

CHAPTER XIII.

LABOUR, WAGES AND PRICES.

§ 1. Trade Unions.

1. **Registration.**—(i) *Under Trade Union Acts.* The benefits obtained by registering trade unions under the Trade Union Acts in force in the various States are not considered of much value; consequently the statistics of registered trade unions of employees do not accurately represent the position of unionism. Further, the returns for past years are so defective as to be practically valueless, inasmuch as no reliable indication is afforded of the numerical and financial position of the unions. Some of the registered unions fail to supply returns; this non-supply may lead to cancellation of the registration. Others have obtained the cancellation of their certificates of registration, the apparent reason being that they proposed registering under the Commonwealth Conciliation and Arbitration Act or a State Arbitration Act. In Queensland, some of the largest labour unions withdrew from registration during 1911, mainly on account of the necessity for closer restriction of their objects as set forth in their rules, consequent on legal decisions affecting trade unions. In Victoria and in South Australia very few of the existing unions are registered under the Trade Union Acts. It will be seen, therefore, that the available information under this heading is too meagre for statistical purposes.

(ii) *Under Industrial Arbitration Acts.*—Information with regard to registrations of trade unions under the various State Industrial Arbitration Acts will be found in previous issues of the Year Book. The latest information available as to registrations is as follows:—New South Wales, 119 industrial unions of employers and 153 industrial unions of employees; Queensland, 76 industrial unions of employees with approximately 92,444 members; South Australia, 16 organizations of employees with 11,800 members; Western Australia, 43 organizations of employers with 900 members, and 125 organizations of employees with 34,084 members. Registration under Commonwealth legislation began in 1906. In that and the four following years, there was but one union of employers; another was registered in 1911. The unions of employees registered were 20 in 1906, with 41,413 members. On the 31st December, 1920, there were on the register 6 organizations of employers, with 6,170 members, and 122 organizations of employees with 549,285 members. In August, 1923, there were on the register 10 organizations of employers with 5,663 persons, firms or corporations affiliated, and 147 organizations of employees with 573,095 members.

2. **Particulars regarding Trade Unions.**—(i) *Types.* The trade unions in Australia are very diverse in character, and range from the small independent association to the large interstate organization, which, in its turn, may be merely a branch of a British or international union. Broadly speaking, there are four distinct classes of labour organizations, viz.:—(i) the *local independent*, (ii) the *State*, (iii) the *interstate*, and (iv) the *Australasian or International*, but a number of variations occur from each of these classes. The leading characteristics of each of these types were briefly outlined in Labour Report No. 2 (pp. 7 to 9) issued by this Bureau.

(ii) *Number and Membership, States, 1922.* As already stated, the figures for trade unions registered under the Acts do not represent the position of unionism in Australia. In 1912 the Labour and Industrial Branch of the Commonwealth Bureau of Census and Statistics was established, and with the cordial co-operation of the officials of the labour organizations, comprehensive figures relating to the development of organized labour are now available. The following table shows the position at the end of 1922:—

TRADE UNIONS, BRANCHES, AND MEMBERS, 1922.

State or Territory.	Number of Separate Unions.	Number of Branches.	Number of Members.
New South Wales	217	858	284,689
Victoria	169	452	206,281
Queensland	118	346	100,939
South Australia	106	144	55,208
Western Australia	117	189	41,405
Tasmania	83	69	14,346
Northern Territory	3	..	70
Total	813	2,058	702,938
Australia(a)	387(a)	2,484(b)	702,938

(a) Allowing for interstate duplication. (b) Number of distinct organizations and interstate groups of organizations in Australia—not the total number of organizations—which are practically independent and self-governing. (See below).

