that an award or order of a Conciliation Commissioner shall not be challenged, appealed against, reviewed, quashed or called in question, or be subject to prohibition, mandamus or injunction, in any Court of account whatever. A Conciliation Commissioner, however, is not empowered to make an award or order (a) altering the standard hours of work in industry; (b) altering the basic wage or principles upon which it is computed; (c) altering the period which shall be granted as annual leave with pay; or (d) determining or altering the minimum rate of remuneration for adult females in an industry—the decisions in all of which matters lie with the Court.\*

(b) *Coal Industry Tribunal*.—The Coal Industry Tribunal, consisting of one person, who may appoint two assessors to advise him in relation to any dispute, was established under the Coal Industry Act No. 40 of 1946 to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes relating to the coal-mining industry. The Central Industrial Authority established under the Coal Production (War-Time) Act of 1944 was superseded but the awards, orders, and determinations of the Central Industrial Authority were continued in force until rescinded or varied by the Coal Industry Tribunal.

(c) *Australian Stevedoring Industry Board*.—The Australian Stevedoring Industry Board (established under the Stevedoring Industry Act No. 39 of 1949) replaced the Stevedoring Industry Commission set up in 1947 in continuation of the war-time authorities set up by the National Security (Stevedoring) Regulations of 1942, and the National Security (Shipping Co-ordination) Regulations of 1944.

The functions of the Board are the regulation and control of the performance of stevedoring operations, the development of port facilities, the provision of labour for stevedoring operations, the payment of attendance money, the establishment of employment bureaux and the provision of medical facilities and amenities for waterside workers. The Board is responsible for registration of employers and waterside workers and may delegate any of its powers to Waterside Employment Committees.

The arbitral jurisdiction formerly exercised by the Stevedoring Industry Commission to prevent and settle industrial disputes and regulate industrial matters in the industry is now vested in the Commonwealth Court of Conciliation and Arbitration and is exercisable by a single Judge, who may refer questions of law for the opinion of the Full Court.

(d) *Commonwealth Public Service Arbitrator*.—Wages, hours of labour and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator, under powers conferred by the Arbitration (Public Service) Act 1920-1947. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration, as part of the ordinary work of that Court. From 1920, however, the control was transferred to the Arbitrator, who was appointed by the Government for a term of seven years, and who

\* An amending Act, the Commonwealth Conciliation and Arbitration Act (No. 2) 1949, specifically defined the meaning of the term "basic wage" and clarified the provision for the fixing of a basic wage for females by the Court.

need not necessarily have legal qualifications. No appeal lies against a determination of the Arbitrator, but the Government can move the Parliament to exercise its right of veto when the instrument is brought before it for ratification.

(e) *Australian Capital Territory Industrial Board*.—The regulation of industrial matters in the Australian Capital Territory under a local Industrial Board commenced in the year 1922. An amending Ordinance gazetted on 19th May, 1949, however, abolished the Board and transferred its functions to the Commonwealth Court of Conciliation and Arbitration, a separate Registry of the Commonwealth Court being established in Canberra in charge of a Deputy Registrar. It was provided, however that, notwithstanding the change in machinery, all determinations and orders made by the Industrial Board and all industrial agreements filed with the Board prior to the amendment of the Ordinance, and in force at the time, will continue to operate, subject to any order, award or determination made after that date under the Commonwealth Conciliation and Arbitration Act or the Arbitration (Public Service) Act.

Details of the provisions relating to the Board during its period of jurisdiction may be found in previous issues of the Labour Report (see No. 36 p. 51).

(ii) STATES—(a) *New South Wales*.—The controlling authority is the Industrial Commission of New South Wales consisting of a President and five other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as chairman and equal representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners may also be appointed with conciliatory powers only. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(b) *Victoria*.—The authority consists of Wages Boards consisting of a chairman and equal representatives of employers and employees for separate industries and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represents the first instance in Australia of legal regulation in this sphere.

(c) *Queensland*.—The authority is the Industrial Court, consisting of a Judge of the Supreme Court and not more than four members appointed by the Governor in Council. Legal control was first instituted in 1907 with the passing of the Wages Board Act.

(d) *South Australia*.—The principal tribunal is called the Industrial Court; there are also Industrial Boards consisting of a chairman and equal representatives of employers and employees for the various industries, and a Board of Industry. The Court is composed of the President (a person eligible for appointment as a Judge of the Supreme Court) who may be joined by two assessors who must be employed in the industry concerned. Deputy Presidents may also be appointed. The "Living Wage" is declared

by the Board of Industry, composed of the President or Deputy President of the Industrial Court and four Commissioners. Legal control was first instituted in 1900.

(e) *Western Australia*.—The system of control comprises an Arbitration Court, Industrial Boards, Conciliation Committees and a Conciliation Commissioner. Employers and employees are equally represented on both Boards and Committees. The Court consists of a Judge of the Supreme Court and two members. Commissioners may also be appointed by the Minister for the settlement of particular disputes. Legal control dates back to 1900.

(f) *Tasmania*.—The authority consists of Wages Boards for separate industries, comprising a Chairman, appointed by the Governor, and equal numbers of representatives of employers and workers, appointed by the Minister administering the Act. The system was instituted in 1910.

**4. Awards and Determinations Made and Industrial Agreements Filed.**—A table showing the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth legislation dealing with these matters during each of the years 1943 to 1947 was published in Labour Report No. 36, page 53, but owing to the lack of comparability in the figures and difficulties encountered in their collection publication of the table has been discontinued.

**5. Awards, Determinations, and Agreements in Force.**—Considerable extension of the principle of the fixation of legal minimum and marginal rates of wages and of working conditions has taken place since 1913 when the tabulation of such statistics was first undertaken by the Bureau, and until 1939 the figures showing approximately the magnitude of these operations were published in this Report. Since that year their publication has ceased owing to great difficulties in obtaining precise data for reasons explained in part in the following paragraph.

With reference to the number of industrial awards and registered industrial agreements in force at the end of any period, awards and determinations made by both State and Commonwealth tribunals generally continue in force after the term of operation mentioned therein has expired, until rescinded or superseded by a subsequent order or award. Clause 48 (2) of the Commonwealth Conciliation and Arbitration Act provides that, after the expiration of the period specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made; provided that, where in pursuance of this sub-section an award has continued in force after the expiration of the period specified in the award, any award made by the Court for the settlement of a new industrial dispute between the parties may, if the Court so orders, be made retrospective to a date not earlier than the date upon which the Court first had cognizance of that dispute. In the Industrial Code of South Australia, Clause 47 (2), and in legislation for other States, similar provisions are in force. All industrial agreements continue in force after the expiration of the term mentioned until rescinded or superseded by a subsequent agreement or order. The Tasmanian Wages Board Act, 1934 repealed Part IV. of the Principal Act providing for industrial agreements and all such agreements ceased to operate from the commencement of the Act unless an agreement existed in a trade to which no determination of a Board was applicable, in which case the agreement remained in force until its expiry or until a determination was made.

**6. New Legislation and Special Reports.**—Information concerning the main provisions of the various Industrial Acts in force throughout Australia was given in earlier Reports, and brief reviews are furnished each year respecting new industrial legislation, as well as details respecting noteworthy pronouncements or procedure by industrial tribunals, and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation during the period July, 1948 to June, 1949 and special reports and tribunals connected with industrial matters during the year 1948 :—

(i) *Commonwealth.*—Legislation of industrial import passed in the year ended June, 1949 was as follows :—The Commonwealth Conciliation and Arbitration Act 1948 expressly limited the function of determining minimum wage rates for females to the Court. The Commonwealth Conciliation and Arbitration Act 1949 set up machinery to prevent irregularities in connexion with elections for offices in organizations registered under the Act. The Defence (Transitional Provisions) Act 1948 extended for one year the operation of industrial and other regulations made originally under the National Security Acts. The Stevedoring Industry Act 1949 set up the Australian Stevedoring Industry Board in place of the Stevedoring Industry Commission and transferred the arbitral power formerly exercised by the latter body to the Commonwealth Court of Conciliation and Arbitration.

(ii) *New South Wales.*—During the year 1948 the number of Conciliation Committees established under the Industrial Act was 9, and the number which expired, were dissolved or were no longer operative was 3. At the end of the year 374 Committees were in force. In addition, 323 Industrial Boards constituted under the Act were in force, but no awards were issued by these Boards, the work previously performed by them being undertaken mainly by the Conciliation Committees.

Declarations of the Basic Wage made by the Industrial Commission will be found on page 93.

No important legislation on industrial matters was passed during the year ended June, 1949.

(iii) *Victoria.*—No legislation of industrial import was passed in the period July, 1948 to June, 1949.

(iv) *Queensland.*—On page 95 will be found particulars of variations in the basic wage determined by the Industrial Court.

The only legislation of industrial import passed during the year ended 30th June, 1949 was the Industrial Conciliation and Arbitration Acts Amendment Act No. 3 of 1948 providing for not more than two additional members of the Industrial Court.

(v) *South Australia.*—Particulars of variations in the "Living Wage" determined by the Board of Industry will be found on page 97.

Legislation of industrial import passed during the year ended 30th June, 1949, was the Industrial Code Amendment Act No. 15 of 1948, which clarified the powers of the Industrial Court on appeals and provided for fair representation of all employers and employees concerned when making selections of members of industrial boards.\*

(vi) *Western Australia.*—Declarations of the basic wage made by the Industrial Court are referred to on page 98.

\* An amendment to the Industrial Code passed in November, 1949, provided for the automatic adjustment of the living wage.

Legislation of industrial interest passed in the latter half of 1948 was the Industrial Arbitration Act No. 46 of 1948 providing for the appointment of a Conciliation Commissioner and defining his powers.

(vii) *Tasmania*.—No legislation of industrial import was passed between July, 1948 and June, 1949.

(viii) *Australian Capital Territory*.—The Industrial Board Ordinance No. 4 of 1949 amending the Industrial Board Ordinance 1936-1947 as outlined in 3 (i) (e) above was the only industrial legislation passed during the year ended June, 1949.

**7. Control of Wages During and Since the War.**—A summary of the nature and extent of the controls imposed in connexion with the movement of wage rates during and since the 1939-45 war is given in Labour Report No. 35, pp. 55-9 and 193.

## § 2. Rates of Wage and Hours of Labour.

**1. General.**—The collection of data respecting the nominal rates of wage payable in different callings and in occupations in various industries carried on in each State was first undertaken by this Bureau in the early part of the year 1913. Owing to the difficulty of ascertaining reliable particulars of the numbers of apprentices, improvers and other juvenile workers to whom progressive rates of wage fixed according to increasing age or experience were payable from year to year, the inquiry was confined to the rates of wage payable to adult workers only, and was further limited generally to those industries in operation within the metropolitan area of each State. In order to make the inquiry comprehensive, however, certain industries were included which were not carried on in the capital cities, e.g., mining, shipping, agriculture, and pastoral. The particulars acquired were obtained primarily from awards, determinations and industrial agreements under Commonwealth and State Acts, and related to the minimum wage prescribed. In cases where no award, determination or agreement was in force, the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. For convenience of comparison weekly rates of wage were adopted. In many instances, however, the wages were based on daily or hourly rates, since in many industries and occupations in which employment is casual or intermittent wages are so fixed; hence the average weekly earnings in such occupations will probably fall considerably short of the computed weekly rates. The information thus obtained referred to the weekly rate of wage in upwards of 400 specific occupations. Rates of wage were of course not available for each of these occupations in every State but the aggregate collection for the six States amounted to 1,569 male occupations or callings. These particulars furnished the necessary data for the computation of average rates of wage in various industrial groups,\* and in each State and Australia as a whole. The average rate of wage for each industrial group in each State was computed by taking the arithmetical average† of the rates of wage payable for all classified occupations within that group. A more detailed system of weighting could not be applied owing to the difficulty in the past of obtaining satisfactory data as to the number of persons engaged in each of the occupations for which rates of wage had been obtained. Though a considerable amount of information as to the number of persons engaged in different industries and occupations was available from subsequent Census results, it was found impracticable to bring the classification of these results into line with the

\* The adopted classification of industries is shown on page iii.

† The sum of the weekly rates of wage divided by the number of occupations included.

detailed classification of occupations in the various industries as set out in the awards and determinations. For final results for each State and for each industrial group throughout the States, however, a careful system of weighting according to industrial groups was adopted. For example, in computing the result for any State in any period, the computed average wage in each industrial group was multiplied by a number (weight) representing the relative number of all male workers engaged in that group of industries in the particular State. The sum of the products thus obtained, divided by the sum of the weights, represents the average wage for that State for the particular period. The weights used for each industrial group in the computations of the average wage for male and female occupations have been published in issues of the Labour Report prior to No. 20 of 1929.

The results thus ascertained for the year 1913 were published in Labour Report No. 2, pp. 28-43. In the early part of the year 1914, the scope of the inquiry was considerably extended, and particulars included of the weekly rates of wage in respect of 930 specific occupations. The aggregate collection for the six States amounted to 4,256 adult occupations (3,948 male, and 308 female). The results obtained thereby to the 30th April, 1914, were published in Labour Report No. 5, pp. 44-50. These results were further analysed, and the average number of working hours which constituted a full week's work in each occupation was ascertained and weighted in a similar manner to the rates of wage. This course was adopted in order to overcome the difficulty of making comparisons between States of the rates of wage in any specified occupation, since, in many instances, a different number of working hours constituted a full week's work in different States. By dividing the weighted average number of working hours into the weighted average weekly rate of wage, a more satisfactory standard of comparison was ascertained. Results obtained from these computations were given for each industrial group for each State.

Since the 30th April, 1914, the number of occupations included in comparative computations has been slightly reduced. When technical change or some other factor has led to the disappearance of the original occupation from an award, agreement, or determination, the usual practice has been to substitute a similar occupation with a comparable rate of wage. In some cases, however, such a substitution could not be made and the slight drop in the total number of occupations included has resulted. The particulars of wages given in the Appendix (Sections V. and VI.) to this Report include all the more important occupations. In most instances these have been taken from awards or determinations made by industrial tribunals, from agreements registered under Commonwealth or State Acts, or were obtained by direct inquiry.

To supplement the results thus obtained, investigations were made regarding rates of wage in past years with a view to showing their general trend in each State and in the several industrial groups. The total number of occupations for which particulars were available back to 1891 was 652.

The particulars given in this Chapter show variations in nominal wages from year to year in each State and in various industrial groups. Index-numbers are also given showing variations in effective wages in each State. The figures of nominal wages and hours are in course of revision to meet changes in industrial structure. The amounts should not be regarded as actual current averages but as an index of changes expressed in money and hour terms.

2. **Adult Male Weekly Wages—States, 1914–1948.**—The following table shows the weighted average nominal weekly rates of wage payable to adult male workers at the dates specified for a full week's work in each State and for Australia. Index-numbers are also given for each State with the average for Australia for the year 1911 as base (= 1,000) :—

**Weekly Wage Rates: Adult Males, States.**

*Weighted Average Nominal Weekly Rates payable for a Full Week's Work and Index-numbers of Wage Rates (a).*

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia.
No. of Occupations included.(b)	870	894	615	562	477	466	3,884

**RATES OF WAGE.**

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 .. .. .	55 11	54 4	52 10	54 4	62 9	52 7	55 3
31st December, 1938 .. .. .	95 0	91 2	95 10	87 1	99 1	88 5	93 5
" " 1939 .. .. .	96 7	93 6	97 5	88 11	100 6	89 5	95 3
" " 1940 .. .. .	99 7	97 0	97 9	92 11	104 0	92 7	98 1
" " 1941 .. .. .	105 4	104 5	101 9	100 3	110 2	99 3	104 3
" " 1942 .. .. .	118 3	116 7	110 2	112 3	117 7	108 2	115 8
" " 1943 .. .. .	121 3	119 7	116 10	113 9	122 2	116 9	119 5
" " 1944 .. .. .	121 4	119 6	118 0	113 7	121 10	116 6	119 6
" " 1945 .. .. .	121 10	120 4	119 10	114 5	122 9	116 11	120 1
" " 1946 .. .. .	130 11	128 11	128 0	121 4	125 7	125 2	128 6
31st March, 1947 .. .. .	131 0	129 4	129 10	123 3	130 2	125 11	129 6
30th June, 1947 .. .. .	132 8	130 0	130 9	123 9	130 3	126 1	130 5
30th September, 1947(c) ..	137 7	133 9	133 6	130 9	134 3	129 11	134 10
31st December, 1947(c) ..	141 3	136 10	134 9	133 10	137 8	133 0	137 11
31st March, 1948 .. .. .	145 2	143 3	139 0	137 7	140 8	139 7	142 6
30th June, 1948 .. .. .	149 1	146 8	143 6	140 10	144 1	143 1	146 3
30th September, 1948 ..	155 5	151 1	148 4	150 4	150 10	150 3	152 3
31st December, 1948 ..	159 9	155 5	151 4	153 7	156 6	153 2	156 4

**INDEX-NUMBERS.**

(Base: Weighted Average Wage for Australia (51s. 3d.), 1911 = 1,000.)

	1,091	1,059	1,030	1,060	1,225	1,026	1,079
30th June, 1914 .. .. .	1,091	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1938 .. .. .	1,854	1,780	1,870	1,700	1,933	1,725	1,811
" " 1939 .. .. .	1,885	1,825	1,900	1,735	1,962	1,745	1,838
" " 1940 .. .. .	1,943	1,892	1,968	1,812	2,029	1,807	1,913
" " 1941 .. .. .	2,056	2,037	1,985	1,957	2,149	1,937	2,034
" " 1942 .. .. .	2,308	2,275	2,150	2,189	2,294	2,111	2,237
" " 1943 .. .. .	2,366	2,333	2,279	2,219	2,383	2,279	2,329
" " 1944 .. .. .	2,367	2,332	2,303	2,216	2,377	2,273	2,333
" " 1945 .. .. .	2,377	2,347	2,339	2,233	2,395	2,282	2,348
" " 1946 .. .. .	2,554	2,515	2,498	2,368	2,450	2,442	2,507
31st March, 1947 .. .. .	2,556	2,524	2,533	2,405	2,540	2,458	2,527
30th June, 1947 .. .. .	2,589	2,536	2,551	2,445	2,541	2,460	2,545
30th September, 1947(c) ..	2,685	2,610	2,604	2,554	2,620	2,535	2,630
31st December, 1947(c) ..	2,757	2,670	2,630	2,612	2,686	2,595	2,690
31st March, 1948 .. .. .	2,832	2,795	2,713	2,685	2,744	2,724	2,781
30th June, 1948 .. .. .	2,909	2,862	2,801	2,747	2,811	2,798	2,854
30th September, 1948 ..	3,033	2,948	2,894	2,934	2,943	2,932	2,970
31st December, 1948 ..	3,117	3,032	2,953	2,997	3,054	2,988	3,050

(a) The figures of nominal wages and hours of labour are in course of revision to meet changes in industrial structure. The amounts shown should not be regarded as actual current averages but as an index of changes expressed in money and hour terms. (b) As at 31st December, 1948. (c) Revised since last issue.

3. **Adult Male Weekly Wages—Australia—Industrial Groups, 1914–1948.**—The following table shows for Australia (a) the weighted average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, at the dates specified. Index-numbers are also given for each industrial group with the average for all groups for the year 1911 as base (= 1,000) :—



## Weekly Wage Rates: Adult Males, Industrial Groups.

Weighted Average Nominal Weekly Rates payable for a Full Week's Work and Index-numbers of Wage Rates in each Industrial Group(a).

Date.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, etc.	II. Engineering, etc.	III. Food, Drink, etc.	IV. Clothing, Textiles, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc.(b)	XII. Agricultural, etc.(c)	XIII. Domestic, etc.(c)	XIV. Miscellaneous.	XV. All Industrial Groups.
	RATES OF WAGE.														
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	59 2	57 2	55 2	52 10	63 9	55 8	65 4	64 11	59 8	51 7	48 7	49 5	47 0	53 10	55 3
31st December, 1939 ..	100 1	99 3	96 9	93 2	114 3	95 8	106 5	109 1	96 6	92 10	98 6	84 0	89 11	92 10	95 3
" " 1940 ..	102 11	102 3	99 3	96 4	116 0	99 0	109 11	111 10	100 3	96 3	102 6	85 8	93 0	96 3	98 1
" " 1941 ..	108 5	110 0	106 1	105 7	119 6	107 0	116 11	115 1	108 8	101 11	106 9	93 6	97 10	101 2	104 3
" " 1942 ..	118 2	118 11	114 3	116 10	131 4	116 4	127 3	123 9	118 9	110 3	119 9	111 8	107 5	111 1	115 8
" " 1943 ..	121 0	121 1	117 8	119 7	135 4	118 9	128 11	126 6	121 9	112 0	122 10	118 11	109 8	114 3	119 5
" " 1944 ..	121 1	121 2	118 0	119 0	134 8	118 8	129 1	126 11	121 10	112 1	122 2	119 4	109 9	114 5	119 6
" " 1945 ..	121 4	121 0	118 9	118 11	134 9	119 3	129 11	127 2	122 9	113 5	122 3	121 9	109 9	114 7	120 4
" " 1946 ..	129 2	129 1	126 9	126 11	148 2	128 1	141 10	134 6	130 10	121 7	131 6	129 0	117 4	122 6	128 6
31st March, 1947 ..	130 6	129 11	127 9	127 11	148 11	129 11	142 11	136 2	131 11	122 5	132 6	129 10	118 7	123 6	129 6
30th June, 1947 ..	131 4	130 11	128 9	128 10	150 0	129 10	143 11	137 1	132 11	123 5	132 7	130 10	119 9	124 4	130 5
30th September, 1947(d)	132 2	140 2	131 4	130 10	156 4	134 2	147 5	146 9	134 11	126 5	134 3	135 4	124 9	128 0	134 10
31st December, 1947(d)	140 2	144 0	134 8	132 8	158 7	136 8	154 0	148 4	142 3	128 6	136 4	135 5	126 11	130 10	137 11
31st March, 1948 ..	145 6	147 4	140 6	138 11	160 8	143 6	161 2	152 0	144 11	132 9	139 0	139 8	130 9	135 9	142 6
30th June, 1948 ..	148 1	149 11	143 4	147 5	168 6	146 3	164 3	154 7	148 5	137 9	142 1	146 0	132 8	138 9	146 3
30th September, 1948 ..	152 10	153 1	148 1	148 9	170 6	150 6	168 6	159 4	153 1	143 0	169 4	153 8	137 10	144 4	152 3
31st December, 1948 ..	155 6	155 10	151 6	151 7	177 2	153 11	171 9	163 5	156 1	145 8	182 0	158 1	141 5	148 3	156 4

## INDEX-NUMBERS.

(Base: Weighted Average Wage for Australia (51s. 3d.), 1911 = 1,000.)

30th June, 1914 ..	1,154	1,116	1,077	1,031	1,243	1,086	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1939 ..	1,933	1,936	1,888	1,817	2,229	1,867	2,076	2,142	1,884	1,812	1,922	1,639	1,755	1,811	1,858
" " 1940 ..	2,008	1,998	1,937	1,860	2,264	1,931	2,145	2,182	1,957	1,878	2,001	1,671	1,815	1,878	1,913
" " 1941 ..	2,116	2,147	2,071	2,060	2,332	2,088	2,282	2,245	2,121	1,989	2,082	1,825	1,908	1,974	2,034
" " 1942 ..	2,306	2,321	2,229	2,280	2,562	2,270	2,484	2,415	2,316	2,151	2,336	2,179	2,095	2,167	2,257
" " 1943 ..	2,362	2,363	2,297	2,334	2,640	2,316	2,516	2,468	2,376	2,186	2,397	2,321	2,140	2,230	2,329
" " 1944 ..	2,363	2,364	2,303	2,321	2,627	2,315	2,518	2,477	2,377	2,188	2,383	2,328	2,142	2,232	2,332
" " 1945 ..	2,368	2,361	2,316	2,321	2,630	2,326	2,553	2,482	2,396	2,173	2,385	2,376	2,142	2,236	2,348
" " 1946 ..	2,380	2,319	2,473	2,476	2,891	2,499	2,768	2,624	2,553	2,372	2,366	2,517	2,289	2,390	2,507
31st March, 1947 ..	2,547	2,535	2,492	2,496	2,966	2,516	2,790	2,656	2,574	2,389	2,586	2,533	2,315	2,404	2,527
30th June, 1947 ..	2,563	2,554	2,512	2,515	2,928	2,534	2,808	2,675	2,593	2,409	2,587	2,553	2,337	2,427	2,545
30th September, 1947(d)	2,579	2,734	2,563	2,552	3,050	2,617	2,876	2,863	2,633	2,466	2,620	2,641	2,434	2,497	2,630
31st December, 1947(d)	2,735	2,811	2,628	2,589	3,094	2,667	3,005	2,895	2,775	2,507	2,661	2,662	2,470	2,553	2,690
31st March, 1948 ..	2,840	2,875	2,741	2,710	3,135	2,800	3,145	2,966	2,828	2,589	2,712	2,725	2,551	2,650	2,781
30th June, 1948 ..	2,890	2,924	2,797	2,876	3,267	2,854	3,205	3,017	2,896	2,688	2,772	2,864	2,589	2,707	2,854
30th September, 1948 ..	2,982	2,986	2,890	2,902	3,327	2,937	3,289	3,109	2,986	2,791	3,304	2,999	2,689	2,816	2,970
31st December, 1948 ..	3,034	3,041	2,956	2,997	3,457	3,003	3,352	3,189	3,045	2,843	3,551	3,085	2,759	2,893	3,050

(a) See note (a) to table on page 57. supplied.  
(d) Revised since last issue.

(b) Including the value of victualling and accommodation where supplied.

(c) Including the value of board and lodging where

4. **Adult Female Weekly Wages—States, 1914-1948.**—The index-numbers given in the preceding paragraphs for male adult workers were computed with the weighted average wage in 1911 as base (= 1,000). In the case of females, however, it has not been possible to secure information for years prior to 1914, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (= 1,000).

The following table shows the weighted average nominal weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the dates specified. Index-numbers are also given for each State with the average for Australia at 30th April, 1914, as base (=1,000).

**Weekly Wage Rates : Adult Females, States.**

*Weighted Average Nominal Weekly Rates payable for a Full Week's Work and Index-numbers of Wage Rates(a).*

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Australia.
No. of Occupations included <sup>b</sup>	84	87	38	47	24	32	312

**RATES OF WAGE.**

	£. d.	s. d.	£. d.	s. d.	£. d.	s. d.	£. d.	s. d.	£. d.	s. d.	£. d.	s. d.		
30th June, 1914 ..	26	0	27	4	27	0	24	1	37	4	25	10	27	2
31st December, 1938 ..	51	10	50	7	53	6	47	9	54	4	49	8	51	3
" " 1939 ..	53	3	51	9	55	2	49	7	55	8	50	8	52	8
" " 1940 ..	54	9	53	5	56	0	52	1	57	6	53	1	54	3
" " 1941 ..	57	11	58	4	59	6	55	5	60	4	56	7	58	2
" " 1942 ..	63	10	64	11	66	4	60	3	64	2	61	3	64	4
" " 1943 ..	67	11	70	2	69	9	61	3	66	6	63	3	68	4
" " 1944 ..	71	3	73	11	74	1	65	4	65	10	68	6	71	11
" " 1945(c) ..	72	7	75	7	74	10	67	2	67	6	71	3	73	5
" " 1946(c) ..	80	4	82	6	82	4	76	0	73	10	77	8	80	9
31st March, 1947(c) ..	80	6	83	2	83	5	77	1	77	1	78	7	81	5
30th June, 1947(c) ..	82	3	84	0	84	6	77	8	77	1	79	3	82	7
30th September, 1947(c) ..	82	9	86	6	84	8	79	8	78	0	79	7	84	0
31st December, 1947(c) ..	84	3	88	6	85	10	80	10	80	1	81	11	85	8
31st March, 1948 ..	87	7	92	1	87	2	81	6	80	8	83	1	88	6
30th June, 1948 ..	92	5	97	5	92	11	87	3	88	9	88	10	93	10
30th September, 1948 ..	95	1	99	0	95	4	91	3	89	10	92	5	96	1
31st December, 1948 ..	100	0	103	7	98	4	95	1	93	5	96	8	100	4

**INDEX-NUMBERS.**

(Base : Weighted Average for Australia (27s. 2d.), 30th April, 1914, = 1,000.)

30th June, 1914 ..	984	1,006	993	885	1,373	950	1,000
31st December, 1938 ..	1,907	1,862	1,069	1,753	2,000	1,828	1,887
" " 1939 ..	1,960	1,966	2,031	1,826	2,049	1,866	1,938
" " 1940 ..	2,016	1,966	2,060	1,916	2,116	1,954	1,996
" " 1941 ..	2,133	2,148	2,191	2,038	2,220	2,082	2,141
" " 1942 ..	2,350	2,391	2,442	2,216	2,361	2,255	2,368
" " 1943 ..	2,501	2,582	2,568	2,353	2,446	2,329	2,516
" " 1944 ..	2,622	2,722	2,726	2,406	2,422	2,520	2,647
" " 1945 (c) ..	2,671	2,782	2,754	2,471	2,484	2,621	2,701
" " 1946(c) ..	2,956	3,035	3,031	2,797	2,718	2,860	2,972
31st March, 1947(c) ..	2,961	3,060	3,070	2,837	2,837	2,892	2,997
30th June, 1947(c) ..	3,029	3,093	3,110	2,859	2,837	2,916	3,040
30th September, 1947(c) ..	3,045	3,184	3,115	2,931	2,869	2,929	3,090
31st December, 1947(c) ..	3,192	3,256	3,160	2,976	2,947	3,014	3,152
31st March, 1948 ..	3,223	3,391	3,208	3,000	2,969	3,058	3,257
30th June, 1948 ..	3,402	3,587	3,421	3,213	3,266	3,268	3,455
30th September, 1948 ..	3,501	3,644	3,508	3,357	3,305	3,401	3,537
31st December, 1948 ..	3,681	3,795	3,618	3,499	3,438	3,559	3,694

(a) See note (a) to table on page 57 (b) As at 31st December, 1948. (c) Revised since last issue.

**5. Adult Female Weekly Wages—Australia—Industrial Groups, 1914-1943.**—The following table shows for Australia (a) the weighted average weekly rate of wage in each of the industrial groups in which females are mainly employed, and (b) the weighted average rate for all groups combined, at the dates specified. Index-numbers are also given for each industrial group with the average for all groups at 30th April, 1914, as base (= 1,000).

**Weekly Wage Rates: Adult Females, Industrial Groups.**

*Weighted Average Nominal Weekly Rates payable for a Full Week's Work and Index-numbers of Wage Rates in Industrial Groups(a).*

Date.	INDUSTRIAL GROUP.					
	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I, II, V, and VI. All Other Manu- facturing.	XIII. Domestic, Hotels, etc.(b)	XIV. Miscel- lanous.	All Groups.
RATES OF WAGE.						
30th June, 1914 .. ..	22 6	24 9	26 11	31 1	30 2	27 2
31st December, 1938 .. ..	47 1	49 9	50 6	52 11	54 6	51 3
" " 1939 .. ..	48 9	50 9	51 11	54 5	56 8	52 8
" " 1940 .. ..	50 0	52 6	53 8	55 10	57 11	54 3
" " 1941 .. ..	53 5	57 4	58 0	58 9	60 7	58 2
" " 1942 .. ..	59 8	63 11	64 7	63 4	67 1	64 4
" " 1943 .. ..	62 3	66 2	71 5	65 10	75 11	68 4
" " 1944 .. ..	62 7	72 9	71 10	67 1	76 4	71 11
" " 1945(c) .. ..	67 7	75 3	72 0	67 5	76 4	73 5
" " 1946(c) .. ..	74 9	84 7	79 5	72 9	81 0	80 9
31st March, 1947 (e) .. ..	77 5	84 11	79 9	73 9	81 10	81 5
30th June, 1947(c) .. ..	78 4	85 11	83 6	75 1	82 5	82 7
30th September, 1947(c) .. ..	81 9	86 2	86 11	75 7	86 0	84 0
31st December, 1947(c) .. ..	83 3	87 7	90 2	76 7	88 5	85 8
31st March, 1948 .. ..	89 0	88 2	92 0	80 2	95 8	88 6
30th June, 1948 .. ..	91 0	96 3	96 0	82 7	98 6	93 10
30th September, 1948 .. ..	93 8	96 10	99 11	86 10	102 3	96 1
31st December, 1948 .. ..	95 10	101 7	103 3	89 3	107 9	100 4

**INDEX-NUMBERS.**

(Base: Weighted Average for Australia (27s. 2d.), 30th April, 1914, = 1,000.)

30th June, 1914 .. ..	838	911	991	1,144	1,110	1,000
31st December, 1938 .. ..	1,732	1,831	1,859	1,947	2,004	1,887
" " 1939 .. ..	1,793	1,869	1,910	2,003	2,085	1,938
" " 1940 .. ..	1,841	1,932	1,975	2,056	2,132	1,996
" " 1941 .. ..	1,967	2,110	2,134	2,163	2,229	2,141
" " 1942 .. ..	2,195	2,354	2,378	2,332	2,468	2,368
" " 1943 .. ..	2,291	2,433	2,629	2,424	2,794	2,516
" " 1944 .. ..	2,364	2,678	2,643	2,470	2,809	2,647
" " 1945(c) .. ..	2,486	2,768	2,651	2,481	2,809	2,701
" " 1946(c) .. ..	2,751	3,113	2,922	2,678	2,980	2,972
31st March, 1947(c) .. ..	2,851	3,126	2,936	2,713	3,012	2,997
30th June, 1947(c) .. ..	2,883	3,161	3,075	2,764	3,033	3,040
30th September, 1947(c) .. ..	3,007	3,170	3,199	2,783	3,165	3,090
31st December, 1947(c) .. ..	3,064	3,222	3,317	2,820	3,253	3,152
31st March, 1948 .. ..	3,275	3,244	3,385	2,952	3,522	3,257
30th June, 1948 .. ..	3,348	3,544	3,533	3,040	3,724	3,455
30th September, 1948 .. ..	3,448	3,563	3,678	3,197	3,762	3,537
31st December, 1948 .. ..	3,526	3,739	3,802	3,284	3,967	3,694

(a) See note (a) to table on page 57. (b) Including the value of board and lodging where supplied.  
(c) Revised since last issue.

**6. Hours of Labour and Hourly Rates of Wage, 31st December, 1948.—**

(i) *General.*—The rates of wage referred to in the preceding paragraphs are the minima payable for a full week's work. The number of hours constituting a full week's work differs, however, in many instances, between various trades and occupations in each State, and between the same trades

and occupations in the several States. To secure what may be for some purposes a better comparison, the results in the preceding paragraphs are reduced to a common basis, namely, the rate of wage per hour in industrial groups in each State and in all States. In the Appendix (Sections V. and VI.) details are given of the number of hours worked per week in the various industries. The following tables include the average number of hours per week in industrial groups for each State.

The tables show (a) the average weekly wage; (b) the average number of working hours per week for a full week's work, and (c) the average hourly wage for adult male and female workers in each State and industrial group except Groups XI. (Shipping, etc.) and XII. (Pastoral, Agricultural, etc.). Some of the occupations included in the latter two groups are of a casual or seasonal nature, and the hours of labour are not generally regulated either by awards or determinations of industrial tribunals or in other ways. Hence the necessary definite particulars for the computation of average working hours and hourly rates of wages are not available.

(ii) *Adult Males.*—The following table shows the average nominal weekly and hourly rates of wage payable to adult male workers and the weekly hours of labour at 31st December, 1948.

**Weekly and Hourly Wage Rates : Adult Males, Industrial Groups.**

*Average Rates of Wage Payable and Weekly Hours of Labour, 31st December, 1948(a).*

Industrial Group	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas	Australia. (b)
I. Wood, Furniture, etc.	Weekly Wage	160/0	156/11	149/6	151/3	152/8	151/9	155/6
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	4/0	3/11	3/8½	3/9½	3/9½	3/9½	3/10½
II. Engineering, Metal Works, etc.	Weekly Wage	158/0	154/10	154/2	151/4	158/8	158/9	155/10
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/11½	3/10½	3/10½	3/9½	3/11½	3/11½	3/10½
III. Food, Drink, etc.	Weekly Wage	152/1	155/6	145/10	149/6	150/7	148/6	151/6
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/9½	3/11	3/7½	3/8½	3/9½	3/8½	3/9½
IV. Clothing, Textiles, etc.	Weekly Wage	149/2	154/5	160/2	160/2	161/11	148/6	153/7
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/8½	3/10½	4/0	4/0	4/0½	3/8½	3/10
V. Books, Printing, etc.	Weekly Wage	190/5	170/2	160/9	168/6	178/6	172/8	177/2
	Working Hours	40.00	39.51	40.00	40.00	40.00	40.00	39.83
	Hourly Wage	4/9	4/3½	4/0½	4/2½	4/5½	4/3½	4/5½
VI. Other Manufacturing	Weekly Wage	155/10	153/3	147/5	154/8	151/9	154/5	153/11
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/10½	3/10	3/8½	3/10½	3/9½	3/10½	3/10½
VII. Building	Weekly Wage	173/3	173/6	166/6	163/2	163/10	164/5	171/9
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	4/4½	4/4	4/2	4/1½	4/1½	4/1½	4/3½
VIII. Mining(d)	Weekly Wage	162/8	163/3	158/10	149/5	173/6	160/11	163/5
	Working Hours	40.00	40.00	40.00	40.00	38.26	40.00	39.74
	Hourly Wage	4/0½	4/1	3/11½	3/8½	4/6½	4/0½	4/1½
IX. Rail and Tram Services	Weekly Wage	159/9	157/4	153/3	149/0	148/9	154/0	156/1
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	4/0	3/11½	3/10	3/8½	3/8½	3/10½	3/10½
X. Other Land Transport	Weekly Wage	153/3	141/1	139/6	137/5	145/8	140/5	145/8
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/10	3/6½	3/5½	3/5½	3/7½	3/6	3/7½

(a) See note (a) to table on page 57. (b) Weighted average. (c) Excludes district allowances in the gold-mining industry. (d) Average rates of wage and hours prevailing at the principal mining centres in each State.

## Weekly and Hourly Wage Rates: Adult Males, Industrial Groups—continued.

Average Rates of Wage Payable and Weekly Hours of Labour, 31st December, 1948(a)—continued.

Industrial Group.	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia. (a)
XI. Shipping, etc.	Weekly Wage(c)	180/2	183/9	185/9	180/11	182/3	181/10	182/0
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage(d)	162/1	155/4	156/2	155/8	157/9	154/0	158/1
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage(d)	148/2	144/6	128/4	133/6	133/2	124/11	141/5
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage(d)	3/8½	3/7½	3/2½	3/4	3/4	3/1½	3/6½
XIV. Miscellaneous ..	Weekly Wage	153/3	147/11	138/7	148/3	142/5	144/1	148/3
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	3/10	3/8½	3/5½	3/8½	3/6½	3/7½	3/8½
All Groups(b) ..	Weekly Wage	159/9	155/5	151/4	153/7	156/6	153/2	156/4
All Groups except XI and XII.(b)	Weekly Wage	158/2	154/7	148/0	151/1	154/10	151/5	154/8
	Working Hours	40.00	39.99	40.00	40.00	39.57	40.00	39.96
	Hourly Wage	3/11½	3/10½	3/8½	3/9½	3/11	3/9½	3/10½

(a) See note (a) to table on page 57. (b) Weighted average. (c) Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation where provided. (d) Includes the value of board and lodging, where supplied, in order that the rate may be comparable with those paid in other industries.

(iii) *Adult Females*.—The following table shows the average nominal weekly and hourly rates of wage payable to adult female workers and the weekly hours of labour at 31st December, 1948:—

## Weekly and Hourly Wage Rates: Adult Females, Industrial Groups.

Average Rates of Wage Payable and Weekly Hours of Labour, 31st December, 1948(a).

Industrial Group.	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia. (b)
III. Food, Drink, etc.	Weekly Wage	90/3	107/2	88/7	96/3	94/11	108/0	95/10
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	2/3	2/6½	2/2½	2/5	2/3½	2/8½	2/4½
IV. Clothing, Textiles, etc.	Weekly Wage	100/6	101/4	103/6	103/6	104/1	102/0	101/7
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	2/6	2/6½	2/7	2/7	2/7½	2/6½	2/6½
I., II., V., & VI. All Other Manufacturing	Weekly Wage	101/11	107/2	87/5	98/3	..	108/6	103/3
	Working Hours	40.00	40.00	40.00	40.00	..	40.00	40.00
	Hourly Wage	2/6½	2/8½	2/2½	2/5½	..	2/8½	2/7
XIII. Domestic, Hotels, etc.	Weekly Wage(c)	88/0	94/3	86/7	90/0	85/9	80/5	89/3
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage(c)	2/2½	2/4½	2/2	2/3	2/1½	2/0½	2/2½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	110/4	113/0	105/2	83/0	..	..	107/9
	Working Hours	40.00	40.00	40.00	40.00	..	..	40.00
	Hourly Wage	2/9	2/10	2/7½	2/1	..	..	2/8½
All Groups(b) ..	Weekly Wage	100/0	103/1	98/4	95/1	93/5	96/8	100/4
	Working Hours	40.00	40.00	40.00	40.00	40.00	40.00	40.00
	Hourly Wage	2/0	2/7	2/5½	2/4½	2/4	2/5	2/6

(a) See note (a) to table on page 57. (b) Weighted average. (c) Includes the value of board and lodging, where supplied, in order that the rate may be comparable with those paid in other industries.

7. **Adult Male Weekly Wages—States, 1891 to 1948.**—The following table shows the weighted average nominal weekly rates of wage payable to adult male workers in each State from 1891 to 1948. The wages given in this table relate to the 31st December in each year. Index-numbers are also given for each State with the average for Australia in 1911 as base (= 1,000).