In the preceding table the number of separate unions in each State refers to the number of unions which are represented in each State, exclusive of branches within a State. That is to say, each union represented in a State is only counted once, regardless of the number of branches in that State. Except in the last line, the number of branches indicates the number of branches of State head offices, which may, of course, themselves be branches of an interstate or larger organization. In taking the total number of separate unions in Australia (see last line but one), it is obvious that, in the case of interstate and similar unions, there will be duplication, since each such union is counted once in each State in which it has any branches. In the figures given in the last line allowance has been made for this duplication. State branches of interstate or federated unions, as well as sub-branches within a State, are included under the heading "Branches" in the third column—last line. It should be observed, however, that the scheme of organization of these interstate or federated unions varies greatly in character, and the number of separate Commonwealth unions does not fairly represent the number of practically independent organizations in Australia. In some of these unions the State organizations are bound together under a system of unification and centralized control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes. There are therefore 387 distinct organizations and interstate groups of organizations in Australia, having 2,484 State branches and sub-branches, and a total of 702,938 members.

(iii) *Classification in Industrial Groups.* The following table shows the number of unions and members thereof in Australia at the end of the years 1914 to 1922. The number of unions specified refers to the number of different unions represented in each State; that is to say, interstate or federated unions are counted once in each State in which they are represented, but sub-branches within a State are not counted.

TRADE UNIONS.—INDUSTRIAL GROUPS, AUSTRALIA, 1914 TO 1922.

Industrial Groups.	1914.	1915.	1916.	1918.	1919.	1920.	1921.	1922.
NUMBER OF UNIONS.								
I. Wood, Furniture, etc. ..	20	20	20	20	20	19	19	19
II. Engineering, Metal Works, etc. ..	76	77	76	77	77	76	75	69
III. Food, Drink, Tobacco, etc. ..	70	72	69	80	77	71	66	68
IV. Clothing, Hats, Boots, etc. ..	30	31	28	28	27	26	25	25
V. Books, Printing, etc. ..	29	30	28	30	29	26	18	17
VI. Other Manufacturing ..	80	78	78	84	84	84	85	84
VII. Building	67	63	63	58	57	56	57	54
VIII. Mining, Quarrying, etc. ..	27	27	26	26	20	18	19	19
IX. Railway and Tramway Services ..	32	31	28	40	43	43	49	52
X. Other Land Transport ..	25	24	23	23	22	22	20	20
XI. Shipping, etc. ..	63	66	65	72	71	60	70	74
XII. Pastoral, Agricultural, etc. ..	11	12	10	9	8	0	9	10
XIII. Domestic, Hotels, etc. ..	22	20	22	20	20	23	24	26
XIV. Miscellaneous	160	162	168	200	215	254	260	276
Total	712	713	705	767	771	796	796	813

TRADE UNIONS.—INDUSTRIAL GROUPS, AUSTRALIA, 1914 TO 1922—
continued.

Industrial Groups.	1914.	1915.	1916.	1918.	1919.	1920.	1921.	1922.
NUMBER OF MEMBERS.								
I. Wood, Furniture, etc. . .	19,071	16,172	14,762	18,953	21,156	23,691	25,541	23,582
II. Engineering, Metal Works, etc. . .	42,108	47,104	49,230	47,135	49,043	53,870	57,012	53,637
III. Food, Drink, Tobacco, etc. . .	39,763	38,504	41,515	40,953	46,569	49,447	51,698	54,497
IV. Clothing, Hats, Boots, etc. . .	17,593	21,885	25,962	31,856	38,620	40,325	42,069	44,540
V. Books, Printing, etc. . .	9,821	10,784	11,079	11,972	13,259	15,136	15,059	15,341
VI. Other Manufacturing . . .	29,002	30,648	32,119	30,673	34,901	39,710	38,873	37,942
VII. Building . . .	36,593	37,739	36,255	35,761	37,301	40,348	42,244	42,177
VIII. Mining, Quarrying, etc. . .	39,733	33,024	33,515	35,519	40,278	41,777	39,967	38,082
IX. Railway and Tramway Services . .	71,260	76,482	75,896	74,813	83,183	89,069	88,731	92,152
X. Other Land Transport . . .	17,687	17,208	15,719	14,487	15,903	17,362	16,944	20,376
XI. Shipping, etc. . .	44,536	42,903	45,868	50,433	48,598	41,668	40,840	41,510
XII. Pastoral, Agricultural, etc. . .	44,593	38,334	37,679	44,176	46,794	42,923	47,893	43,538
XIII. Domestic, Hotels, etc. . .	11,135	9,269	9,907	11,169	14,702	19,353	20,442	21,130
XIV. Miscellaneous . . .	100,376	107,975	117,050	133,855	137,378	169,271	175,696	174,434
Total . . .	523,271	528,031	546,556	581,755	627,685	684,450	703,009	702,938