**Weekly Wage Rates: Adult Males, States.**

*Weighted Average Nominal Weekly Rates payable at 31st December for a Full Week's Work and Index-numbers of Wage Rates(a).*

State.	1891.	1901.	1911.	1914.	1920.	1929.	1939.	1943.	1944.	1945.	1946.	1947.	1948.
			(b)										
<b>RATES OF WAGE.</b>													
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
N.S. Wales ..	44 1	13 11	51 5	56 2	94 0	102 11	96 7	121 3	121 4	121 10	130 11	141 3	159 9
Victoria ..	40 5	40 9	50 6	54 7	86 1	101 1	93 6	119 7	119 6	120 4	128 11	136 10	155 5
Queensland ..	46 6	46 2	51 1	53 5	91 6	101 2	97 5	116 10	118 0	119 10	128 0	134 9	151 4
S. Australia ..	41 7	42 0	51 11	54 5	82 8	97 0	88 11	113 9	113 7	114 5	121 4	133 10	153 7
W. Australia ..	52 4	53 11	59 0	62 10	89 9	100 1	100 6	122 2	121 10	122 9	125 7	137 8	156 6
Tasmania ..	38 6	36 10	41 0	52 8	85 9	94 8	89 5	116 9	116 6	116 11	125 2	133 0	153 2
<b>Australia ..</b>	<b>43 5</b>	<b>43 5</b>	<b>51 3</b>	<b>55 7</b>	<b>89 10</b>	<b>101 2</b>	<b>95 3</b>	<b>119 5</b>	<b>119 6</b>	<b>120 4</b>	<b>128 6</b>	<b>137 11</b>	<b>156 4</b>

**INDEX-NUMBERS.**

(Base: Weighted Average for Australia (51s. 3d.) 1911 = 1,000.)

N.S. Wales ..	861	858	1,003	1,096	1,835	2,007	1,885	2,366	2,367	2,377	2,554	2,757	3,117
Victoria ..	789	796	985	1,065	1,679	1,972	1,825	2,333	2,332	2,347	2,515	2,670	3,032
Queensland ..	908	901	997	1,042	1,785	1,975	1,990	2,279	2,303	2,339	2,498	2,630	2,953
S. Australia ..	811	819	1,013	1,062	1,613	1,806	1,735	2,219	2,216	2,233	2,368	2,612	2,997
W. Australia ..	1,022	1,052	1,152	1,226	1,751	1,963	1,992	2,381	2,377	2,395	2,450	2,686	3,054
Tasmania ..	751	719	799	1,028	1,674	1,848	1,745	2,270	2,273	2,282	2,442	2,595	2,988
<b>Australia ..</b>	<b>848</b>	<b>848</b>	<b>1,000</b>	<b>1,085</b>	<b>1,752</b>	<b>1,974</b>	<b>1,854</b>	<b>2,329</b>	<b>2,332</b>	<b>2,348</b>	<b>2,507</b>	<b>2,690</b>	<b>3,050</b>

(a) See note (a) to table on page 57 (b) Revised since last issue.

8. **Adult Male Weekly Wages—Australia—Industrial Groups, 1891 to 1948.**—The following table shows the weighted average nominal weekly wages payable in each industrial group in Australia. The wages relate to the 31st December in each year. Index-numbers are also given for each industrial group with the average for all groups in 1911 as base (= 1,000).

**Weekly Wage Rates: Adult Males, Industrial Groups.**

*Weighted Average Nominal Weekly Rates payable at 31st December for a Full Week's Work and Index-numbers of Wage Rates(a).*

Industrial Group.	1891.	1901.	1911.	1914.	1920.	1929.	1939.	1943.	1944.	1945.	1946.	1947.	1948.
			(b)										
<b>RATES OF WAGE.</b>													
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
I. ..	52 5	52 3	57 8	59 6	95 1	104 10	100 1	121 0	121 1	121 4	129 2	140 2	155 6
II. ..	47 6	48 5	54 6	57 9	82 5	103 6	99 3	121 1	121 2	121 0	129 1	144 0	155 10
III. ..	38 2	44 7	50 9	55 8	89 3	100 10	96 9	117 8	118 0	118 9	126 9	134 8	151 6
IV. ..	36 8	36 3	35 0	33 0	86 5	99 6	93 2	119 7	119 0	118 11	126 11	132 8	153 7
V. ..	53 5	51 0	58 11	63 10	99 6	119 1	114 3	135 4	134 8	134 9	148 2	158 7	177 2
VI. ..	46 4	46 5	51 11	56 0	88 11	101 2	95 8	118 9	118 8	119 3	128 1	136 8	153 11
VII. ..	50 6	53 10	62 1	65 5	95 7	113 0	106 5	128 11	129 1	130 11	141 10	154 0	171 9
VIII. ..	58 1	54 8	61 2	65 2	103 10	110 7	109 1	126 6	126 11	127 2	134 6	146 1	163 5
IX. ..	50 10	52 4	57 0	59 8	93 1	105 2	96 6	121 9	121 10	122 9	130 10	142 3	156 1
X. ..	39 6	40 9	46 7	52 8	87 3	96 9	92 10	112 0	112 1	113 5	121 7	128 6	145 8
XI. ..	38 2	38 5	44 7	49 10	88 0	107 0	98 6	122 10	122 2	122 3	131 6	136 4	182 0
XII. ..	34 10	32 1	43 0	49 5	87 1	95 6	84 0	118 11	119 9	121 9	129 0	136 5	158 2
XIII. ..	31 10	30 8	45 4	47 11	80 6	92 6	89 11	109 8	109 9	109 9	117 1	126 11	141 5
XIV. ..	39 7	38 10	47 7	54 0	84 11	96 8	92 10	114 3	114 5	114 7	122 6	130 10	148 3
<b>ALL GROUPS</b>	<b>43 5</b>	<b>43 5</b>	<b>51 3</b>	<b>55 7</b>	<b>89 10</b>	<b>101 2</b>	<b>95 3</b>	<b>119 5</b>	<b>119 6</b>	<b>120 4</b>	<b>128 6</b>	<b>137 11</b>	<b>156 4</b>

(a) See note (a) to table on page 57 (b) Revised since last issue.

## Weekly Wage Rates : Adult Males, Industrial Groups—continued.

Industrial Group	1891.	1901.	1911.	1914.	1920.	1929.	1939.	1943.	1944.	1945.	1946.	1947 (a)	1948.
INDEX-NUMBERS.													
(Base : Weighted Average for Australia (51s. 3d.) 1911 = 1,000.)													
I. Wood, Furniture, etc.	1,023	1,019	1,125	1,161	1,855	2,046	1,553	2,362	2,363	2,368	2,520	2,735	3,034
II. Engineering, Metal Works, etc.	931	945	1,064	1,127	1,803	2,019	1,936	2,363	2,364	2,361	2,519	2,811	3,041
III. Food, Drink, etc.	745	871	991	1,085	1,742	1,967	1,888	2,297	2,303	2,316	2,473	2,628	2,956
IV. Clothing, Textiles, etc.	716	708	981	1,034	1,687	1,942	1,817	2,334	2,321	2,321	2,476	2,589	2,997
V. Books, Printing, etc.	1,043	996	1,149	1,246	1,941	2,323	2,220	2,640	2,627	2,630	2,891	3,094	3,457
VI. Other Manufacturing	904	907	1,013	1,093	1,736	1,994	1,867	2,316	2,315	2,326	2,499	2,667	3,003
VII. Building	986	1,050	1,213	1,276	1,865	2,205	2,076	2,516	2,518	2,555	2,768	3,005	3,352
VIII. Mining	1,134	1,067	1,194	1,272	2,026	2,157	2,142	2,168	2,477	2,482	2,624	2,895	3,189
IX. Rail and Tram Services	992	1,021	1,113	1,165	1,816	2,052	1,884	2,376	2,377	2,396	2,553	2,775	3,045
X. Other Land Transport	772	795	910	1,026	1,702	1,888	1,812	2,186	2,183	2,213	2,372	2,507	2,843
XI. Shipping, etc.	745	751	871	972	1,716	2,087	1,922	2,397	2,393	2,385	2,566	2,661	3,551
XII. Agricultural, Pastoral, etc.	680	627	839	965	1,699	1,563	1,639	2,321	2,328	2,376	2,517	2,662	3,085
XIII. Domestic, Hotels, etc.	641	598	887	935	1,571	1,804	1,755	2,140	2,142	2,142	2,289	2,476	2,759
XIV. Miscellaneous	773	759	929	1,054	1,656	1,886	1,811	2,230	2,232	2,236	2,390	2,553	2,893
All Groups	848	848	1,000	1,085	1,752	1,974	1,858	2,329	2,332	2,348	2,507	2,690	3,050

(a) Revised since last issue.

9. Adult Male Hourly Wages—States, 1914-1948.—The following table shows the weighted average nominal hourly rates of wage payable to adult male workers in each State at the dates specified. Index-numbers are also given for each State with the average for Australia at 30th April, 1914 as base (= 1,000).

## Hourly Wage Rates : Adult Males, States. (a)

Weighted Average Nominal Hourly Rates (to the nearest farthing) payable and Index-numbers of Hourly Rates.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia
RATES OF WAGE.							
30th June, 1914 ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
31st December, 1921	2 1½	2 0½	2 2	1 10½	2 1	1 11½	2 0½
" " 1929	2 4	2 2½	2 4	2 1½	2 2½	2 0½	2 3
" " 1937	2 2½	1 11½	2 2½	1 10½	2 1½	1 11	2 0½
" " 1938	2 3	2 0½	2 3	1 10½	2 3½	1 11½	2 1½
" " 1939	2 3½	2 1½	2 3½	1 11½	2 4	2 0	2 2½
" " 1940	2 4½	2 2½	2 3½	2 1	2 5	2 1½	2 3½
" " 1941	2 5½	2 5	2 5½	2 3	2 7½	2 3	2 5½
" " 1942	2 8½	2 8½	2 7½	2 6	2 9	2 6½	2 8
" " 1943	2 9½	2 8½	2 8½	2 6½	2 10½	2 7½	2 8½
" " 1944	2 9½	2 8½	2 8½	2 6½	2 10	2 7½	2 8½
" " 1945	2 9½	2 9	2 8½	2 6½	2 10½	2 7½	2 9
" " 1946	3 0½	2 11½	2 11	2 8½	2 10½	2 9½	2 11½
" " 1947 <sup>b</sup>	3 5½	3 1½	3 0½	3 1½	3 2½	3 1	3 3
" " 1948	3 11½	3 10½	3 8½	3 9½	3 11	3 9½	3 10½

(a) Weighted average hourly rates of wage for all industrial groups except Groups XI. (Shipping, etc.), and XII. (Agricultural, Pastoral, etc.). Working hours have not been generally regulated by industrial tribunals for some of the occupations classified in Industrial Groups XI. and XII. See also note to table on page 57

(b) Revised since last issue

Hourly Wage Rates : Adult Males, States—continued.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
INDEX-NUMBERS.							
(Base : Weighted Average for Australia (13.96d.) 30th April, 1914 = 1,000.)							
30th June, 1914 ..	998	980	963	991	1,170	933	1,000
31st December, 1921	1,817	1,741	1,865	1,637	1,796	1,675	1,779
" " 1929	2,011	1,895	2,001	1,808	1,923	1,751	1,940
" " 1937	1,878	1,676	1,875	1,602	1,804	1,643	1,779
" " 1938	1,935	1,741	1,934	1,638	1,968	1,671	1,840
" " 1939	1,963	1,834	1,979	1,692	2,001	1,717	1,903
" " 1940	2,038	1,920	1,986	1,796	2,030	1,805	1,973
" " 1941	2,138	2,071	2,092	1,956	2,240	1,938	2,098
" " 1942	2,339	2,302	2,232	2,153	2,381	2,165	2,295
" " 1943	2,401	2,342	2,307	2,183	2,448	2,260	2,352
" " 1944	2,405	2,343	2,329	2,173	2,443	2,254	2,355
" " 1945	2,408	2,355	2,347	2,192	2,446	2,255	2,365
" " 1946	2,593	2,533	2,509	2,339	2,491	2,423	2,529
" " 1947 <sup>a</sup>	2,974	2,709	2,638	2,692	2,754	2,648	2,797
" " 1948	3,399	3,322	3,180	3,246	3,364	3,254	3,327

(a) Revised since last issue

10. Adult Female Hourly Wages—States, 1914 to 1948.—The following table shows the weighted average nominal hourly rates of wage payable to adult female workers in each State at the dates specified. Index-numbers are also given for each State with the average for Australia at 30th April, 1914 as base (= 1,000).

Hourly Wage Rates : Adult Females, States.

Weighted Average Nominal Hourly Rates (to the nearest farthing) payable and Index-numbers of Hourly Rates(a).

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
RATES OF WAGE.							
30th June, 1914 ..	s. d. 0 6 $\frac{1}{2}$	s. d. 0 6 $\frac{1}{2}$	s. d. 0 6 $\frac{1}{2}$	s. d. 0 5 $\frac{1}{2}$	s. d. 0 9 $\frac{1}{2}$	s. d. 0 6	s. d. 0 6 $\frac{1}{2}$
31st December, 1921	1 1	1 0 $\frac{1}{2}$	1 1 $\frac{1}{2}$	0 11 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 0	1 0 $\frac{1}{2}$
" " 1929	1 2 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 3	1 1 $\frac{1}{2}$	1 3 $\frac{1}{2}$	1 2	1 2 $\frac{1}{2}$
" " 1937	1 1 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 2	1 0 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 0 $\frac{1}{2}$	1 1 $\frac{1}{2}$
" " 1938	1 2 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 0 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 1 $\frac{1}{2}$
" " 1939	1 2 $\frac{1}{2}$	1 2	1 3	1 1	1 2 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 2 $\frac{1}{2}$
" " 1940	1 3	1 2 $\frac{1}{2}$	1 3 $\frac{1}{2}$	1 1 $\frac{1}{2}$	1 3 $\frac{1}{2}$	1 2 $\frac{1}{2}$	1 2 $\frac{1}{2}$
" " 1941	1 3 $\frac{1}{2}$	1 3 $\frac{1}{2}$	1 4 $\frac{1}{2}$	1 3	1 4 $\frac{1}{2}$	1 3 $\frac{1}{2}$	1 3 $\frac{1}{2}$
" " 1942	1 5 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 6	1 4 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 4 $\frac{1}{2}$	1 5 $\frac{1}{2}$
" " 1943	1 6 $\frac{1}{2}$	1 7	1 7	1 4 $\frac{1}{2}$	1 6 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 6 $\frac{1}{2}$
" " 1944	1 7 $\frac{1}{2}$	1 8	1 8 $\frac{1}{2}$	1 5 $\frac{1}{2}$	1 6	1 6 $\frac{1}{2}$	1 7 $\frac{1}{2}$
" " 1945 <sup>b</sup>	1 7 $\frac{1}{2}$	1 8 $\frac{1}{2}$	1 8 $\frac{1}{2}$	1 6 $\frac{1}{2}$	1 6 $\frac{1}{2}$	1 7 $\frac{1}{2}$	1 8
" " 1946 <sup>b</sup>	1 10	1 10 $\frac{1}{2}$	1 10 $\frac{1}{2}$	1 8 $\frac{1}{2}$	1 8 $\frac{1}{2}$	1 9 $\frac{1}{2}$	1 10
" " 1947 <sup>b</sup>	2 0 $\frac{1}{2}$	2 0 $\frac{1}{2}$	1 11 $\frac{1}{2}$	1 11	1 9 $\frac{1}{2}$	1 10 $\frac{1}{2}$	1 11 $\frac{1}{2}$
" " 1948	2 6	2 7	2 5 $\frac{1}{2}$	2 4 $\frac{1}{2}$	2 4	2 5	2 6

(a) See note (a) to table on page 57.

(b) Revised since last issue.



## Hourly Wage Rates : Adult Females, States—continued.

Date.	New South Wales.	Victoria	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
INDEX-NUMBERS.							
(Base : Weighted Average for Australia (6.64d.), 30th April, 1914 = 1,000.)							
30th June, 1914 ..	980	1,021	976	881	1,386	920	1,000
31st December, 1921	1,965	1,878	1,989	1,770	2,215	1,794	1,923
" " 1929	2,218	2,154	2,252	2,015	2,333	2,108	2,182
" " 1937	2,066	1,985	2,107	1,839	1,990	1,938	2,017
" " 1938	2,134	2,050	2,196	1,878	2,164	1,991	2,084
" " 1939	2,193	2,107	2,267	1,952	2,217	2,032	2,145
" " 1940	2,259	2,184	2,298	2,069	2,361	2,181	2,220
" " 1941	2,387	2,387	2,444	2,274	2,477	2,324	2,387
" " 1942	2,630	2,657	2,726	2,473	2,636	2,517	2,642
" " 1943	2,798	2,869	2,866	2,514	2,730	2,599	2,800
" " 1944	2,934	3,024	3,042	2,685	2,703	2,813	2,952
" " 1945 <sup>a</sup>	2,989	3,090	3,074	2,758	2,773	2,925	3,012
" " 1946 <sup>a</sup>	3,307	3,373	3,383	3,122	3,033	3,191	3,315
" " 1947 <sup>a</sup>	3,646	3,634	3,527	3,464	3,289	3,363	3,593
" " 1948	4,518	4,658	4,441	4,295	4,220	4,369	4,535

(a) Revised since last issue

II. Nominal Hours of Labour—Adult Males, States.—The following table shows the weighted average nominal hours of labour (excluding overtime) in a full working week for adult male workers in each State and Australia at 30th June, 1914, and at 31st December, 1921 to 1948. Index-numbers are given for each State with the weighted average hours of labour for Australia at 30th April, 1914, as base (= 1,000).

## Hours of Labour (excluding Overtime) : Adult Males, States.(a)

Weighted Average Nominal Hours of Labour (excluding Overtime) worked during a Full Working Week.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
HOURS OF LABOUR.							
30th June, 1914 ..	49.42	48.80	48.78	48.60	47.78	48.62	48.93
31st December, 1921	45.66	46.95	45.52	47.07	46.24	46.84	46.22
" " 1929	44.14	46.83	43.96	46.83	45.58	47.09	45.34
" " 1937	44.07	46.22	43.68	46.57	45.25	46.24	45.03
" " 1938	44.01	45.75	43.67	46.31	44.34	46.00	44.82
" " 1939	43.92	44.61	43.46	45.83	44.33	45.33	44.29
" " 1940	43.70	44.28	43.46	45.23	44.09	44.92	44.04
" " 1941	43.68	44.12	43.43	44.49	43.13	44.42	43.83
" " 1942	43.52	43.94	43.32	44.25	43.15	43.51	43.65
" " 1943	43.52	43.94	43.18	44.21	43.15	43.37	43.60
" " 1944	43.50	43.91	43.18	44.21	43.15	43.39	43.61
" " 1945	43.50	43.91	43.18	44.07	43.15	43.38	43.59
" " 1946	43.50	43.82	43.18	44.07	43.15	43.38	43.57
" " 1947	41.11	43.68	43.18	42.84	43.15	43.27	42.51
" " 1948	40.00	39.99	40.00	40.00	39.57	40.00	39.96

(a) Weighted average working hours per week for all industrial groups except Groups XI. (Shipping, etc.), and XII. (Agricultural, Pastoral, etc.). Working hours have not been generally regulated by industrial tribunals for some of the occupations classified in Industrial Groups XI and XII. See also note to table on page 57.

**Hours of Labour (excluding Overtime): Adult Males, States—continued.**

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia
<b>INDEX-NUMBERS.</b>							
(Base: Weighted Average for Australia (48.93), 30th April, 1914 = 1,000.)							
30th June, 1914 ..	1,010	997	997	993	976	994	1,000
31st December, 1921	933	960	930	962	945	957	945
" " 1929	902	957	898	957	932	962	927
" " 1937	901	945	893	952	925	945	920
" " 1938	899	935	893	946	906	940	916
" " 1939	898	912	888	937	906	926	905
" " 1940	893	905	888	924	901	918	900
" " 1941	893	902	888	909	881	908	896
" " 1942	889	898	885	904	882	889	892
" " 1943	889	898	882	904	882	886	891
" " 1944	889	897	882	904	882	887	891
" " 1945	889	897	882	901	882	887	891
" " 1946	889	896	882	901	882	887	890
" " 1947	840	893	882	876	882	884	869
" " 1948	817	817	817	817	809	817	817

12. **Nominal Hours of Labour—Adult Females, States.**—The following table shows the weighted average nominal hours of labour (excluding overtime) in a full working week for adult female workers in each State and Australia at 30th June, 1914, and at 31st December, 1921 to 1948. Index-numbers are given for each State with the weighted average hours of labour for Australia at 30th April, 1914, as base (= 1,000).

**Hours of Labour (excluding Overtime): Adult Females, States.**

*Weighted Average Nominal Hours of Labour (excluding Overtime) worked during a Full Working Week(a).*

Date.	New South Wales	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
<b>HOURS OF LABOUR.</b>							
30th June, 1914 ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
31st December, 1921	45.06	46.04	45.66	46.10	45.97	47.86	45.69
" " 1929	43.93	45.40	44.01	46.03	45.57	46.07	44.79
" " 1937	43.92	44.76	44.03	46.02	45.57	45.24	44.52
" " 1938	43.88	44.63	44.03	45.96	45.38	45.10	44.44
" " 1939	43.88	44.42	44.01	45.96	45.38	45.10	44.36
" " 1940	43.88	44.19	44.01	45.47	44.00	44.00	44.13
" " 1941	43.88	44.19	44.00	44.00	44.00	44.00	44.03
" " 1942	43.88	44.19	44.00	44.00	44.00	44.00	44.03
" " 1943	43.88	44.19	44.00	44.00	44.00	44.00	44.03
" " 1944	43.88	44.19	44.00	43.99	44.00	44.00	44.03
" " 1945	43.88	44.19	44.00	43.99	44.00	44.00	44.03
" " 1946	43.88	44.19	44.00	43.99	44.00	44.00	44.03
" " 1947	41.78	43.99	44.00	42.19	44.00	44.00	43.08
" " 1948	40.00	40.00	40.00	40.00	40.00	40.00	40.00

(a) See note (a) to table on page 57.

Hours of Labour (excluding Overtime): Adult Females, States—*continued*.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia
INDEX-NUMBERS.							
(Base: Weighted Average for Australia (49.08) 30th April, 1914 = 1,000.)							
30th June, 1914 ..	1,005	989	1,005	1,005	992	1,034	1,000
31st December, 1921	918	938	930	939	937	975	931
" " 1929	895	925	897	938	928	939	913
" " 1937	895	912	897	938	928	922	907
" " 1938	894	909	897	936	925	919	905
" " 1939	894	905	897	936	925	919	904
" " 1940	894	900	897	926	896	896	900
" " 1941	894	900	896	896	896	896	897
" " 1942	894	900	896	896	896	896	897
" " 1943	894	900	896	896	896	896	897
" " 1944	894	900	896	896	896	896	897
" " 1945	894	900	896	896	896	896	897
" " 1946	894	900	896	896	896	896	897
" " 1947	851	896	896	860	896	896	878
" " 1948	814	814	814	814	814	814	814

13. **Nominal and Effective Wages.**—(i) *General.* Wages are said to be *nominal* when they represent the actual amounts of money received in return for labour, and are described as *effective* or *real* when expressed in terms of their equivalent purchasing power, that is, their purchasing power over some definite composite unit or regimen the cost of which can be ascertained at different times. The relation between *nominal* and *effective* or *real* wages was discussed at some length in Labour Report No. 6, and was also referred to in Labour Report No. II.

Since it is possible to measure purchasing power over more than one composite unit or regimen it is equally possible to convert any given nominal wage series into more than one series of effective or real wages. Prior to 1936 it was the practice of the Bureau to compute effective wage index-numbers by dividing the nominal wage index-numbers by the corresponding retail price index-numbers for food, groceries and rent of all houses ("A" series). While wage-rates were generally varied on the basis of the "A" series index-numbers there was a good deal to be said for this procedure. When the Commonwealth Court abandoned the "A" series, the merits of the "C" series of retail price index-numbers for "deflating" nominal wage rates were strengthened. The "C" series covers food, groceries, rent of four and five-roomed houses, clothing and miscellaneous household requirements. As the computation of the "A" series index by this Bureau was discontinued after the June quarter, 1938, real wages to the end of 1937 are measured in terms of their purchasing power over both the "A" series regimen and the "C" series regimen\* in the following tables and over the "C" series only for the subsequent years.

(ii) *Nominal Weekly Wage Index-numbers—Adult Males, States, 1901 to 1948.*—The following table shows for the period 1901 to 1948 the weighted average nominal weekly rates of wage in each State, the weighted average rate for Australia in 1911 being taken as the base (= 1,000). The index-numbers for 1901 and 1911 are based on rates current at the end of December, annual averages not being available. For 1914 and subsequent years, however, the index-numbers have been computed from the average of the rates current at the end of each quarter.

\* For explanation of "A" and "C" series, see pages 37 and 38.

**Nominal Wage Index-Numbers: Adult Males, States.**

(Base. Weighted Average Weekly Wage for Australia, 1911 = 1,000.)

State.	1901.	1911.	1914.	1921.	1929.	1939.	1941.	1942.	1943.	1944.	1945.	1946.	1947. (a)	1948.
N.S. Wales ..	858	1,003	1,093	1,862	2,012	1,874	2,024	2,210	2,357	2,365	2,367	2,431	2,647	2,973
Victoria ..	796	985	1,062	1,803	1,964	1,808	1,984	2,172	2,330	2,323	2,340	2,403	2,585	2,909
Queensland ..	901	997	1,035	1,879	1,976	1,885	1,981	2,091	2,207	2,288	2,326	2,384	2,580	2,840
S. Australia ..	819	1,013	1,061	1,697	1,891	1,725	1,897	2,065	2,212	2,212	2,228	2,285	2,496	2,841
W. Australia	1,052	1,152	1,223	1,832	1,960	1,956	2,106	2,215	2,349	2,368	2,399	2,421	2,597	2,888
Tasmania ..	719	799	1,027	1,745	1,840	1,738	1,895	2,057	2,196	2,268	2,273	2,331	2,512	2,861
Australia ..	848	1,000	1,081	1,826	1,972	1,816	1,997	2,164	2,309	2,326	2,339	2,400	2,598	2,914

(a) Revised since last issue

(iii) *Effective or Real Wage Index-numbers—Adult Males, States—1901-1948.*—In obtaining the effective wage index-numbers in the following tables the nominal wage index-numbers shown above have been divided by the corresponding retail price index-numbers for the capital city and multiplied by 1,000.

The index-numbers for 1901 and 1911 which are based on nominal rates of wage current at the end of December may be taken as substantially accurate since the movement in wages during the course of any one year prior to 1914 was comparatively slight.

**Effective or Real Wage Index-Numbers for Adult Males (Full Work): Measured in terms of purchasing power over the "A" series regimen.**

(Base. Weighted Average Real Wage in Australia in 1911 = 1,000.)

State.	1901.	1911.	1911.	1921.	1928.	1929.	1930.	1931.	1932.	1933.	1934.	1935.	1936.	1937.
N.S. Wales ..	961	973	906	1,079	1,089	1,050	1,107	1,160	1,150	1,138	1,101	1,095	1,090	1,107
Victoria ..	915	1,037	961	1,038	1,120	1,084	1,158	1,162	1,126	1,139	1,114	1,092	1,075	1,099
Queensland ..	1,172	1,090	1,038	1,244	1,236	1,220	1,317	1,345	1,376	1,417	1,377	1,323	1,261	1,237
S. Australia ..	948	957	929	1,027	1,089	1,067	1,166	1,178	1,133	1,152	1,144	1,149	1,143	1,131
W. Australia	1,024	1,023	1,070	1,139	1,156	1,143	1,229	1,232	1,212	1,246	1,221	1,260	1,251	1,253
Tasmania ..	827	838	942	977	1,099	1,064	1,111	1,104	1,067	1,094	1,086	1,099	1,094	1,038
Australia ..	964	1,000	948	1,076	1,115	1,082	1,152	1,185	1,168	1,178	1,148	1,135	1,121	1,133

Since the "C" series index-numbers were not compiled for periods prior to November, 1914, it has been assumed for the purpose of the following table that fluctuations between 1911 (the base of the table) and 1914 in the "C" series would have been similar to the fluctuations observed in the "A" series.

**Effective or Real Wage Index-Numbers for Adult Males (Full Work): Measured in terms of purchasing power over the "C" series regimen.**

(Base. Weighted Average Real Wage in Australia in 1911 = 1,000.)

State.	1911.	1914.	1921.	1928.	1929.	1939.	1941.	1942.	1943.	1944.	1945.	1946.	1947. (a)	1948.
N.S. Wales ..	..	925	1,073	1,159	1,130	1,207	1,287	1,204	1,234	1,247	1,249	1,258	1,316	1,359
Victoria ..	..	954	1,084	1,188	1,164	1,180	1,187	1,190	1,233	1,234	1,243	1,260	1,312	1,355
Queensland ..	..	1,022	1,227	1,296	1,290	1,306	1,240	1,221	1,241	1,288	1,307	1,314	1,367	1,379
S. Australia ..	..	914	1,034	1,106	1,099	1,147	1,158	1,159	1,209	1,214	1,218	1,229	1,291	1,341
W. Australia	..	1,043	1,096	1,153	1,152	1,308	1,279	1,259	1,282	1,292	1,300	1,296	1,348	1,377
Tasmania ..	..	902	984	1,123	1,108	1,153	1,142	1,150	1,184	1,237	1,237	1,237	1,285	1,344
Australia ..	1,000	948	1,087	1,172	1,151	1,211	1,194	1,190	1,231	1,246	1,252	1,263	1,318	1,357

(a) Revised since last issue.

In the above tables the *effective* wage index-numbers are computed to the one base, that of Australia for 1911. As the index-numbers are comparable in all respects, comparisons may be made as to the increase or decrease in the *effective* wage index-number for any State over any period of years.

(iv) *Effective or Real Wage Index-numbers—Adult Males, Australia—1901-1948.* In the following table similar index-numbers are given for Australia as a whole under both the "A" and "C" series. These are obtained by dividing the nominal wage index-numbers for Australia for the year concerned by the corresponding retail price index-numbers for the six capital cities and multiplying by 1,000.

**Nominal and Effective or Real Wage Index-Numbers for Adult Males (Full Work)(a).**  
(Base: Weighted Average Real Wage in Australia in 1911 = 1,000.)

Year.	Nominal Weekly Wage Index-numbers.	Retail Price Index-numbers.		Effective or Real Wage Index-numbers, i.e. relative purchasing power over regimen of—	
		"A" Series (Food, Groceries and Rent of All Houses).	"C" Series (All Items).	"A" Series.	"C" Series.
1901..	848	880	..	964	..
1910..	955	970	..	985	..
1911..	1,000	1,000	(1,000)	1,000	(1,000)
1912..	1,051	1,101	..	955	..
1913..	1,076	1,104	..	975	..
1914..	1,081	1,140	1,140	948	948
1915..	1,092	1,278	1,297	854	842
1916..	1,144	1,324	1,319	864	867
1917..	1,226	1,318	1,406	930	872
1918..	1,270	1,362	1,501	932	846
1919..	1,370	1,510	1,695	907	808
1920..	1,627	1,785	1,935	911	841
1921..	1,826	1,697	1,680	1,076	1,087
1922..	1,801	1,600	1,619	1,126	1,112
1923..	1,805	1,700	1,664	1,062	1,085
1924..	1,840	1,681	1,637	1,095	1,124
1925..	1,861	1,722	1,654	1,081	1,125
1926..	1,914	1,786	1,677	1,072	1,141
1927..	1,946	1,766	1,662	1,102	1,171
1928..	1,963	1,760	1,675	1,115	1,172
1929..	1,972	1,822	1,713	1,082	1,151
1930..	1,939	1,683	1,618	1,152	1,198
1931..	1,752	1,479	1,448	1,185	1,210
1932..	1,639	1,493	1,377	1,168	1,190
1933..	1,584	1,345	1,335	1,178	1,187
1934..	1,590	1,385	1,355	1,148	1,173
1935..	1,612	1,420	1,380	1,135	1,169
1936..	1,638	1,461	1,409	1,121	1,162
1937..	1,707	1,507	1,448	1,133	1,178
1938..	1,799	(b)	1,488	(b)	1,209
1939..	1,846	(b)	1,526	(b)	1,211
1940..	1,889	(b)	1,588	(b)	1,190
1941..	1,997	(b)	1,673	(b)	1,194
1942..	2,164	(b)	1,809	(b)	1,196
1943..	2,309	(b)	1,876	(b)	1,231
1944..	2,326	(b)	1,867	(b)	1,246
1945..	2,339	(b)	1,868	(b)	1,252
1946..	2,400	(b)	1,900	(b)	1,263
1947(e)	2,598	(b)	1,971	(b)	1,318
1948..	2,914	(b)	2,148	(b)	1,357

(a) As to the effect in abnormal periods, see page 20 of Labour Report No. 6. (b) Not available.

(c) Revised since last issue.

NOTE.—For years prior to 1914 the nominal wage index-numbers relate to the end of the year only, but from 1914 onward these figures, in addition to those for retail prices, are averages for the whole year.

The *effective* or *real* wage in 1901 under the "A" series was 3.6 per cent. less than in 1911. During the period 1912 to 1920, while wages increased steadily, prices increased at a greater rate, with the result that the purchasing power of wages under both the "A" and the "C" series was less in each of these years than in 1911. The first occasion on which the *effective* wage was higher than in 1911 was in the year 1921.

In 1937, the last complete year for which both "A" and "C" series of retail price index-numbers are available, the *effective* wage was 13.1 per cent. higher than in 1911 under the "A" series and 17.7 per cent. higher than under the "C" series.

As retail prices rose by only 9.0 per cent. in 1948, while nominal wages rose by 12.2 per cent., the effective wage index-number rose from 1,318 to 1,357 under the "C" series. Index-numbers of nominal and effective wages as well as total and average weekly earnings for periods subsequent to 1948 appear in the *Monthly Review of Business Statistics*.

**14. Productive Activity.**—The preceding tables show the movement in real (or effective) wages, i.e., wages measured in series of retail purchasing power. A parallel problem is the measure of productivity, i.e., the quantity of production (irrespective of prices) in relation to population or persons engaged in production. The two tables, and comment thereon, usually published in this Section relative to measurement of productivity are omitted from this issue pending revision in the light of changes in age composition of the population as revealed by the Census of 1947 and of changes in age and sex compositions of persons engaged in production in recent years.

The following table shows the total recorded value of production valued as in the principal markets as ascertained from various sources during the years specified:—

**Estimated Gross Value of Australian Production.**

(Recorded Industries.)  
(£'000.)

Year.	Agricultural.	Pastoral.	Dairy, Poultry and Bee Farming.	Forestry and Fisheries.	Mining	Manufacturing. (a)	Total
1906 ..	25,349	45,389	13,611	4,879	26,643	31,172	147,043
1911 ..	38,774	52,729	20,154	5,868	23,303	47,531	188,359
1913 ..	46,162	63,146	21,682	6,626	25,594	57,674	220,884
1914 ..	36,052	67,085	22,504	6,853	22,054	59,004	213,532
1916 ..	61,255	83,054	27,931	6,062	23,192	60,502	261,996
1920-21 ..	112,801	90,641	52,613	11,136	21,675	101,778	390,644
1921-22 ..	81,890	75,054	44,417	10,519	20,029	112,517	344,426
1922-23 ..	84,183	97,127	43,542	11,124	20,281	123,188	379,445
1923-24 ..	81,166	110,216	42,112	11,866	22,184	132,732	400,276
1924-25 ..	107,163	127,301	45,190	12,357	24,592	137,977	454,580
1925-26 ..	89,267	113,556	48,278	12,784	24,529	143,256	431,670
1926-27 ..	98,295	111,716	46,980	12,790	23,939	153,634	447,354
1927-28 ..	84,328	124,554	50,261	12,181	23,015	158,562	452,901
1928-29 ..	89,440	116,733	50,717	11,617	19,539	159,759	447,805
1929-30 ..	77,109	84,563	49,398	11,371	17,912	149,184	389,537
1930-31 ..	70,500	69,499	43,067	8,313	15,361	112,066	319,706
1931-32 ..	74,489	61,540	41,478	7,703	13,352	106,456	305,018
1932-33 ..	75,562	64,851	39,622	8,470	15,583	114,136	318,224
1933-34 ..	70,731	95,613	40,306	9,605	17,608	123,355	357,218
1934-35 ..	68,587	74,556	44,763	10,856	19,949	137,638	356,349
1935-36 ..	75,388	91,286	47,533	11,424	23,248	155,891	404,770
1936-37 ..	91,403	105,499	49,886	11,765	27,381	170,811	456,745
1937-38 ..	93,229	100,794	57,641	14,755	32,434	188,061	486,914
1938-39 ..	76,851	84,895	60,404	14,634	32,463	195,746	464,993
1939-40 ..	95,808	104,972	62,070	15,347	36,839	212,488	527,524
1940-41 ..	70,499	110,959	62,629	17,179	40,003	248,751	550,020
1941-42 ..	96,356	120,000	64,731	18,671	41,489	306,426	647,673
1942-43 ..	113,419	132,556	73,644	19,393	38,894	341,106	719,012
1943-44(b)	116,569	137,293	77,450	18,105	34,250	355,223	738,890
1944-45(b)	107,026	125,359	80,332	22,035	33,516	350,151	718,419
1945-46(b)	147,869	113,646	84,478	24,985	32,523	339,421	742,922
1946-47(b)	138,336	160,979	87,778	29,332	39,595	393,240	849,260
1947-48(b)	261,735	233,118	103,131	35,173	53,554	467,773	1,154,484

(a) Value added in process of manufacture. These amounts differ from those published in certain tables elsewhere owing to the inclusion in those tables of certain products which are here included in Dairy Farming and Forestry. (b) Subject to revision.

### § 3. The Basic Wage and Child Endowment in Australia.

**I. The Basic Wage.**—(i) *General.*—The “basic” wage is determined by industrial tribunals in Australia operating under Commonwealth and State Arbitration Acts. In the industrial legislation of New South Wales\*, Queensland, South Australia and Western Australia, provision is made for the tribunals appointed under the Acts to determine the basic rates of wage to be paid to adult unskilled workers. In Tasmania provision for the declaration of a basic rate of wage is not included in the industrial Acts in force. The Wages Board system operates in this State, and each Wages Board determines the rate of wage to be paid to the unskilled worker when the determination for an industry or calling is under review. In Victoria, however, the same Wages Board system exists, but the Factories Act obliges Wages Boards to adopt the same rates as those determined by the Commonwealth Court of Conciliation and Arbitration for similar industries.

As the power of the Commonwealth Court of Conciliation and Arbitration is limited by the Commonwealth Constitution to the settlement, by conciliation and arbitration, of industrial disputes extending beyond the limits of any one State, no similar provision is to be found in the Commonwealth Conciliation and Arbitration Act. In practice, the Court does declare a Commonwealth basic wage and uses the wage so declared as a basis for all awards made by it in the exercise of its jurisdiction. That is, upon a new basic wage being declared, the awards made in the settlement of all interstate industrial disputes are re-opened and amended accordingly.

(ii) *Acts in Force.*—The acts in force providing for the determination of a “basic” wage are as follows:—

- (a) Commonwealth Conciliation and Arbitration Act 1904-1949†
- (b) New South Wales—Industrial Arbitration Act 1940-1948.
- (c) Victoria—Factories and Shops Act 1928-1947.
- (d) Queensland—Industrial Conciliation and Arbitration Act 1932-1948.
- (e) South Australia—The Industrial Code 1920-1948; Economic Stability Act 1946.
- (f) Western Australia—Industrial Arbitration Act 1912-1948.

**2. The Commonwealth Basic Wage.**—(i) *General.*—The doctrine of a basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, and the same principle was enunciated in the New South Wales Arbitration Court in somewhat similar terms by Mr. Justice Heydon in 1905. In spite of these pronouncements, however, and of the fact that wage-fixing tribunals had been in operation as early as 1896 (in the State of Victoria), it was not until the year 1907 that the first basic wage, as such, was declared by a Court in Australia. This declaration was made by Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, and is popularly known as the “Harvester

\* See p. 94 for modification of provision.

† See limitations mentioned in second paragraph above.

Judgment" by reason of its having been determined in connexion with H. V. McKay's Sunshine Harvester Works.\* The rate declared in this case was 7s. per day or £2 2s. per week for Melbourne, the amount considered reasonable for "a family of about five",† and was generally referred to as the "Harvester" wage. According to a rough allocation by the Judge, the constituent parts of this amount were £1 5s. 5d. for food, 7s. for rent, and 9s. 7d. for all other expenditure.

The judgment was delivered on 8th November, 1907, in the matter of the application of H. V. McKay for an Order in terms of Section 2 (d) of the Excise Tariff Act 1906. The Commonwealth Parliament had by this Act imposed certain excise duties on agricultural implements, but provided that the Act should not apply to goods manufactured in Australia "under conditions as to the remuneration of labour which are declared by the President of the Commonwealth Court of Conciliation and Arbitration to be fair and reasonable". The President discussed at length the meaning of "fair and reasonable", and stated: "These remarks would not be made if the Legislature had defined the general principles on which I am to determine whether wages are fair and reasonable or the reverse. . . . The provision for fair and reasonable remuneration is obviously designed for the benefit of the employees in the industry; and it must be meant to secure to them something which they cannot get by the ordinary system of individual bargaining with employers. . . . The standard must therefore be something else; and I cannot think of any other standard appropriate than 'the normal needs of the average employee regarded as a human being living in a civilized community'". This may therefore be taken as the original criterion adopted by the Commonwealth Court of Conciliation and Arbitration in the fixation of its "basic"‡ wage.

The President in his judgment stated: "My hesitation has been chiefly between 7s. and 7s. 6d.; but I put the minimum at 7s. as I do not think that I could refuse to declare an employer's remuneration to be fair and reasonable if I find him paying 7s. per day".

The "Harvester" basic rate was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards and practically the same rates continued until the year 1913, when the Court took cognizance of the retail price index-numbers, covering food and groceries and rent of all houses ("A" series) for the 30 more important towns of the Commonwealth, which had been published by the Commonwealth Statistician for the first time in the preceding year. These index-numbers had been taken back to 1907, with the year 1911 as base, and disclosed not only considerable percentage increases since 1907, but also large disparities in the relative purchasing power of money in the various towns. The basic rates for towns

\* 2 C.A.R., p. 1.