Particulars are given in Labour Report No. 13 (p. 12) of the number of male and female members of unions and the percentage of such members on the total number of adult wage earners. Other tables in the same Report show the classification of unions according to the number of members and the number of central labour organizations.

(iv) *Interstate or Federated Unions, 1922.* The following table gives particulars as to the number and membership of interstate or federated unions in 1922 :—

INTERSTATE OR FEDERATED UNIONS.—AUSTRALIA, 1922.

Particulars.	Unions Operating in—					Total.
	2 States.	3 States.	4 States.	5 States.	6 States. (a)	
Number of Unions . .	19	13	16	15	42	105
Number of Members . .	25,291	45,202	65,006	137,351	289,251	562,101

(a) Certain unions in this group have, in addition to branches in each of the six States, a branch in the Northern Territory.

It appears, therefore, that 105 out of the 387 separate associations and groups of associations in Australia are organized on an interstate basis. The membership of these 105 unions amounts to 562,101, or no less than 79.9 per cent. of the total membership (702,938) of all unions.

3. Central Labour Organizations.—In each of the capital cities, as well as in a number of other industrial centres, delegate organizations, consisting of representatives from a group of trade unions, have been established. Their revenue is raised by means of a per capita tax on the members of each affiliated union. In most of the towns where such central organizations exist, the majority of the local unions are affiliated with the central organization, which is usually known as the Labour or the Trades Hall Council, or the Labour Federation. In Western Australia a unified system of organization extends over the industrial centres throughout the State. In this State there is a provincial branch of the Australian Labour Party, having a central council and executive, and metropolitan and branch district councils, to which the local bodies are affiliated. The central council, on which all district councils are represented, meets periodically. In the other five States, however, the organization is not so close, and although provision usually exists in the rules of the central council at the capital city of each State for the organization of district councils or for the representation on the central council of the local councils in the smaller industrial centres of the State, the councils in each State are, as a matter of fact, independent bodies.

The table below shows the number of metropolitan and district or local labour councils, together with the number of unions and branches of unions affiliated therewith, in each State at the end of the year 1922 :—

CENTRAL LABOUR ORGANIZATIONS.—NUMBER, AND UNIONS AFFILIATED, 1922.

Particulars.	N.S.W.	Victoria.	Q'land.	S. Aust.	W. Aust.	Tas.	N. Ter.	Total.
Number of Councils	3	5	4	3	9	2	1	27
Number of Unions and Branch Unions affiliated	97	182	74	79	179	33	3	647

The figures given in the preceding table as to number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated to the local trades councils in the several towns in which they are represented.

Between the trade union and the central organization of unions may be classed certain State or district councils, organized on trade lines and composed of delegates from separate unions, the interests of the members of which are closely connected by reason of the occupations of their members, such, for example, as delegate councils of bakers, bread carters, and mill employees, or of unions connected directly or indirectly with the iron, steel, or brass trades, or with the building trades.

§ 2. Laws Relating to Conditions of Labour.

1. **General Legislation.**—The statutes in force at the end of 1922 in the several States which more or less directly affect the general conditions of labour are given in the table hereunder :—

LABOUR LAWS.—TABLE OF STATUTES IN FORCE IN AUSTRALIAN STATES, 1922.