† The average number of dependent children per family was apparently regarded by the Court as about three, although statistical information available at the time did not permit of exact figures being ascertained. The 1911 Census disclosed, however, that the average issue of husbands aged 35-39 in the wage and salary earning group (excluding unemployed) was 3.00 children of all ages, and some such figure was probably in the mind of the Court. The only figures available from the 1921 Census for dependent children under 14 years for the wage and salary earning group (including unemployed) were—per male householder, 1.55, and an estimate per adult male of 1.0. The average numbers of dependent children under sixteen years for the wage and salary earning group (including unemployed) at the 1933 Census were as follows—per adult married male, 1.45, and per adult male, 0.91. The following are the estimated numbers of dependent children under fourteen years for the same group—per adult married male, 1.27, and per adult male, 0.80. See however, pages 77 and 78 for the Court's interpretation in the 1940 Basic Wage Inquiry of the real basis of this wage.

‡ The term "minimum" wage on the other hand, is used to express the lowest rate of wage payable in a particular industry, and is either equal to or greater than the "basic" wage.



were thereafter fixed on their respective index-numbers, taking the index-number 875 for Melbourne for the year 1907 as being equivalent to 42s. per week, or the base of the index 1,000 as being equivalent to 48s. per week. Exceptions were made in the case of many country towns, where certain "loadings" were applied to counterbalance the lower index-numbers due to cheaper rentals.\*

In 1922 an amount known as the "Powers' 3s."† was added as a general "loading" to the weekly wage for the purpose of securing to the worker during a period of rising prices the full equivalent of the "Harvester" standard. In the same year the system was instituted of making regular quarterly adjustments of the basic wage to accord with variations in purchasing power as disclosed by the "A" series retail price index-numbers, and of basing the adjustments on the index-number for the quarter in place of that of the previous calendar year or the year ended the preceding quarter.

The Commonwealth Conciliation and Arbitration Act provides that any alteration of the "basic" wage or the principles on which it is computed, or any variation or interpretation of any award where the variation or interpretation would result in any such alteration, shall have no force or effect unless it is considered by a Court constituted by the Chief Judge and not less than two other Judges, and must be approved by a majority of the members of the Court. By a judgment of the High Court on the 21st April, 1933, the "basic" wage is taken to mean for the foregoing purpose, not only the "Harvester" wage, but any "loadings" forming part of the primary wage of an unskilled labourer (the wage payable for skilled labour being assessed on the basis of that primary wage). A "loading" is defined as an addition to the "basic" wage as compensation for some peculiar condition of labour or environment, and not by way of "margin for skill."

The adequacy or otherwise of the "Harvester" standard was the subject of much discussion during the period of its operation, the author of the judgment himself urging on several occasions the need for its review. The abnormal conditions during and for some time after the 1914-18 War hindered such a review, which was regarded as less urgent by reason of the fact that wages throughout Australia were being automatically adjusted to changes in retail prices. A Royal Commission, however, was appointed in 1919 to assess a basic wage, but although its recommendations were not carried out (owing mainly to the considerable advance the amounts recommended represented over current rates and the grave doubts expressed as to the ability of industry to pay such rates), the two Reports of the Commission of 1920 and 1921 comprise a most valuable contribution on the subject of the basic wage in Australia, and a *résumé* of its findings is given on page 99.

No change was made in the method of fixation and adjustment of the basic wage until the onset of the depression, which began to be felt severely during 1930. Applications were then made to the Court by employers for some greater measure of reduction of wages than that afforded by the automatic adjustments to falling retail prices. An account of the proceedings which resulted in the Court reducing all wages under its jurisdiction by

\* As these indexes covered only about 60 per cent. of household expenditure, a low index due to low rentals would wrongly presume low costs in the remaining uninvestigated 40 per cent. of household expenditure and vice versa.

† Awarded by Mr. Justice Powers in the *Gas Workers' Case* (16 C.A.R., p. 32).

10 per cent. from the 1st February, 1931, is given in Labour Report No. 23, page 74. Reference is also made to the Court's refusal in June, 1932, and May, 1933, to remove this special reduction.\*

(ii) *Basic Wage Inquiry, 1934.*—The "Harvester" standard, adjusted to retail price variations, continued as the theoretical basis of the wage of the Commonwealth Court until 30th April, 1934, when it was superseded by a judgment delivered on 17th April, 1934, operative from 1st May, 1934,† full particulars of which appear in earlier issues of this Report. The basic wage declared on this occasion (subsequently referred to as the "Needs Basic Wage, 1934") was declared on the basis of the relative "C" Series retail price indexes of the various cities for the December quarter, 1933, and the equation to the base of those indexes (Weighted average of Six Capital Cities, 1923-27 = 1,000) of a wage of 81s. per week.

The following is a comparison for the capital cities of the basic rates granted by the judgment and those ruling under previous practices of the Court:—

Comparison of Basic Rates awarded for Capital Cities.

City.	Rates being paid prior to 1st May, 1934.(a)		"Needs" Rates Awarded 1st May 1934, "C" Series.	Increase or Decrease. "Needs" Rates.			
	Under "D" Series less 10 per cent. "cut".	Under "A" Series (Full).		Over "D" Series.		Over "A" Series	
				Full.	Less 10 per cent. "cut".	Full.	Less 10 per cent. "cut".
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Sydney .. .. .	66 11	72 0	67 0	-7 4	+0 1	-5 0	+2 2
Melbourne .. .	63 4	67 6	64 0	-6 4	+0 8	-3 6	+3 3
Brisbane .. .	59 4	62 0	61 0	-4 11	+1 8	-1 0	+5 2
Adelaide .. .	60 2	63 0	64 0	-2 10	+3 10	+1 0	+7 4
Perth .. .. .	59 3	64 0	66 0	+0 2	+6 9	+2 0	+8 5
Hobart .. .. .	64 10	70 0	67 0	-5 0	+2 2	-3 0	+4 0
Six Capitals ..	63 9	68 0	65 0	-5 10	+1 3	-3 0	+3 10

(a) Calculated to nearest 6d., and including "Powers' 3s." or its equivalent.

NOTE.—For explanation of the "A", "C" and "D" series see pp. 37 to 39 of this Report.

The 10 per cent. special reduction in wages referred to above ceased to operate upon the introduction of the new rates, and the basis of the periodical adjustments to retail price variations was transferred from the "A" and the "D" series to the "C" series of index-numbers. The latter series covers Food and Groceries; Rent of 4 and 5-roomed Houses; Clothing; Fuel; Light; Household Utensils; Household Drapery; Fares; and other Miscellaneous household requirements. The base of the table (1,000) was taken by the Court as equal to 81s. per week. This gave the above rates in Column 4 for the capital cities, on the basis of their respective index-numbers. In effect the new rate for the six capital cities was the same as that previously paid under the "A" series, without the "Powers" 3s., and without the

\* 30 C.A.R., p. 1; 31 C.A.R., p. 305.

† 33 C.A.R. p. 144.

10 per cent. reduction. Certain towns gained and others lost in comparison with rates under the "A" series, owing to the different relationship of towns under the "A" and the "C" series.

In view, however, of the fact that the vast majority of workers affected were being paid the rates shown in Column 2 under the "D" Series Retail Price Index (which rates allowed for the 10 per cent. "Cut" in wages), the differences compared with the full basic wages standard established by the Court from 1st May, 1934, by means of this Series were as shown in Column 5. The full rates under this Series may be obtained by adding one-ninth to the rates in Column 2

(iii) *Basic Wage Inquiry, 1937.*—In May, 1937, the Commonwealth Court heard an application by the combined Unions for an increase in the basic wage. The Unions asked that the equivalent of the base (1,000) of the "C" series index be increased from 81s. to 93s., which on current index-numbers would have represented an average increase of about 10s. per week. The hearing extended from 10th May to 4th June, 1937, and the Court delivered judgment on 23rd June.\* The chief features of the judgment were :

(a) Various amounts were added to the basic wage not as an integral, and therefore adjustable, part of that wage, but as "loadings" on the rates that would have been payable under the "shilling table" as determined by the 1934 judgment. It was in this judgment that the Court designated its basic wage of 1934 as the "needs" portion of the total resultant basic wage, by which name it has since been generally known. The "loadings" and resultant "total basic wages" for the six capital cities were as follows :—

City	" Needs " Basic Wage.		" Loading "		Total Basic Wage	
	s.	d.	s.	d.	s.	d.
Sydney .. .. .	72	0	6	0	78	0
Melbourne .. .. .	69	0	6	0	75	0
Brisbane .. .. .	68	0	6	0	74	0
Adelaide .. .. .	68	0 (a)	4	0	72	0
Perth .. .. .	70	0 (a)	4	0	74	0
Hobart .. .. .	70	0 (b)	4	0	74	0
Six Capitals .. .. .	70	0	5	0	75	0

(a) An additional 1s. was actually being paid under the " 2s. minimum adjustment " provision.  
 (b) 1s. less was being paid under the " 2s. minimum adjustment " provision.

The above were not to apply to railway employees, to whom the Court granted "loadings" of 5s. in New South Wales and Victoria, and 3s. in South Australia and Tasmania. Workers in the provincial towns were to receive "loadings"—6s. in New South Wales, Victoria and Queensland; and 4s. in South Australia, Western Australia and Tasmania. Wages based on "combination" index-numbers covering four, five or six capital cities, or the 30 towns, would receive a "loading" of 5s. per week. The maritime workers were granted a "loading" of 21s. 6d. per month, and the pastoral workers received increases proportionate to the increase of the flat basic rate, from 68s. to 77s. in respect of the basis of piece-work rates, and of 3s. per week for station hands.

The "loadings" came into operation in two instalments, namely, from the beginning of the first pay-periods commencing in July and October, 1937.

The maritime, pastoral and gas workers' increases were to become fully operative in the first pay period commencing in July.

(b) The former proviso that no adjustment of wages should take place unless the amount of variation reached at least 2s. was rescinded in favour of minimum variations of 1s. per week.

(c) The general policy laid down in the previous judgment in regard to rates for country towns was retained, with the exception that the rates for Geelong and Warrnambool were made the same as those for Melbourne.

(d) The basis of the adjustment of wages in accordance with the variations shown by retail price index-numbers was transferred from the "C" series to a special "Court" series based upon the "C" series, for an explanation of which see page 38.

(e) Female and junior rates were left for adjustment by individual judges when dealing with specific awards.

The main parts of the judgment were reprinted in earlier issues of the Labour Report (*See No. 28, p. 77*).

(iv) "*Lag*" in *Adjustments*.—The Commonwealth Court on 19th December, 1939, heard an application by the unions that the date of adjustment of the basic wage in accordance with the variations in the "Court" Series of index-numbers be brought nearer to the period upon which the variation was based. In a judgment delivered on the same day, the Court directed that such adjustments be made one month earlier. The effect, therefore, was to make future adjustments operative from the beginning of the first pay-period to commence in a February, a May, an August or a November.

(v) *Basic Wage Inquiry, 1940*.—On 5th August, 1940, the Full Court commenced the hearing of an application by the combined unions for an increase in the existing basic wage by raising the value of 1,000 (the base of the "C" series index upon which the "Court" series are based) from 81s. to 100s. per week, and the abolition of the present "Prosperity" loadings, which would be regarded as incorporated in the new rate mentioned. The hearing was interrupted for a period of ten weeks owing to the serious illness of the Chief Judge (The Hon. Sir George S. Beeby) but was completed on 28th November, 1940. Judgment was delivered on 7th February, 1941, wherein the Court unanimously refused to grant any increase, and decided that the application should not be dismissed but stood over for further consideration after 30th June, 1941. The application was refused mainly owing to the uncertainty of the economic outlook under existing war conditions.\*

In regard to the popular idea that the basic wage of the Commonwealth Court of Conciliation and Arbitration was identified with a specific family unit, the Chief Judge made the following statements to clarify the position: "The Court has always conceded that the 'needs' of an average family should be kept in mind in fixing a basic wage. But it has never as the result of its own inquiry specifically declared what is an average family or what is the cost of a regimen of food, clothing, shelter and miscellaneous items necessary to maintain it in frugal comfort, or that a basic wage should give effect to any such finding. In the end economic possibilities have always been the determining factor . . . . What should be sought is the independent

\* 44 C.A.R., p. 41.

ascertainment and prescription of the highest basic wage that can be sustained by the total of industry in all its primary, secondary and ancillary forms. That, no doubt, is the object, but the adoption of something like the real average family as the unit to be provided for is not without its use in the attainment of that object. There is no clear means of measuring the general wage-paying capacity of the total industry of a country. All that can be done is to approximate, and one of the methods of approximation is to find out the actual wage upon which well-situated labourers are at the time maintaining the average family unit. We may be pardoned for saying that Mr. Justice Higgins very wisely used this criterion in the *Harvester case*.<sup>\*</sup> Moreover if the average-sized families of such well-situated labourers have become accustomed to enjoy, and do actually enjoy, a certain standard of living in our community, it may reasonably be assumed that such a standard for all labourers is probably not beyond the capacity of industry in general to provide. Therefore, in determining the amount of a living or basic wage there is sound economic warranty for the ascertainment of the real average family unit and of the cost of providing something like the standard which such families of well-employed labourers have already reached. But obviously, if the real average family unit is departed from, or a standard is sought for the likely maintenance of which experience gives no reason to hope, then an unrealizable wage-level may be ordained. . . . It may be that in the light of past experience the Court should conduct a specific inquiry as to the cost of living of an average family, but under war conditions, such an inquiry would be futile. More than ever before wage fixation is controlled by the economic outlook."

The Chief Judge further stated, "I was impressed by the new evidence and argument as to the inadequacy of the earnings of the lower paid wage-earners with families. On our accepted standards of living, looking at it from the needs point of view only, I regard the present basic wage as adequate for a family unit of three persons, but think it offers only a meagre existence for a family unit of four. When the unit gets beyond four hardship is often experienced." He suggested that the more logical system would be to grade the basic wage according to family responsibilities and that, notwithstanding the increase in aggregate wages, the benefits resulting from a reapportionment of national income to increase the wages of those with more than one dependent child would more than offset the inflationary tendency of provision for a comprehensive scheme of child endowment, and that if a scheme of this nature were established, as recently announced by the Commonwealth Government†, future fixations of the basic wage would be greatly simplified. The other two Judges (O'Mara J., and Piper J.) in separate judgments agreed with that of the Chief Judge, particularly in regard to the need for a child endowment scheme as a solution of the main problem.

(vi) "*Interim*" Basic Wage, 1946.—The Court, on 25th November, 1946, commenced the hearing of this case as the result of (a) an application made on 30th October, 1946 (during the course of the *Standard Hours Case*) by the Attorney-General for the Commonwealth for the restoration to the Full Court List of certain adjourned 1940 basic wage applications (*see* (v) above), (b) a number of fresh cases which had come to the Court since 1941 and (c) an application by the Australasian Council of Trade Unions on behalf of the unions for an "interim" basic wage declaration.

<sup>\*</sup> See page 72 for particulars.

† Legislation covering a scheme which became operative on 1st July, 1941, was passed by the Commonwealth Parliament on 3rd April, 1941—*see* page 101 for details.

The Court had the advantage of considering not only the evidence tendered and submissions made during the time allotted for that purpose, but also a considerable body of evidence relevant to the basic wage question tendered as part of the Standard Hours Case, and the cross-examination and submissions thereon forming part of that case. The case was in fact interposed during the hearing of the Standard Hours Case on the assurance of the Court that it would be dealt with immediately and taken through to finality in the shortest possible time, to which end procedure was laid down designed to cope with the urgency of the situation while at the same time allowing parties ample time to present their cases.

The case ended on 10th December, 1946 and judgment was delivered on 13th December, 1946 whereby an increase of 7s. per week was granted in the "needs" portion of the basic wage then current and based on the weighted average "Court" index-number for the Six Capital Cities (as a whole) for the September quarter, 1946. This had the effect of raising the base (1923-27) index-number of the "Court" Series Index from 81.0 to 87.0, the corresponding "needs" basic wage from 81s. to 87s. per week, and the current rate for the Six Capital Cities from 93s. to 100s. per week. All "loadings" on the basic wage were retained at their existing amounts until otherwise ordered by the Court.

The immediate monetary effect was to increase by 7s. per week the basic wage in each of the capital cities (with the exception of Hobart, where the increase was 6s.), and in most of the other towns or combinations of towns—the position of the index-number for a town in the new Automatic Adjustment Scale (on the new base rate of 87s.) determining whether the increase was 7s. or 6s.

This Adjustment Scale appears on page 40 of this Report. It will be seen that the "Court" index-numbers are obtained by multiplying the "C" Series retail price index-numbers (1923-27 Base = 1,000) by the factor 0.087, and taking the result to the first decimal place (as it stands). The new "Court" index-numbers have been designated "Court Index (Second Series)", to distinguish them from those of the (now redesignated) "Court Index (First Series)", similarly derived by using the previous lower factor 0.081 of the latter Series (see p. 38, iv). For the purpose of obtaining a continuous "price-index", however, the "First Series" may be converted to the "Second Series" by multiplying the indexes of the former by 1.0741, and the "Second Series" to the "First Series" by multiplying the latter indexes by 0.931.

The incorporation of this increase in the "Court" Series had the advantage of not vitiating in any way the existing adjustment scales in awards, etc., since the higher value allotted by the Court to the "C" Series indexes automatically carried the "Court" index-numbers for all towns, etc. into the appropriate higher-value index-number divisions of the scales, whether the rates were prescribed on a yearly, half-yearly, monthly, weekly, hourly or other basis.

The foregoing increases were in respect of adult males, but as regards females and juveniles, it was provided that the relative rates for males and females as provided in existing awards, etc. of the Court should continue to apply. It was also provided that in the case of females, whose remuneration was governed by any decision of the Women's Employment Board

(see p. 83 *et seq.*) or by the National Security (Female Minimum Rates) Regulations no alteration of rates would ensue by any order pursuant to this judgment.

The new rates were expressed to become operative for the bulk of those affected as from the beginning of the first pay-period commencing in the month of December, 1946 but as to certain employees, for instance, casual workers such as waterside workers and maritime employees, the order was to operate from the 1st day of December, 1946. It was also stated in the judgment that any party to an award not then before the Court was at liberty to file an application for variation of that award and such application would be immediately placed before the Court for determination.

In view of the interim nature of this judgment, and pending the hearing and final determination of the claims which had already been lodged, and of such claims as may in the near future be lodged by the Unions in respect of their several awards for a full review of the basic wage in all its ramifications, and that it would be necessary for the Court at a later stage to express its final opinion upon the same material together with such further material as would in due course be submitted, the Court considered that, for obvious reasons, it would be undesirable and indeed probably prejudicial to an untrammelled presentation and consideration of the final case to set out in the interim judgment any detailed analysis of the evidence or statement of the reasons for the Court's present decision.

(vii) *Rates Operative, Principal Towns, 1949.*—The "basic" wage rates of the Commonwealth Court for adult males (including the "prosperity loadings" granted in 1937), operative in the principal towns of Australia on the 1st November, 1949, were as follows:—

	<i>s. d.</i>		<i>s. d.</i>
New South Wales		South Australia—	
Sydney ..	132 0	Adelaide ..	126 0
Newcastle(a) ..	132 0	Five Towns ..	126 0
Broken Hill ..	141 0	Western Australia—	
Five Towns ..	132 0	Perth ..	129 0
Victoria—		Kalgoorlie ..	137 0
Melbourne ..	130 0	Geraldton ..	134 0
Geelong(b) ..	130 0	Five Towns ..	130 0
Warrnambool(b) ..	130 0	Tasmania—	
Mildura(b) ..	130 0	Hobart ..	128 0
Yallourn(b) ..	136 6	Launceston ..	126 0
Five Towns ..	129 0	Queenstown ..	126 0
Queensland—		Five Towns ..	127 0
Brisbane ..	125 0	Thirty Towns ..	129 0
Five Towns ..	125 0	Six Capital Cities ..	129 0

(a) Based on Sydney.

(b) Based on Melbourne.

With the exception of those mentioned above, the rate for provincial towns is 3s. less than that of their capital city.

The rate for adult females varies from approximately 54 per cent. to approximately 75 per cent. of the male rate.

(viii) *Rates Operative, Six Capital Cities, 1939 to 1949.*—The following table shows the Commonwealth basic wages for adult males payable in the capital cities from March, 1939 to November, 1949.

**Basic Weekly Wage Rates for Adult Males (a) Fixed by Commonwealth Court of Conciliation and Arbitration for each Capital City and the Six Capital Cities Combined from March, 1939 to November, 1949.**

Date Operative.(b)	Sydney.	Me- bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
1939—							
March ..	81 0	79 0	75 0	76 0	76 0	76 0	78 0
June ..	82 0	81 0	77 0	78 0	77 0	77 0	79 0
September ..	81 0	"	76 0	"	"	"	"
December ..	82 0	80 0	"	77 0	"	"	"
1941—							
February ..	88 0	86 0	82 0	82 0	81 0	83 0	85 0
May ..	"	87 0	83 0	83 0	82 0	84 0	86 0
August ..	89 0	"	"	"	84 0	85 0	"
November ..	"	88 0	84 0	84 0	85 0	"	87 0
1942—							
February ..	91 0	89 0	86 0	86 0	86 0	87 0	88 0
May ..	93 0	92 0	88 0	88 0	87 0	88 0	90 0
August ..	95 0	94 0	89 0	91 0	89 0	91 0	93 0
November ..	97 0	97 0	91 0	93 0	91 0	92 0	95 0
1943—							
February ..	98 0	98 0	"	"	92 0	94 0	96 0
May ..	"	"	92 0	"	"	"	"
August ..	100 0	99 0	94 0	94 0	94 0	95 0	98 0
November ..	99 0	98 0	93 0	"	"	"	97 0
1944—							
February ..	"	97 0	"	93 0	93 0	94 0	96 0
May ..	"	"	"	"	"	"	"
August ..	"	98 0	"	"	"	93 0	"
November ..	"	"	"	"	94 0	94 0	"
1945—							
February ..	"	"	"	"	93 0	"	"
May ..	98 0	"	"	"	"	93 0	"
August ..	"	"	"	"	94 0	"	"
November ..	99 0	"	"	"	"	94 0	"
1946—							
February ..	"	"	"	94 0	"	95 0	"
May ..	"	"	94 0	"	"	"	97 0
August ..	100 0	99 0	"	95 0	95 0	96 0	98 0
November ..	101 0	"	"	"	"	97 0	"
December ..	108 0	106 0	101 0	102 0	102 0	103 0	105 0
1947—							
February ..	"	107 0	103 0	"	103 0	104 0	106 0
May ..	110 0	"	104 0	103 0	"	"	"
August ..	"	108 0	"	104 0	104 0	105 0	107 0
November ..	112 0	109 0	105 0	106 0	106 0	107 0	109 0
1948—							
February ..	114 0	113 0	107 0	108 0	107 0	110 0	111 0
May ..	116 0	115 0	110 0	111 0	110 0	112 0	114 0
August ..	120 0	117 0	113 0	114 0	112 0	115 0	116 0
November ..	122 0	120 0	115 0	116 0	116 0	118 0	119 0
1949—							
February ..	124 0	123 0	118 0	119 0	118 0	121 0	122 0
May ..	127 0	125 0	119 0	121 0	120 0	124 0	124 0
August ..	130 0	128 0	122 0	124 0	126 0	127 0	127 0
November ..	132 0	130 0	125 0	126 0	129 0	128 0	129 0

(a) Rates include "prosperity loadings" granted from 1st July, 1937 and increase in "needs" wage granted from 1st December, 1946. (b) Generally from the beginning of the first pay period commencing in the month indicated



3. **Basic Wage Rates for Females.**—(i) *General.*—In its judgment of 17th April, 1934, wherein the Commonwealth Court of Conciliation and Arbitration laid down the basis of its "needs" basic wage for adult males, the Court made the following statement in regard to the female rate:—

"The Court does not think it necessary or desirable, at any rate at the present time, to declare any wage as a basic wage for female employees. Generally speaking they carry no family responsibilities. The minimum wage should, of course, never be too low for the reasonable needs of the employee, but those needs may vary in different industries. In the variations now to be made the proportion in each award of the minimum wage for females to that of males will be preserved."

The previous practice of the Court was therefore continued whereby each Judge granted such proportion of the male rate as he deemed suited to the nature of the industry and the general circumstances of the case. Generally speaking, this proportion was in the vicinity of 54 per cent. of the male rate, although in some cases the proportion was about 56 per cent.

Until 1942 this continued to be substantially the practice of all Commonwealth and State industrial tribunals and in the main its continuance was then made mandatory by Part V. of the National Security (Economic Organization) Regulations which "pegged" as at 10th February, 1942, all rates of remuneration previously prevailing in any employment. The only exceptions allowed were variations to rectify anomalies, variations resultant from hearings pending prior to 10th February, 1942, and "cost of living" variations.

In March, 1942, however, special action was taken to constitute a Women's Employment Board in conjunction with measures to encourage women to undertake in war-time work which would normally have been performed by men. This Board was given special jurisdiction to determine terms and conditions of such employment.

The Commonwealth Court of Conciliation and Arbitration and State Industrial Tribunals continued to determine rates of pay, &c., of women engaged in what may broadly be described as "women's work" in the pre-war sense, while the jurisdiction of the Women's Employment Board (first appointed in March, 1942) was made to cover women engaged during the war in work formerly performed by men or in new work which immediately prior to the outbreak of the present war was not performed in Australia by any person.

In July, 1944, National Security (Female Minimum Rates) Regulations authorized the Commonwealth Arbitration Court to make comprehensive investigations (a) as to whether minimum rates of wage payable to females in industries considered by the Government to be necessary for war purposes are unreasonably low in comparison with minimum rates payable to females in other essential industries, (b) as to whether it is in the national interest, and fair and just, to so increase such rates, and (c) as to the amount of such increases. Determinations may be made for any period specified by the Court but not extending beyond six months after the end of the war. In making such determinations the Court was not bound by Part V. of the National Security (Economic Organization) Regulations, although such regulations applied to the new rates after determination. The objective of the Female Minimum Rates Regulations was to remove unreasonable disparities which were creating justified discontent and impeding the manpower authority in redistributing female labour in vital industries. This review commenced in the Court on 23rd February, 1945, and ended on 23rd March, judgment being reserved.

Judgment was delivered by the Full Court on 4th May, 1945,\* to the effect that, in regard to (a) above, the majority of the Full Court (Piper *C.J.*, O'Mara and Kelly *JJ.*) found itself unable to declare that the rates in the "referred"† industries were unreasonably low compared with those in the three industries submitted by the Crown and the Union representatives as the standard rates for comparison, namely, those of the Clothing, Rubber and Metal industries, and that there was consequently no necessity to answer question (b). Two Judges (O'Mara and Kelly *JJ.*) considered that there were no other industries with rates lower than those of the standard industries mentioned above, compared with which the rates in the "referred" industries were unreasonably low, but the Chief Judge refrained from giving any answer to this question as he was not satisfied that if this aspect had been fully investigated during the hearing on the material before the Court the answer would necessarily have been in the negative in the cases of all the "referred" industries. In a minority judgment, Drake-Brockman and Foster *JJ.*, answered (a) and (b) in the affirmative.

Following this negative result, the Government, by National Security (Female Minimum Rates) Regulations (S.R. 1945, No. 139) dated 13th August, 1945, provided in respect of "vital" industries specified by the Minister by notice published in the *Gazette* that the remuneration of females employed therein should not be less than 75 per cent. of the corresponding minimum male rate. The validity of this Regulation was challenged in the High Court by Australian Textiles Pty. Ltd., but in a judgment dated 3rd December, 1945, the Court (Starke, *J.*, dissenting) held that the Regulations were a valid exercise of the powers under the *National Security Act* 1939-1943. The rates under this Regulation commenced to operate from 31st August, 1945.

As from 12th October, 1944, the Women's Employment Board was abolished and the Chairman of the Board (A. W. Foster) was made a Judge of the Commonwealth Court of Conciliation and Arbitration. The function of the Board under the Women's Employment Act then devolved upon the Court as constituted by a Judge designated by the Chief Judge. (See S.R. 1944, No. 149).

The following sub-sections give a brief account of the functions allotted to and of the principles followed by the Women's Employment Board, and a summary of an important judgment delivered by the Commonwealth Court of Conciliation and Arbitration in 1943 stating the principles followed by the Court in fixing the basic rates payable to female workers and the difference between the rates payable to the women engaged in "women's work" and those payable to the special group of women engaged in "men's work" in war-time under the jurisdiction of the Women's Employment Board. The judgment also dealt with the question of "anomalies" as between the rates payable to the two classes of women workers.

(ii) *Women's Employment Board.*—The functions of the Women's Employment Board were specified by the Women's Employment Act of 1942.‡ The purpose of the Act as expressed in the title was "to encourage

\* C.A.R. 54, p. 613. † Twelve vital industries were "referred" by the Government for consideration.

‡ The Board was originally created under regulations under the *National Security Act* 1939-1940, dated 25th March, 1942 (Statutory Rules 1942, No. 146), but owing to the disallowance of such regulations by the Senate on 23rd September, 1942, the Board operated under the Women's Employment Act, No. 55 of 1942, as from 6th October, 1942, which validated all previous decisions, etc. of the first Board (gazetted on 11th June, 1942). The second Board was created on 10th November, 1942.

and regulate the employment of women for the purpose of aiding the prosecution of the present war". The jurisdiction of the Board was limited to females employed (after 2nd March, 1942) on work usually performed by males or which, immediately prior to the outbreak of the war, was not performed in Australia by any person.

The functions of the Board briefly were to decide what work and what female workers came within its jurisdiction (as defined) and the terms and conditions upon which women might be so employed including hours and special conditions as to safety, welfare and health. The Board was required to fix rates of payment for such women with regard to their efficiency and productivity in relation to that of males engaged in such work and the Regulations provided that payment to females (engaged on "men's work") should be not less than 60 per cent. nor more than 100 per cent. of the male rate.

By a judgment of the High Court delivered in 1949 continuation of the Women's Employment Regulations was declared invalid and the Board ceased to function. A summary of the activities of the Board during its period of operation was given in previous issues of the Labour Report (see No. 36, page 84).

(iii) *Judgments by Commonwealth Arbitration Court (1943).*—On 24th March, 1943, a case involving determination of general principles as to rates of wage of female employees not within the jurisdiction of the Women's Employment Board was remitted to the Commonwealth Court of Conciliation and Arbitration by the Minister for Labour and National Service under Regulation 9 of the National Security (Industrial Peace) Regulations, particularly as affecting female workers at Government small arms ammunition factories. The rates in these cases were considered by their trade union to be anomalous compared with those awarded by the Women's Employment Board to certain other women employed in those factories. The Court in its Judgment dated 17th June, 1943\*, rejected the contentions of the union (Arms Explosives and Munition Workers Federation of Australia) and enunciated in full the principles followed by the Court in determining female rates of wage within its jurisdiction.

In order to place the matter in perspective in its relation to the basic wage for males, the Court traced the history of the principles on which the basic wage for males was determined from its original declaration by Mr. Justice Higgins in his "Harvester" judgment of 1907 (see pp. 72-74 of this Report) and continued—

"Although since 1930, when the 'economic and productivity factor' emerged as the 'dominant factor' in the problem of assessment [of the basic wage of adult male employees], the adequacy of the wage to meet the requirements of any 'specified family unit' has been only a subsidiary consideration, subsidiary that is to say to the question of the capacity of the national production to sustain a particular wage level, it is plain that the Court has not held that its basic wage has been fixed at too low a figure to meet the normal and reasonable needs of a family of husband, wife and at least one child. Nor has its adequacy to that extent been questioned. In this sense it can still be regarded as a family wage, inasmuch as it has been accepted as

\* 50 C.A.R., p. 291.

sufficient at all events to provide 'frugal comfort' for a man, his wife and at least one dependent child. For present purposes it is enough to say that, until a proper investigation demonstrates the contrary to be the case, we cannot but hold that the amount provided is more than sufficient to meet the normal and reasonable requirements of an unmarried worker with no dependants to support out of his earnings. And the same may be said of the living or basic wages determined by authorities functioning under State legislation as appropriate for male employees within their jurisdiction. The method of assessment of wage rates for adult male workers adopted and followed by industrial authorities throughout Australia has been to fix a basic wage portion adequate for the estimated needs of some family group and to add to that some additional payment in recognition of the skill or experience possessed by the worker or the special conditions met with in his particular occupation. The basic wage portion has had no reference to work value; it has been assessed in accordance with needs and it has never been either held or suggested to be inadequate to meet the normal and reasonable needs not only of the worker himself but also of his wife and at least one dependent child."

The Court in its judgment then set out decisions arrived at by various Commonwealth and State Courts since 1912 when the Commonwealth Court first dealt directly with the problem of women's wages. Mr. Justice Higgins dealt with the case, and stated "I fixed the minimum in 1907 of 7s. per day by finding the sum which would meet the normal needs of an average employee one of his normal needs being the need for domestic life. If he has a wife and children, he is under an obligation—even a legal obligation—to maintain them. How is such a minimum applicable to the case of a woman . . . ? She is not, unless perhaps in very exceptional circumstances, under any such obligation. The minimum cannot be based on exceptional cases."

In respect of the "minimum rate" enjoined by the Commonwealth Arbitration Act, he held that "Nothing is clearer than that the minimum rate referred to in Section 40 means the minimum rate for a class of workers, those who do work of a certain character. If blacksmiths are the class of workers, the minimum rate must be such as recognizes that blacksmiths are usually men. If fruit-pickers are the class of workers, the minimum rate must be such as recognizes that, up to the present at least, most of the pickers are men (although women have been usually paid less), and that men and women are fairly in competition as to that class of work. If milliners are the class of workers, the minimum rate must, I think, be such as recognizes that all or nearly all milliners are women, and that men are not usually in competition with them."\*

In concluding its review the Court stated "the fixation of the basic wage for women at amounts below 60 per cent. of that fixed for men has been general in the awards and determinations of this Court and other industrial authorities of Australia."

The Court stated its conclusions and laid down general principles in the following words:—

"It is beyond question that the general rule adopted and followed by the Australian industrial authorities in the assessment of wages

---

\* 6 C.A.R., p. 72.

for adult women workers, engaged upon work suitable for women in which they cannot fairly be said to be in competition with men for employment, has been and still is to fix a foundational amount, calculated with reference to the needs of a single woman who has to pay for her board and lodging, has to maintain herself out of her earnings, but has no dependants to support; and to add to this foundational or basic amount such marginal amounts as may be appropriate in recognition of the particular skill or experience of the particular workers in question or as compensation for the particular conditions which they encounter in their occupations . . . .

“Just as the wages for male workers are assessed by adopting first a foundational wage—the basic wage—and adding to it marginal amounts fixed according to the relative skill and experience of particular workers or groups of workers, or to the special conditions they encounter, so too are women’s wages, for work suitable to them in which they will not be disadvantaged by male competition, fixed by adding to a foundational or basic amount analogous margins. But in each case the foundational wage is in principle and justice different. The man’s basic wage is more than sufficient for his personal needs; it purports to provide him with enough to support some family. The woman’s, on the other hand, purports to be enough for her to maintain herself only. No allowance is made for the support of any dependants. The man’s wage has been measured by this Court with reference to the dominating factor of the productive capacity of industry to sustain it and with due regard consequently to what its application in industry will mean, to the marginal structure which rises above it, and to the consequent wages which will in accordance with established rules and practice be paid to women and to minors.

“In the course of the hearing the Chief Judge drew attention to the necessity which would occur, if women’s rates were to be assessed on the basis that relative efficiency and productivity (as between men and women) were to constitute the dominant factor, for a review of the principles in accordance with which the basic wage has been determined. That this necessity would arise must be apparent. For the basic wage for adult males has been fixed at as high an amount as the Court has thought practicable in all the circumstances of the case, including the circumstances of the existing proportionate levels of wages for women and minors. The share of men workers in the fruits of production will need to be reduced if women are to participate therein on an equal footing, or on a better footing generally than that to which they have hitherto been held to be entitled.

“It is desirable that we should indicate as clearly as possible the effect of the conclusions to which the review of the principles of wage assessment we have made has led us. It is that, so long as the foundational or basic wage for women is assessed according to a standard different from that which is the basis of the foundational or basic wage—a family wage—for men, the Court will not, in the exercise of its function of adjudicating between opposing interests, raise the general level of women’s minimum wages in occupations suitable for women, and in which they do not encounter considerable

competition from men, according to a comparison of their efficiency and productivity with the efficiency and productivity of men doing substantially similar work. To do so would at once depress the relative standard of living of the family as a group, and of its individual members, as compared with that of the typical single woman wage-earner.”\*

In December, 1943,† Drake-Brockman, *J.* of this Court, in dealing with women employees in the Clothing (Dressmaking and Tailoring Sections) and Rubber industries, awarded for the duration of the war and for six months thereafter as a “flat rate” for the industry 75 per cent. of the “needs” basic wage, plus the “prosperity” and “industry” loadings ordinarily applicable. The reason for this action was (in the words of the judgment) as follows: “it was also common ground (between all the parties) that wastage of the employees in the industry during the last three years had been exceptionally heavy and that it was essential that some means should be found to attract women to the industry and thereafter to retain them for some reasonable period of time after they had been trained.”

In July, 1944, the National Security (Female Minimum Wage) Regulations extended the discretion of the Commonwealth Arbitration Court in fixing female minimum wage rates in “vital” industries in war-time as briefly described on page 82.

The Commonwealth Conciliation and Arbitration Act No. 10 of 1947 (see page 50) provided amongst other things that “a Conciliation Commissioner shall not be empowered to make an order or award altering . . . . (d) the minimum rate of remuneration for adult females in an industry.” As the result of doubts which arose as to the powers of the Commissioners to “fix” a basic wage, the matter came before the Full Court of the Commonwealth Court of Conciliation and Arbitration for clarification at the instance of several trade unions. Judgment was delivered on 27th July, 1948, and it was held that Conciliation Commissioners had jurisdiction to fix the female rates in question under the provisions of the Act, but it was also held that the provision referred only to the basic element in any prescribed female rates. Where, however, such a prescribed rate did not specifically fix or disclose the basic wage element, the appropriate Conciliation Commissioner had to fix the rate, and when such rate had been fixed its alteration became a matter for the Court. In view of the fact that there were fifteen Commissioners whose views might differ as to the element of the rates of pay of adult females which could be ascribed to an adult female basic wage analogous to the basic wage for adult males, the Government in December, 1948, passed an Act (No. 77 of 1948) further amending the above-mentioned Act to authorize the Court—and the Court alone—to fix the basic rate by providing that “a Conciliation Commissioner shall not be empowered to make an order or award . . . . (d) altering or determining the minimum rate of remuneration for adult females in an industry.”‡

**4. Australian Territories.**—(i) *Australian Capital Territory.*—Prior to 1922 the lowest rate payable to an unskilled labourer was not defined as a basic wage, as all wages were paid under the authority of the Federal Capital Commission as a lump sum for the particular occupation in which the worker was employed. But in 1922 an Industrial Board commenced to operate under a local Ordinance (see p. 52).

\* 50 C.A.R., p. 191. † 51 C.A.R., pp. 632 and 648 ‡ See footnote on page 51 for amendment to Act

The basic wage adopted by the Industrial Board in its first determination, operating from 1st May, 1922, was 85s. per week, which reached 100s. per week from 10th October, 1926, and fell to 83s. 4d. from 25th July, 1931—the latter amount allowing for the deduction of 16½ per cent. under the Financial Emergency Act then operating.

From 21st October, 1932, the Board adopted as a basic wage the amount of 85s. per week, which was the "Harvester" equivalent (inclusive of the "Powers' 3s.") of the "A" series retail price index-number (1707) for Canberra for the March quarter, 1932, and from two successive dates, 2nd August, 1934, and 1st August, 1935, the amounts declared were also on the same basis.

From 1st July, 1936, however, the Board adopted the "Harvester" equivalent of the Canberra "A" series index-number (1719) for the March quarter, 1936, namely 85s. 6d. (inclusive of the "Powers' 3s."), and at the same time provided for the quarterly adjustment of this wage in accordance with the variations of the "A" series index-numbers for Canberra by means of a special Automatic Adjustment Scale providing for movements in graduations of 1s. per week.

From 10th October, 1941, the Board decided to continue the "Harvester" basis of the wage (inclusive of the "Powers' 3s."), which then had reached 92s. 6d., also to transfer the basis of adjustment from the "A" series to the "C" series index by means of the Commonwealth Court's "C" series Automatic Adjustment Scale ("Shilling" Scale). At the same time the Board added the amount of 3s. per week to the wage in respect of cost of living variations over the war period not registered by the less comprehensive "A" series index, thus making the total basic wage 95s. 6d. per week. The new basis of adjustment was effected by relating the amount of 95s. 6d. to the Canberra "C" series index-number (1037) for the June quarter, 1941 and the index-number division 1031-1043 of the Court's Adjustment Scale (Base: 1923-27 = 81s.), thus providing for the adjustment only of that portion of the total basic wage equivalent to the "needs" portion of the basic wage of the Court.

From 1st December, 1946, a further amount of 7s. per week was added to the above wage, representing the addition to its basic wage, by the Commonwealth Arbitration Court in its "Interim" basic wage judgment of 13th December, 1946. At the same time the basis of adjustment was transferred to the new Adjustment Scale (Base: 1923-27 = 87s.) consequent upon this judgment by relating the amount of 113s. 6d. to the Canberra "C" series index-number (1171) for the September quarter, 1946, and the index-number division of the Scale 1167-1178.

By an amending Ordinance, No. 4 of 1949, the Industrial Board was abolished and its functions were transferred to the Commonwealth Court of Conciliation and Arbitration, a separate Registry of the Commonwealth Court being established in Canberra in charge of a Deputy Registrar. It was provided, however, that all existing orders and agreements should continue to operate subject to later orders, awards, and determinations made by the Court.

The latest rate payable in the Territory (in respect only of workers outside the Commonwealth Public Service) is 139s. 6d. per week, operative from 1st November, 1949.

(ii) *Northern Territory*.—The determination of the basic wage for this Territory comes within the jurisdiction of the Commonwealth Court of Conciliation and Arbitration.

There are, in fact, two basic wages operating—(a) in respect of areas north of the 20th parallel of South Latitude, and generally referred to as the "Darwin" rate, and (b) in respect of areas south of that parallel and extending down to the 26th parallel. These are calculated on different bases as set out in the following paragraphs.