New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.
1. <i>General</i> — Factories and Shops 1912 Early Closing 1899, 1900, 1906, 1910, 1915, 1919 Saturday Half-Holiday 1910 Eight Hours 1916, 1920, 1922 Sunday Trading (Refreshment Rooms) 1916	Factories and Shops 1915, 1919, 1920 (2), 1922 (2)	Factories and Shops 1900, 1908, 1914, 1916 (2), 1920, 1922	Industrial Code 1920, 1921 Early Closing 1911, 1912	Factories and Shops 1920, 1921	Factories, 1910 1911, 1917 Shops Closing 1911, 1913
2. <i>Prevention of Strikes and Regulation of Rates of Wages</i> — Industrial Arbitration 1912, 1916, 1918 (2), 1919, 1920, 1922	Factories and Shops 1915, 1919, 1920 (2)	Industrial Arbitration 1916	Industrial Code 1920, 1921	Industrial Arbitration 1912, 1920	Wages 1920 Boards
3. <i>Mining Industry</i> — Mines Inspection 1901, 1904 Coal Mines Regulation 1912, 1913, 1917, 1922	Mines 1915, 1921 Coal Mines Regulation 1915, 1922	Mining 1898, 1901, 1902, 1912, 1914, 1915, 1920 (2) Mines Regulation 1910, 1912, 1916	Mining 1893, 1895, 1900, 1911, 1918 Mines and Works Inspection 1920	Mining 1904, 1919, 1920, 1921, 1922 Mines Regulation 1906, 1915 Mines and Machinery Inspection 1911 Coal Mines Regulation 1902, 1915 Miner's Phthisis 1922	Mining 1917, 1918, 1920, 1921 Mines and Works Regulation 1915

LABOUR LAWS—TABLE OF STATUTES—*continued.*

New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.
4. <i>Security of Wages to Wage Earners—</i> Contractors' Debts 1897	Employers and Employees 1915	Contractors' and Workmen's Liens 1906, 1921 Wages 1918 Wages 1918 ..	Workmen's Liens 1893, 1896	Workmen's Wages 1898	..
Attachment of Wages Limitation 1900	..	Factories and Shops (as above)	Wages Attachment 1898	..	Wages Attachment 1900
Truck 1900, 1901, 1918	..	Insolvency 1874, 1876	Industrial Code 1920, 1921	Truck 1899, 1900, 1904	..
Bankruptcy 1898 (preference to wages)	Insolvency 1915	..	Insolvent 1886, 1887, 1896, 1914, 1915, 1918	Bankruptcy 1892, 1898	Bankruptcy 1870, 1899
5. <i>Accommodation, Homes, etc.—</i> Shearers' Accommodation 1901	Shearers' Hut Accommodation 1915	Workers' Accommodation 1915, 1921	Shearers' Accommodation 1905, 1916, 1922	Shearers' Accommodation 1912	..
..	Closer Settlement (Workers' Homes) 1915	Miners' Homestead Perpetual Leases 1913 (2), 1921	..	..	..
Housing 1912 ..	Housing and Reclamation 1920	Workers' Homes 1919, 1922	..	Workers' Homes 1911, 1912, 1914, 1921	Homes 1919, 1920, 1922 Municipal Homes, 1919
6. <i>Inspection of Machinery, etc.—</i> Scaffolding and Lifts 1912	Lifts Regulation 1915	Inspection of Scaffolding 1915	Scaffolding Inspection 1907, 1908	..	..
..	Scaffolding Inspection 1922	..	Lifts Regulation 1908	..	..
Boiler Inspection Regulations (under Factories and Shops 1912)	Boilers' Inspection 1915 (2), 1921	Inspection of Machinery 1915	Steam Boilers and Engine Drivers 1911, 1913	Inspection of Machinery 1922	Inspection of Machinery 1902, 1909, 1913
7. <i>Trade Unions—</i> Trade Unions 1881 Trade Unions Re-registration 1920	Trade Unions 1915	Trade Unions 1915, 1922	Trade Unions 1876	Trade Unions 1902	Trade Unions 1889
8. <i>Relations of Masters and Servants—</i> Masters and Servants 1902	Employers and Employees 1915	Apprentices 1828, 1844	Masters and Servants 1878	Masters and Servants 1892	Master and Servant 1856, 1882, 1884, 1887
Apprentices 1901, 1915 ..	Master and Apprentice 1915	Wages 1918 ..	..	Masters and Apprentices 1873	..
..	Servants' Registry Offices 1915	Labour Exchanges 1915	Employees' Registry Offices 1915	Employment Brokers 1909, 1912, 1918	..
9. <i>Liability in case of Accidents—</i> ..	Employers and Employees 1915	..	Employers' Liability 1884, 1889	Employers' Liability 1894	Employers' Liability 1895, 1898, 1903
Workmen's Compensation 1916, 1920 (3), 1922	Workers' Compensation 1915, 1922	Workers' Compensation 1916 (2), 1918, 1921	Workmen's Compensation 1911, 1918, 1919, 1920, 1922	Workers' Compensation 1912, 1920, 1923	Workers' Compensation 1918, 1920, 1921