(a) *The Darwin Basic Wage*—This wage was first determined by the Court in 1915\* when the Deputy President (Powers, J.) awarded a rate of £3 17s. per week, or 1s. 9d. per hour for an unskilled labourer, which included an allowance of 4s. for lost time.

The basic wage level again came under consideration when the wage for carpenters and joiners was reviewed by Mr. Justice Powers in 1916-17†. The Judge referred to an agreement dated 2nd June, 1916, between the Amalgamated Carpenters and Joiners and the Northern Agency (formerly Vestey Brothers) which provided for rates based on a budget of the estimated living requirements of a family consisting of a man, wife and two dependent children, amounting to £3 11s. 1d. per week. As the amount awarded (2s. 4d. per hour) for carpenters, however, was over £5 per week, the Judge felt that a fair living wage was fully assured. His Honor stated that he did not find anything to cause him to alter the judgment given on 15th March, 1915, when he prescribed a wage of 1s. 9d. per hour.

Up till 1924 the practice of the Court had been to fix the basic wage in accordance with the principles laid down in 1916, and in connexion with an application in 1924 concerning the rate for employees of the Commonwealth Railways, when the wage for these workers stood at £5 4s. 6d., the Judge (Powers J.) refused to alter the wage. He stated that he had in mind the amount of £4 12s., to which he would have felt justified in adding £1 to compensate for the many disadvantages caused by isolation, especially the loss of or extra expense of the proper education of the children. He considered, therefore, that the wage of £5 4s. 6d. then payable contained a special allowance on such account, and that the question of such special allowances was a matter for employers and employees to settle between themselves‡.

In 1927§, Judge Beeby again referred to the regimen of 1916, and implied that since then it had formed the foundation of the basic wages fixed by the Court, and that the sufficiency of the regimen, except as to rent and one or two minor omissions, had never been questioned. On this occasion he fixed the basic wage at £5 10s. per week, or 2s. 6d. per hour, which included 20s. per week district allowance which was suggested by Mr. Justice Powers in his 1924 award as being a reasonable amount.

As there was no adjustment clause in operation in Territory awards, the basic wage of £5 10s. remained in operation until 1934, excepting that it was reduced by the Financial Emergency Act to £4 16s. 3d. per week.

In 1934||, the Full Court for the first time considered the basic wage. The Court brought the regimen of the 1916 agreement up to date, altered the rent figure from 45s. to 65s. per month, and arrived at the amount of £4 10s. 9d. per week. This was £1 4s. 9d. above the Court's "needs" basic wage recently declared for the six capital cities, the Court regarding the difference as representing the extra amount required to purchase the same standard of living as in the six capital cities, with nothing by way of compensation allowance.

Automatic adjustment provisions first introduced into the awards by this judgment were effected by inserting an appropriate Adjustment Scale

\* 9 C.A.R., p. 1.  
|| 38 C.A.R., p. 944.

† 11 C.A.R., p. 51.

‡ 20 C.A.R., p. 731.

§ 25 C.A.R., p. 897.



based on the equation of £4 10s. 9d. to the Food and Groceries retail price index-number (Special) 1184 for Darwin for the month of August, 1934.

In 1938\*, the Court granted a "loading" of 3s. per week on the wage because the Commonwealth Government had extended to the Territory its general civil service increase of £8 per annum.

In 1939†, the adjustment clause was suspended pending further inquiry into the basic wage, and an amount of 16s. 3d. was added as an additional "loading", making the total basic wage at that period £5 10s. per week.

In 1941‡, the Full Court again reviewed the basic wage, and after a full investigation of its past history awarded £5 12s. 9d., made up of (a) £4 10s. 9d. awarded in 1934; (b) 4s. in respect of accrued adjustments since 1939; (c) 5s. additional allowance for rent; and (d) two constant (unadjustable) "loadings" of 3s. and 10s. per week.

The Court also restored the adjustment clause by equating £4 15s. 9d. of the foregoing amounts (£4 10s. 9d. plus 5s. rent) to the base index 1184 of the former adjustment scale (based solely on the Food and Groceries price index-number). This, however, never became effective owing to its being superseded early in 1942 by the Blakeley Orders referred to below. The two "loadings" were not made adjustable. All other "loadings" mentioned above were dropped.

The basis of adjustment was altered by Mr. Conciliation Commissioner Arthur Blakeley by Orders dated 29th January, 1942§, owing to the urgent necessity to provide, over the period of the war, for adjustments in respect of rent, clothing and other miscellaneous items of domestic expenditure which, with the exception of rent, had already increased considerably in price throughout Australia, and threatened to increase further as the war continued. Adjustment by means only of the Food and Groceries Index was therefore no longer doing justice to the workers of the Territory, since the workers elsewhere in Australia were enjoying the benefit derived from the adjustment of their wages by means of the more comprehensive "C" series retail price index covering food and groceries, rent, clothing, household drapery, household utensils, fuel, light, fares, smoking and other miscellaneous items of household expenditure.

As there was no All Items ("C" Series) retail price index for the Territory, nor was it possible to compile one on the basis of prices in Darwin, the only alternative was to create a "composite" index with the help of prices for these additional items from some other town of somewhat similar living conditions. The town selected as being most suitable for this purpose was Townsville, and the "composite" index was therefore computed on the basis of food and groceries prices in Darwin, combined with Townsville prices for rent, clothing and other miscellaneous items of domestic expenditure mentioned above, the index being designated "The Darwin Special 'All Items' Index."

Taking the December quarter, 1940, as a suitable period upon which adjustments should be based, for which quarter the Special "All Items" index-number was 1036, the Court's basic wage of £4 19s. 9d. (including 4s. for accrued adjustments) declared in its judgment of 7th April, 1941||, was related (not "equated") to the Index-Number Division (1031-1043) containing index-number 1036 of the "C" series adjustment scale formerly used by the Court in its awards (Base: 1923-27=1,000=81s.), thus giving workers in the Territory the same basis of adjustment as that operating in respect of all workers throughout Australia coming within the

\* 39 C.A.R., p. 501.  
 † 44 C.A.R., p. 253.

‡ 40 C.A.R., p. 323.

§ 44 C.A.R., p. 253.

|| 46 C.A.R., p. 411.

jurisdiction of the Court. It should be noted in this connexion that the Court's "needs" equivalent of index-number 1,036 was 84s., so that 15s. 9d. of the Darwin wage was left "unadjustable." The rate payable from 1st February, 1942 (when the new basis first became operative), on the basis of index-number 1,099 for December quarter, 1941, was therefore £5 17s. 9d., inclusive of 5s. by adjustments under the scale since December quarter, 1940 (1,036) and the two unadjustable "loadings" of 3s. and 10s. granted by the Court's judgment of 7th April, 1941.

Following the bombing of Darwin on 19th February, 1942, and on subsequent occasions, it was no longer possible to obtain even food and groceries prices in Darwin, and prices from Alice Springs and Tennant Creek were substituted for those of Darwin in the Special Index by means of a suitable "graft" of the new to the old prices in order to cancel out the effect on the index due solely to this substitution\*.

On an application by the Unions for the addition to the basic wage in the Territory of the amount of 7s. per week added by the Court elsewhere in Australia by its "Interim" Basic Wage Judgment of 13th December, 1946 (see page 78, vi), the Full Court on 13th March, 1947, decided to postpone the matter pending a general review of the basic wage in the Territory, although the Court granted the amount in the case of areas south of the 20th Parallel of South Latitude (see below). This further review was opened in Darwin with preliminary evidence taken by J. H. Portus, C.C., on 16th February, 1948, and ultimately dealt with by the Full Court in Adelaide on 20th May, 1948. The Court made an "interim" judgment, pending the hearing and finalization of the general basic wage case now before the Court at the instance of the combined unions throughout Australia (see page 78, vi), granting the present equivalent of the 7s. referred to above, namely, 8s.; adopting the new Darwin Special "All Items" Index as from the March quarter, 1948 (containing the restored prices of food and groceries for Darwin proper, plus Townsville prices for rent, clothing and miscellaneous items), namely, 1,283; transferred the basis of adjustment from the present Automatic Adjustment Scale ("C" Series) on 1,000 = 81s. per week to the new Scale on 1,000 = 87s. per week [in conformity with the "Court" Index (2nd Series)]; and expressed it to come into operation from the beginning of the first pay-period commencing after 20th May, 1948. The resultant total basic wage payable was therefore £7 0s. 9d., made up of £5 12s. (the "needs" equivalent of index-number 1,283 mentioned above), the "unadjustable" amount of 15s. 9d. (see above—2nd paragraph) and the loadings 3s. and 10s. at present operative.

The rate payable from 1st November, 1949, under the Adjustment Table was £7 19s. 9d. (including the two "loadings" of 3s. and 10s.).

(b) *Northern Territory (South of 20th parallel of South Latitude).*—There are two main groups of employees in this area of the Northern Territory, namely, employees of the Commonwealth Railways and employees of the Department of Works and Housing (formerly the Works and Services Branch of the Department of the Interior).

The small number of Commonwealth Railways employees engaged in the area are at Alice Springs and in several small permanent-way gangs between Alice Springs and the South Australian border.

Prior to 1937 Commonwealth Railways employees were covered by awards of the Commonwealth Court of Conciliation and Arbitration, but since that year the rates of pay (including the basic wage) have been as prescribed by

\* 48 C.A.R., p. 20.

determinations of the Commonwealth Public Service Arbitrator. It has been the practice of the Court and the Public Service Arbitrator to fix a common base rate for Commonwealth Railways employees (the main centre being Port Augusta) and to provide, by means of "District Allowances," additional rates to employees in isolated areas.

Prior to 3rd February, 1945, Commonwealth employees (other than Commonwealth Railways employees) engaged in the Northern Territory south of the 20th parallel of South Latitude were paid the Darwin basic wage. The Full Court in Judgment issued on 13th November, 1934\*, fixed a rate of 80s. per week for Works and Services employees, which included an amount of 7s. per week to cover the cost of freight on goods purchased from the Railway Stores at Port Augusta. This rate compared with £4 10s. 9d. being paid in areas north of the 20th parallel, and with £3 5s. in Adelaide.

Provision was also made for the adjustment of this wage to be made in the manner provided by the Court for railway employees at Alice Springs, namely, on the basis of the Court's "C" series adjustment scale in accordance with the variations of the "Special" index-number for Port Augusta (inclusive of Railway Stores prices for groceries and dairy produce). Although no base index-number was mentioned, it can be taken that the base index-number division of the scale (809-820 = 66s.) was the starting point of the variations and was related to a total basic wage of £4, as this division contained "C" series index-number 819 (Special) for the September quarter, 1934—from which it will also be observed that only 66s. of the total wage was actually adjustable.

The 3s. per week "loading" granted by the Court in 1938† applied to employees located south of the 20th parallel of South Latitude as well as to those engaged north thereof.

At a hearing on 12th and 13th March, 1947, the Full Court granted to workers in this area the amount of 7s. per week consequent upon its "Interim" Basic Wage Judgment of 13th December, 1946, as an addition to the "adjustable" part of the basic wage applicable. The questions raised as to a general review of the basic wage in the Territory as a whole were postponed pending the hearing and finalization of the general basic wage case now before the Court at the instance of the combined Unions of Australia (see page 78, vi.).

The total basic wage payable from 4th December, 1949 was £7 4s. per week.‡

**5. State Basic Wages.—(i) New South Wales.**—The first determination under the New South Wales Industrial Arbitration Act of a standard "living" wage for adult male employees was made on 16th February, 1914, when the Court of Industrial Arbitration fixed the "living" wage at £2 8s. per week for adult male employees in the metropolitan area. Determinations of the "living" wage in New South Wales were made by the Court of Industrial Arbitration during the period 1914 to 1916. The Board of Trade was established in 1918, and was empowered to determine the "living" wage for adult male and female employees in the State. Its first declaration was made on 5th September, 1918, and numerous declarations were made during the period 1918 to 1925, the last declaration being that of 24th August, 1925. The Board ceased to function after the Industrial Arbitration (Amendment) Act 1926 established the Industrial Commission of New South Wales, which exercised the powers of the Board of Trade as from 15th April, 1926. The Industrial Arbitration (Amendment) Act No. 45, 1927, altered the constitution of the Industrial Commission from

\* 53 C.A.R., p. 947.  
1949 for basis of this rate.

† 29 C.A.R., p. 501.

‡ See order by Full Court of 11th October,

a single Commissioner to one consisting of three members. Act No. 14 of 1936, however, provided for the appointment of four members and Act No. 36 of 1938 for the appointment of not less than five and not more than six members. The Commission was directed *inter alia*, "not more frequently than once in every six months to determine a standard of living and to declare . . . the living wages based upon such standard for adult male and female employees in the State." The Industrial Arbitration (Amendment) Act, 1932, directed the Commission within twenty-eight days from the end of the months of March and September to adjust the living wages so declared to accord with the increased or decreased cost of maintaining the determined standard. The first declaration of the Commission was made on 15th December, 1926, when the rate for adult males was fixed at £4 4s. per week, the same rate as that previously declared by the Board of Trade. The adult male rate was determined on the family unit of a man, wife and two children from 1914 to 1925; a man and wife only in 1927, with family allowances for dependent children; and a man, wife, and one child in 1929, with family allowances for other dependent children.

Employees in rural industries are not covered by the rates shown in the following table; a living wage for rural workers of £3 6s. per week was in force for twelve months from October, 1921, and a rate of £4 4s. operated from June, 1927, to December, 1929, when the power of industrial tribunals to fix a living wage for rural workers was withdrawn.

The variations in the living wage determined by the Industrial tribunals of New South Wales are shown below :—

Basic Wage Variations in New South Wales.  
(State Jurisdiction.)

Male.		Female.	
Date of Declaration.	Basic Wage per Week.	Date of Declaration.	Basic Wage per Week.
	£ s. d.		£ s. d.
16th February, 1914	2 8 0	..	..
17th December, 1915	2 12 6	..	..
18th August, 1916	2 15 6	..	..
5th September, 1918	3 0 0	17th December, 1918	1 10 0
8th October, 1919	3 17 0	23rd December, 1919	1 19 0
8th October, 1920	4 5 0	23rd December, 1920	2 3 0
8th October, 1921	4 2 0	22nd December, 1921	2 1 0
12th May, 1922	3 18 0	9th October, 1922	1 19 6
10th April, 1923	3 19 0	(a) .. .. .	2 0 0
7th September, 1923	4 2 0	.. .. .	2 1 6
24th August, 1925	4 4 0	.. .. .	2 2 6
27th June, 1927	4 5 0	.. .. .	2 6 0
20th December, 1929	4 2 6	.. .. .	2 4 6
26th August, 1932	3 10 0	.. .. .	1 18 0
11th April, 1933	3 8 6	.. .. .	1 17 0
20th October, 1933	3 6 6	.. .. .	1 16 0
26th April, 1934	3 7 6	.. .. .	1 16 6
18th April, 1935	3 8 6	.. .. .	1 17 0
24th April, 1936	3 9 0	.. .. .	(b) 1 17 6
27th October, 1936	3 10 0	.. .. .	1 18 0
27th April, 1937	3 11 6(c)	.. .. .	1 18 6

(a) Dates of declarations from 1923 on were the same as those for male rate.

(b) Rate declared, £1 15s. 6d., but law amended to provide a rate for females at 54 per cent. of that of males.

(c) Hereafter wages are fixed and adjusted quarterly in accordance with the practice of the Commonwealth Court of Conciliation and Arbitration for details of which and latest rates see next page.

Following on the judgment of the Commonwealth Court of Conciliation and Arbitration of 23rd June, 1937, referred to on page 76, the Government of New South Wales decided to bring the State Basic Wage into line with the Commonwealth rates ruling in the State, and secured an amendment of the Industrial Arbitration Act (No. 9 of 1937) to give effect thereto. The Act was passed on 7th October, 1937, and came into operation from the commencement of the first pay period in October, practically from 1st October, 1937. The general principles laid down by the Commonwealth Court were followed as closely as practicable and provision was made for the automatic adjustment of wages in conformity with variations of retail prices as shown by the Commonwealth Court's "All Items" Retail Price Index-numbers, shortly known as the "Court" Series of Index-numbers. The Commonwealth Court's principle of treating the "prosperity loadings" as a separate and non-adjustable part of the total basic wage was adopted. The rates for country towns were, with certain exceptions, fixed at 3s. per week below the metropolitan rate; and Crown employees, as defined, received a "prosperity loading" of 5s. per week, as against the 6s. laid down for employees in outside industry. The basic rate for adult females was fixed at 54 per cent. of the adult male rate to the nearest 6d. The provisions of the main Acts for the periodic declaration of the living wage by the Industrial Commission were repealed, but the amending Act placed on the Commission the responsibility of altering all awards and agreements in conformity with the intentions of the new Act; to define boundaries within which the various rates are to operate\*; and to specify the appropriate "Court" Series retail price index-numbers to which they are to be related.

Compared with State adult basic wages of £3 11s. 6d. per week for males and £1 18s. 6d. for females operative at the time, the alteration represented for males increases of 6s. 6d. in Sydney; 3s. 6d. in Country districts (with certain exceptions); and 4s. 6d. for railway and other Crown employees as defined by the Act. For females the increases were 54 per cent. of the foregoing, and amounted to 3s. 6d., 2s., and 2s. 6d., respectively.

The latest rates applicable in the metropolitan area under this system of fixation and adjustment are £6 12s. per week for adult males, and £3 11s. 6d. for adult females, from the first pay period commencing in November, 1949.

The principle of supplementing wages by a payment in respect of dependent children under fourteen years of age operated in New South Wales from July, 1927, until superseded by the Commonwealth Government scheme from 1st July, 1941, and a brief account of the main features of the system appeared on page 103 of Labour Report No. 36.

(ii) *Victoria*.—Up to October, 1934, no basic wage was fixed by any State authority in Victoria, but the Wages Boards followed the rates of the Commonwealth Court to a large extent, and also made similar periodical adjustments in accordance with variations in retail prices. With the passing of *The Factories and Shops Acts*, Nos. 4,275 of 1934 which operated from 17th October, 1934, and 4,461 of 1936, it is now obligatory on all Wages Boards to adopt Commonwealth Award rates and conditions "which such Boards are under the Factory and Shops Acts empowered to include in their determinations". The Act further provides for the Secretary for Labour to make adjustments of wages according to variations in retail price index-numbers without calling the Boards together for the purpose, in respect of all Determinations which include an adjustment clause.

\* See N.S.W. Industrial Gazette 1937, Vol. 52, pages 785-4.

The latest Commonwealth rate for Melbourne is £6 10s. per week for males operative from 1st November, 1949, and the female rate varies from approximately 54 per cent. to approximately 75 per cent. of that rate.

(iii) *Queensland*.—The Industrial Conciliation and Arbitration Act No. 28 of 1929 repealed the Industrial Arbitration Act 1916 and amendments thereof, and the Basic Wage Act of 1925. The Board of Trade and Arbitration was abolished, and a Court, called the Industrial Court, was established. The Act provides that it shall be the duty of the Court to make declarations as to—(a) the “basic” wage, and (b) the maximum weekly hours to be worked in industry (called the “standard” hours). For the purposes of making any such declarations the Court shall be constituted by the Judge and two members one of whom shall be also a member of the Queensland Prices Board.

The main provisions to be observed by the Court when determining the “basic” wage are—(a) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (b) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed. The Court shall, in the matter of making declarations in regard to the “basic” wage or “standard” hours, take into consideration the probable economic effect of such declaration in relation to the community in general, and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration by the Industrial Arbitration Court in this State of a basic wage was gazetted on 24th February, 1921, when the basic wage was declared at £4 5s. per week for adult males, and £2 3s. for adult females. Prior to this declaration the rate of £3 17s. per week for adult males had been generally recognized by the Court in its awards as the “basic” or “living” wage. The declarations of the Industrial Court are published in the Queensland Industrial Gazette and the various rates declared are as follows:—

Basic Wage Variations in Queensland.  
(State Jurisdiction.)

Date of Operation.	Adult Basic Wage.	
	Male.	Female.
1st March, 1921 .. .. .	£ s. d. 4 5 0	£ s. d. 2 3 0
1st March, 1922 .. .. .	4 0 0	2 1 0
28th September, 1925 (a)	4 5 0	2 3 0
1st August, 1930 .. .. .	4 0 0	2 1 0
1st December, 1930 .. .. .	3 17 0	1 19 6
1st July, 1931 .. .. .	3 14 0	1 19 0
1st April, 1937 .. .. .	3 18 0	2 1 0
1st April, 1938 .. .. .	4 1 0	2 3 0
7th August, 1939 .. .. .	4 4 0	2 5 0
31st March, 1941 .. .. .	4 9 0	2 8 0
4th May, 1942 .. .. .	4 11 0	2 9 6

(a) Fixed by Basic Wage Act.

The amount of 89s. which, taking the most favorable view of the standard of living, the Court considered complied with the requirements of Section 9 of the Act, was continued in operation up to and including the Court's declaration of 15th April, 1942. In order to ensure that this amount would continue to comply with these requirements under prevailing conditions created by the war, however, the Court indicated its intention "to declare it quarterly on the cost of living "C" Series (All Items) index, commencing with the figures for the first quarter of 1942." In accordance with this undertaking the Court, on 21st April, 1942, raised, as from 4th May, 1942, the basic wage to 91s. per week for adult males and 49s. 6d. for adult females on the basis of the variation in retail prices shown by the index-numbers mentioned for Brisbane between the December quarter, 1941, and the March quarter, 1942, and similar variations have since been made whenever considered necessary by the Court.