2. Factory Legislation.—(i) *Conspectus*. The accompanying conspectus contains the

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—			
1. <i>Acts in Force</i>	Factories and Shops Act 1912	Factories and Shops Acts 1915, 1919, 1920 (2), 1922	Factories and Shops Acts 1900, 1908, 1914, 1916 (2), 1920
2. <i>Application of Acts</i>	<p>(a) The Act applies only to such localities as are declared or deemed to be declared by the Governor to be a district or districts for the purposes of the Act</p> <p>(b) The Governor may exempt, either wholly or in part, any factory or class of factories from the operation of the Act</p>	<p>(a) Except where otherwise expressly provided, the provisions of the Act apply to factories wherever situate in Victoria</p> <p>(b) Nothing in the Act applies to persons engaged in dairying, agriculture, horticulture, viticulture, or pastoral pursuits in any shire, town, or borough outside the metropolitan district</p>	<p>(a) The Governor may constitute the area comprised within the district of a Local Authority or within the districts of two or more Local Authorities or any subdivisions thereof a District for the purposes of the Act, and thereupon the provisions of the Act are in force in such District</p> <p>(b) The Governor may exempt, either wholly or in part, any factory or class of factories from the operation of the Act</p>
3. <i>What the term "Factory" includes</i>	<p>(a) Any office, building, or place in which four or more persons are engaged directly or indirectly in working at any handicraft, or in preparing or manufacturing articles for trade or sale; and laundries and dye-works in which four or more persons are engaged</p> <p>(b) Any office, building, or place in which one or more Chinese are so engaged</p> <p>(c) Any place or building where steam or other mechanical power or appliance is used in manufacturing goods or packing them for transit, or in generating electricity, water power, or any other power</p> <p>(d) Any bakehouse</p>	<p>(a) Any office, building, or place in which—</p> <p>(i) four or more persons are employed directly or indirectly in working in any handicraft, or in preparing or manufacturing articles for trade or sale</p> <p>(ii) one or more Chinese are so employed</p> <p>(iii) one or more persons are employed and in which steam, water, gas, oil, or electric power is so used</p> <p>(iv) one or more persons are employed and furniture is prepared or manufactured</p> <p>(v) one or more persons are employed and any bread or pastry is made or baked for sale</p> <p>(vi) electricity is generated for the supply of heat, light, or power</p> <p>(vii) coal gas is made</p> <p>(b) Any clay-pit or quarry worked in connexion with and occupied by the occupier of any pottery or brick-yard</p>	<p>(a) Any building, premises, or place in or in connexion with which two or more persons, including the occupier, are engaged in working directly or indirectly at any handicraft, or in preparing, working at, dealing with, or manufacturing articles for or in connexion with any trade or for sale, including every bakehouse and laundry</p> <p>(b) Any building, premises, or place in which a person or persons of the Chinese or other Asiatic race are so engaged</p> <p>(c) Any building, premises, or place where steam or other mechanical power or appliance is used in dealing with or manufacturing goods or packing them for transit, including a butter factory, wool-scouring, sugar-mill, and boiling-down works</p>
4. <i>What the term "Factory" does not include</i>	<p>(a) Any building or place in which the persons engaged in working are all members of one family and in which steam or other mechanical power is not used</p> <p>(b) Any building used for the manufacture of dairy produce</p> <p>(c) Any wool shed used for shearing sheep</p> <p>(d) Any building used for dumping wool</p> <p>(e) Any ship</p>		<p>(a) Any prison or industrial or reformatory school</p> <p>(b) Any ship</p> <p>(c) Any mine, colliery, or place in which machinery is used about a mine</p> <p>(d) Any building, premises, or place—</p> <p>(i) used for the manufacture of dairy produce</p> <p>(ii) used exclusively for pastoral or agricultural purposes and situated upon a run or farm</p> <p>(iii) in which persons are engaged at home and no steam or other mechanical power is used and where the only persons engaged are members of the same family related by blood or marriage and dwelling there</p>