The latest rates payable under such variations are £6 9s. for adult males and £3 19s. 6d. for adult females, from 1st November, 1949.

The rates shown above are applicable throughout the Southern Division (Eastern District—including Brisbane); allowances are added for other areas as follows:—Southern Division (Western District), 7s. 4d.; Mackay Division, 5s. 6d.; Northern Division (Eastern District), 10s.; and Northern Division (Western District) 17s. 4d. Half of these allowances are granted to females.\*

(iv) *South Australia*.—The Industrial Code 1920–1948 provides that the Board of Industry shall, after public inquiry as to the increase or decrease in the average cost of living, declare the "living" wage to be paid to adult male employees and to adult female employees. The Board has power also to fix different rates to be paid in different defined areas.

It is provided that the Board of Industry shall hold an inquiry for the purpose of declaring the "living" wage whenever a substantial change in the cost of living or any other circumstance has, in the opinion of the Board, rendered it just and expedient to review the question of the "living" wage; but a new determination cannot be made by the Board until the expiration of at least six months from the date of its previous determination.

The Board of Industry consists of five members, one nominated by the Minister for Industry, two nominated by the South Australian Employers' Federation as representatives of employers, and two nominated by the United Trades and Labour Council of South Australia as representatives of employees. The member nominated by the Minister is President and presides at all meetings of the Board.

According to the Industrial Code 1920–1948, "living wage" means a sum sufficient for the normal and reasonable needs of the average employee living in the locality where the work under consideration is done or is to be done.

The family unit is not specifically defined in the Code, but the South Australian Industrial Court in 1920 decided that the "average employee" in respect of whom the "living" wage is to be declared is a man with a wife and three children.

The first declaration of the "living" wage was made by the Board of Industry on 15th July, 1921, when the "living" wage for adult male employees in the metropolitan area was determined at £3 19s. 6d. per week. The "living" wage for adult female employees in the same area was declared on 11th August, 1921, at £1 15s. per week.

\* As defined in Queensland Industrial Gazette, 10th December, 1921, page 826.

Following on the declaration of an "interim" increase in its "needs" basic wage by the Commonwealth Court of Conciliation and Arbitration on 13th December, 1946 (*see* p. 78) the South Australian Parliament passed the Economic Stability Act No. 52 of 1946. By virtue of this Act and all other enabling powers, the Governor may, by proclamation, declare, *inter alia*, the "daily living wage" for adult males in the metropolitan area to be one-sixth of the Commonwealth basic weekly wage for this area. A proclamation dated 24th December, 1946, was accordingly made by the Governor, declaring the rate of 102s. per week, inclusive of the "prosperity loading" of 4s. This rate operated from 7th January, 1947. The Act mentioned also provided for similar proclamations in respect of any adjustment of such wage, but the powers of the Board of Industry to declare a "living wage" were retained, and any such wage so declared will supersede that declared by proclamation.

The variations in the living wages determined by the Board of Industry are shown below, and apply to the whole State:—

**Living Wage Variations in South Australia.**  
(State Jurisdiction.)

Male.		Female.	
Date of Operation.	Living Wage per Week.	Date of Operation.	Living Wage per Week.
	£ s. d.		£ s. d.
4th August, 1921..	3 19 6	1st September, 1921 ..	1 15 0
27th April, 1922 ..	3 17 6	..	..
8th November, 1923 ..	3 18 6	..	..
15th May, 1924 ..	4 2 0	13th November, 1924 ..	1 18 0
13th August, 1925 ..	4 5 6	3rd September, 1925 ..	1 19 6
30th October, 1930 ..	3 15 0	15th January, 1931 ..	1 15 0
10th September, 1931 ..	3 3 0	24th December, 1931 ..	1 11 6
7th November, 1935 ..	3 6 0	16th January, 1936 ..	1 13 0
7th January, 1937 ..	3 9 6	29th April, 1937 ..	1 14 9
25th November, 1937 ..	3 14 0	25th November, 1937 ..	1 16 6
5th January, 1939 ..	3 18 0	5th January, 1939 ..	1 18 0
28th November, 1940 ..	4 4 0	28th November, 1940 ..	2 1 0
27th November, 1941 ..	4 7 0	27th November, 1941 ..	2 3 6
15th October, 1942 ..	4 14 0	15th October, 1942 ..	2 6 2
26th September, 1946 ..	4 18 6	26th September, 1946 ..	2 15 0
7th January, 1947(a) ..	5 2 0	7th January, 1947 ..	2 17 0
8th July, 1948 ..	5 17 0	8th July, 1948 ..	3 6 6
19th May, 1949 ..	6 5 0	19th May, 1949 ..	3 8 6

(a) Commonwealth rate for metropolitan area adopted.

(v) *Western Australia*.—The Court of Arbitration, appointed under the provisions of the Industrial Arbitration Act 1912-1948, determines and declares the "basic" wage in this State. The Court consists of three members appointed by the Governor, one on the recommendation of the industrial unions of employers, one on the recommendation of the industrial unions of employees, while the third member is a Judge of the Supreme Court. The last-mentioned member is the President of the Court.

The Industrial Arbitration Act 1912-1948 provides that, before the 14th June in every year, the Court, of its own motion, shall determine and declare—(a) a "basic" wage to operate from the 1st July of each year, to be paid to male and female workers; and (b) wherever and whenever necessary, differential basic rates to be paid in special or defined areas of the State.

The expression "basic" wage means a sum sufficient to enable the average worker to whom it applies to live in reasonable comfort, having regard to any domestic obligation to which such average worker would be ordinarily subject. The family unit is not specifically defined in the Act, but it has been the practice of the Court to take as a basis of its calculations a man, his wife and two dependent children.



Provision is made in the Industrial Arbitration (Amendment) Act of 1930 for quarterly adjustments of the "basic" wage by the Court of Arbitration when an official statement supplied to the Court by the State Government Statistician relating to the cost of living shows that a variation of 1s. or more per week has occurred, compared with the preceding quarter. These adjustments apply from the dates of declaration by the Court.

The first declaration of the "basic" wage by the Court of Arbitration since the authority to fix one was vested in the Court by the Industrial Arbitration Act of 1925 was made on 11th June, 1926, when the rate for adult male employees was determined at £4 5s. per week, and for adult female employees at £2 5s. 11d. per week.

The variations in the annual declarations of the Court of Arbitration for the various areas in the State are shown in the following table:—

Basic Wage Variations in Western Australia.  
(State Jurisdiction.)

Date of Operation.	Metropolitan Area.		South-West Land Division.		Gold-fields Areas and Other Parts of State.	
	Male.	Female.	Male.	Female.	Male.	Female.
1st July, 1926	£ 4 5 0	£ 2 5 11	£ 4 5 0	£ 2 5 11	£ 4 5 0	£ 2 5 11
" " 1929	4 7 0	2 7 0	4 7 0	2 7 0	4 7 0	2 7 0
" " 1930	4 6 0	2 6 5	4 5 0	2 5 11	4 5 0	2 5 11
" " 1931	3 18 0	2 2 2	3 17 0	2 1 8	3 17 0	2 1 8
" " 1932	3 12 0	1 18 11	3 13 6	1 19 8	3 18 0	2 2 2
" " 1933	3 8 0	1 16 9	3 9 6	1 17 6	3 17 6	2 1 10
" " 1934	3 9 6	1 17 6	3 10 0	1 17 10	3 19 6	2 2 11
" " 1935	3 10 6	1 18 1	3 11 2	1 18 5	4 4 4	2 5 6
" " 1936	3 10 6	1 18 1	3 11 9	1 18 9	4 6 0	2 6 5
" " 1937	3 13 9	1 19 10	3 14 8	2 0 4	4 7 0	2 7 0
" " 1938	4 0 0	2 3 2	4 1 0	2 3 9	4 13 3	2 10 4
" " 1939	b4 2 2	b2 4 4	4 3 1	2 4 10	b4 16 4	b2 12 0
" " 1940	4 2 8	2 4 8	4 3 3	2 4 11	4 16 3	2 12 0
" " 1941(c)	4 8 0	2 7 6	4 9 3	2 8 2	5 3 0	2 15 11
" " 1943	4 19 1	2 13 6	4 18 1	2 13 0	5 5 9	2 17 1
" " 1944	4 19 11	2 13 11	4 19 8	2 13 10	5 7 1	2 17 10
" " 1945	5 0 1	2 14 1	4 19 7	2 13 9	5 7 5	2 18 0
" " 1946	5 1 1	2 14 7	5 0 6	2 14 3	5 9 0	2 18 10
26th Feb., 1947(d)	5 7 1	2 17 10	5 6 6	2 17 6	5 15 0	3 2 3
1st July, 1947	5 7 10	2 18 3	5 7 3	2 17 11	5 16 0	3 2 8
1st July, 1948	5 15 9	3 2 6	5 15 2	3 2 2	6 4 9	3 7 4
1st July, 1949	6 7 1	3 8 8	6 6 9	3 8 5	6 15 1	3 12 11

(a) Excluding Gold-fields areas, where rates were the same as those operating from 1st July, 1926.

(b) Applicable from 24th April, 1939.

(c) Applicable from 28th April, 1941.

(d) Special declaration following "Interim" basic wage increase of Commonwealth Court.

The declaration of 13th June, 1938 (operative from 1st July) was based on the findings of the Royal Commission on the Basic Wage 1920 (see p. 99). For this purpose the Court reduced the amount recommended by the Commission for a five-unit family to the equivalent for a four-unit family, and brought the resulting amounts up to their purchasing equivalents at the March quarter, 1938, by means of the separate "group" retail price index-numbers in respect of the sections for food, clothing and miscellaneous expenditure, and for rent added an amount which was considered fair under ruling conditions. The resultant amounts for the sections mentioned were—Food, £1 10s. 9d.; Rent, 19s. 6d.; Clothing, 14s. 9d.; Miscellaneous,

15s.—Total, £4. Thereafter the annual declarations of the Court (with the exception of that of 26th February, 1947 in the above table) have simply maintained that standard as varied by retail price index-numbers, while the provision for the quarterly adjustment by the Court of the basic wage in accordance with retail price index-numbers certified by the Government Statistician maintains its purchasing power over the intervening periods.

The latest rates payable in the metropolitan area in accordance with the quarterly adjustments declared by the Court operating from 24th October, 1949, are £6 15s. 11d. for males and £3 13s. 5d. for females.

(vi) *Tasmania*.—No State basic wage is fixed by any State authority in Tasmania, but Wages Boards follow to a large extent the rates of the Commonwealth Court, and adjust wages automatically or otherwise in accordance with variations in retail price index-numbers in conformity with provisions of the Wages Board Act. The latest Commonwealth adult male rate for Hobart is £6 8s. operative from 1st November, 1949, and the adult female rate varies from approximately 54 per cent. to approximately 75 per cent. of the male rate.

(vii) *Rates Prescribed*.—The "basic" wage rates of State industrial tribunals in force on 1st November, 1949, are summarized in the following table:—

Basic Weekly Wage Rates fixed by State Industrial Tribunals.

State.	"Basic" Wage.		Date of Operation. (Approx.)	Family Unit (for Male Rate).
	Males.	Females.		
	£ s. d.	£ s. d.		
New South Wales	(a) 6 12 0	(a) 3 11 6	1. 11. 49	(b)
Victoria(c)	(6 10 0)	(3 10 0)	(1. 11. 49)	(c)
Queensland	(d) 6 9 0	3 19 6	31. 10. 49	Man, wife, and three children
South Australia	6 5 0	3 8 6	19. 5. 49	" " " "
Western Australia	(e) 6 15 11	(e) 3 13 5	24. 10. 49	" " " "
Tasmania(c)	(6 8 0)	(3 9 0)	(1. 11. 49)	(e)

(a) Sydney, Newcastle, Port Kembla-Wollongong. Broken Hill—Males, £7 2s.; Females, £3 16s. Elsewhere—Males, £6 9s.; Females, £3 9s. 6d.

(b) Commonwealth Basic Wage operative—no defined family unit.

(c) None declared, but rates (Capital City) shown are those of Commonwealth Court, which are followed to a large extent.

(d) Southern Division (Eastern District—including Brisbane). Allowances added for other Areas:—Southern Division (Western District), 7s. 4d.; Mackay Division, 5s. 6d.; Northern Division (Eastern District), 10s.; Northern Division (Western District), 17s. 4d. Half of these allowances are granted to females.

(e) Metropolitan area. "Basic" wage for Gold-fields areas and other portions of State exclusive of the South-West Land Division—Males, £7 2s. 11d.; Females, £3 17s. 2d. South-West Land Division (excluding Metropolitan area)—Males, £6 15s. 4d.; Females, £3 13s. 1d.

6. **Royal Commission on Basic Wage, 1920.**—The Commonwealth Government appointed a Royal Commission in 1919 to inquire into and report upon the following matters:—

- (i) The actual cost of living at the present time, according to reasonable standards of comfort, including all matters comprised in the ordinary expenditure of a household, for a man with a wife and three children under fourteen years of age, and the several items and amounts which make up that cost.
- (ii) The actual corresponding cost of living during each of the last five years.
- (iii) How the basic wage may be automatically adjusted to the rise and fall from time to time of the purchasing-power of money.

The Commission issued two reports—the first in November, 1920, and the second in April, 1921. These reports show that, according to the standard assumed by the Commission, the cost of living as at 1st November, 1920, for a family consisting of man, wife, and three children under fourteen years of age, was as follows:—

**Royal Commission on Basic Wage : Cost of Living, 1st November, 1920.**

Particulars.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
Food ..	2 6 9	2 6 2	2 3 1	2 7 2	2 4 11	2 8 11
Rent ..	1 2 0	1 0 6	0 17 0	0 19 6	0 19 0	0 19 0
Clothing ..	1 7 0	1 9 0	1 6 0	1 8 3	1 7 9	1 9 2
Miscellaneous ..	1 1 4	1 0 10	1 0 1	1 1 2	1 2 3	0 19 10
<b>Total (a) ..</b>	<b>5 17 1</b>	<b>5 16 6</b>	<b>5 6 2</b>	<b>5 16 1</b>	<b>5 13 11</b>	<b>5 16 11</b>

(a) Weighted Average Six Capitals—£5 15s. 8d., but no recommendation made.

The corresponding costs of the commodities and services included (which are fully set out in the first Report) for the years 1914 to 1920 were as follows:—

**Royal Commission on Basic Wage : Cost of Living, 1914 to 1920.**

Years.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
1914 ..	3 12 11	3 7 9	3 4 0	3 11 2	3 12 9	3 6 9
1915 ..	4 1 6	3 16 9	3 11 3	3 19 0	3 17 1	3 15 1
1916 ..	4 4 6	3 17 5	3 13 10	3 19 7	4 1 2	3 15 6
1917 ..	4 9 8	4 2 2	3 19 3	4 3 2	4 4 2	4 4 10
1918 ..	4 14 8	4 8 10	4 6 0	4 10 11	4 9 2	4 8 6
1919 ..	5 5 3	4 18 5	4 15 10	5 2 6	5 0 9	5 0 4
1920 ..	5 17 1	5 16 6	5 6 2	5 16 1	5 13 11	5 16 11

In answer to the third clause of the inquiry, the Commission recommended that "a Bureau of Labour should be organized from existing members of the Public Service, which should ascertain from time to time the rise and fall in the purchasing-power of money in relation to the reasonable standard of comfort for the typical family (i.e., such a family as is described in Clause 1)". After consulting the Commonwealth Statistician as to methods of collection and tabulation, the Government decided that the recommendation would be met by widening the scope of inquiries of this nature already made by the Commonwealth Bureau of Census and Statistics, the outcome of which was the creation of the All Items ("C" Series) Index of Retail Prices, particulars of which are published on pp. 6, 10 and 18-25 of this Report.

The recommendations of this Commission in respect of the basic wage were not carried out, owing largely to the marked advance the amounts suggested represented over ruling rates,\* and the grave doubts expressed as to the ability of industry to pay such rates.

The standards of this wage, however, were implemented to a certain extent in the "Living Wage" declarations of the Industrial Commission of New South Wales in 1926 to 1932.

\* The "Harvester" equivalent for Melbourne as at the time (September quarter, 1920) was £4 13s per week, but only £3 13s. to £4 2s. was being paid on the basis of an annual index-number.

The amounts recommended were also adopted with slight modifications by the Industrial Court of Western Australia in 1926 and again in 1938 on the basis of a four-unit family, further particulars of which will be found on page 98.

**7. Child Endowment.**—(i) *National Scheme.*—The Commonwealth Government, in June, 1927, called a conference at Melbourne of the Premiers of the several States to consider the question of child endowment from a national standpoint. The Prime Minister submitted various estimates of cost of endowing dependent children under fourteen years of age in Australia at 5s. per week. After discussion, it was decided to refer the matter to a Royal Commission to be appointed by the Commonwealth Government.

The Commission submitted its Report on 15th December, 1928. It was not unanimous in its findings, and the opinions and recommendations of the members were embodied in two separate reports, which dealt exhaustively with the constitutional aspects, existing systems, industrial legislation, the basic wage, standard of living, regulation of wages, working conditions and cognate matters.

The findings and recommendations in the *majority* and *minority* reports are given in Labour Report No. 19.

At the conference of Commonwealth and State Ministers held at Canberra in May, 1929, the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme financed entirely from the proceeds of taxation, as had been recommended in the minority report. The Commonwealth Government agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment. It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with as the State Governments should think proper.

Early in 1941, the Commonwealth Government announced its intention to introduce a scheme of child endowment throughout Australia. The necessary legislation\* was introduced into Parliament on 27th March, and the passage through all stages was completed on 3rd April, 1941. The main features of the scheme, which came into operation from 1st July, 1941, are as follows:—

- (a) Payment at the rate of 10s. per week (5s. per week from 1st July, 1941, to 25th June, 1945, and 7s. 6d. from 26th June, 1945, to 8th November, 1948) for each child under the age of sixteen in excess of one child in each family, provided the persons claiming the endowment, and the child in respect of whom the endowment is claimed have resided in Australia for the period of twelve months preceding the date of claim.
- (b) The endowment is payable to the mother of the child, or to such persons as are prescribed.
- (c) Endowment is also payable to approved institutions, not wholly or mainly dependent upon the Commonwealth or a State for their revenue, in respect of all children under sixteen years of age maintained therein.

\* Act No. 8, 1941 (Child Endowment Act) as amended by No. 5, 1942 and Nos. 10 and 41, 1943 Act No. 2, 1941 (Pay-roll Tax Assessment Act); and Act No. 3, 1941 (Pay-roll Tax Act).

- (d) The scheme was financed partly from Consolidated Revenue, partly from the abolition of the exemptions from taxation in respect of children after the first and the major part from a tax of 2½ per cent. of all pay-rolls in excess of £20 per week, but is now a charge on the National Welfare Fund.
- (e) The general administration of the Act is under the control of the Director-General of Social Services, and the detailed administration is carried out by the Directors in each State and other officers appointed for the purposes of the Social Services Consolidation Act 1947.

Consequent upon the operation of the Commonwealth Child Endowment Scheme, appropriate steps were taken for the termination of the schemes operating in New South Wales and the Commonwealth Public Service.

A summary of the operations of this scheme during the five years 1944-45 to 1948-49 is given below:—

**Child Endowment: Australia, 1944-45 to 1948-49.**

Year.	Endowed Families.		Approved Institutions.		Total Number of Endowed Children
	Number of Families.	Number of Endowed Children.	Number of Institutions.	Number of Endowed Children	
1944-45 ..	518,293	920,427	335	18,116	938,543
1945-46 ..	533,819	945,542	342	18,989	964,531
1946-47 ..	559,730	986,814	355	19,743	1,006,557
1947-48 ..	586,415	1,029,777	366	20,580	1,050,357
1948-49 ..	620,819	1,083,994	369	21,305	1,105,299

Year.	Amount Paid to Endowees and Approved Institutions.	Annual Liability for Endowment on 30th June.	Average Annual Rate of Endowment per Endowed Family on 30th June.	Average Number of Endowed Children per Endowed Family on 30th June.	Number of Endowed Children in each 10,000 of Population.
	£	£	£		
1944-45 ..	12,036,249	18,301,588	34.630	1.776	1,271
1945-46 ..	18,019,178	18,808,354	34.540	1.771	1,295
1946-47 ..	19,862,933	19,627,862	34.379	1.763	1,331
1947-48 ..	19,425,518	20,481,961	34.243	1.757	1,335
1948-49 ..	24,323,413	28,737,774	45.398	1.746	1,370

(ii) *Earlier Schemes.*—In the State of New South Wales a system of child endowment was in operation from July, 1927, to July, 1941, while a Commonwealth Public Service system operated from November, 1920, until July, 1941. Fuller details of these schemes appeared in previous issues of the Labour Report (*see* No. 36, p. 103).

## CHAPTER IV.—EMPLOYMENT AND UNEMPLOYMENT.

### § 1. Employment.

**I. General.**—Data on which this section is based are divided into three main categories: (a) Censuses, 1933 and 1947, and quasi-censuses; (b) monthly returns for Pay-roll Tax purposes, supplemented by State Statisticians' collections of Government employment; and (c) reports from Trade Union secretaries.