principal provisions of the Factories and Shops Acts in force in Australia :—

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA.

South Australia.	Western Australia.	Tasmania.
FACTORIES.		
Industrial Code 1920, 1921	Factories and Shops Act 1920, 1922	Factories Act 1910, 1911, 1917
<p>(a) The provisions of the Act apply to the metropolitan area and to any part of the State to which it may be extended by proclamation</p> <p>(b) The application of the Act does not, as regards agricultural, horticultural, viticultural, or pastoral pursuits, extend to any employer or employee engaged therein or to any factory connected therewith</p>	<p>The Act applies to the whole State, but the Governor may by proclamation exempt any portion of the State from the operation thereof or of any part thereof</p>	<p>The Act applies to every factory, including those belonging to the Crown, but the Governor may, with the consent of both Houses of Parliament, exempt, either wholly or in part, any factory or class of factories in the State or in any part of the State from the operations of the Act or any provisions thereof</p>
<p>(a) Any premises or place within which or the precincts whereof the occupier employs any one person at manual labour which is exercised by way of trade or for purposes of gain in—</p> <p>(i) any handicraft; or</p> <p>(ii) the making of any article; or</p> <p>(iii) the altering, repairing, ornamenting, or finishing of any article; or</p> <p>(iv) the adapting of any article for sale</p> <p>to which premises the occupier has the right of access or control</p> <p>(b) Any clay-pit or quarry similarly worked in connexion with any pottery or brick-yard occupied by the same employer</p> <p>(c) Any premises or place where electricity is generated or coal gas made and within which the employer employs any person at manual labour for trade or gain</p>	<p>(a) Any building, premises, or place in which—</p> <p>(i) four or more persons are engaged, directly or indirectly, in any handicraft, or in preparing or manufacturing goods for trade or sale</p> <p>(ii) a person or persons of the Chinese or other Asiatic race is so engaged</p> <p>(iii) steam or other mechanical power or appliance exceeding 1 horse-power is used for preparing, working at or manufacturing goods or packing them for transit</p> <p>(iv) articles intended for human consumption are manufactured or prepared for sale</p> <p>(v) electrical energy is generated or coal gas produced</p> <p>(b) Any bakehouse</p> <p>(c) Any laundry</p> <p>(d) Any clay-pit or quarry worked in connexion with and occupied by the occupier of any pottery or brick-yard</p>	<p>(a) Any building, structure, premises, or place in which—</p> <p>(i) four or more persons, including the occupier, are employed directly or indirectly in any handicraft or in preparing or manufacturing articles for trade or sale</p> <p>(ii) any Asiatic is so employed</p> <p>(iii) steam, water, oil, gas, or electric power exceeding 1 horse-power is used in preparing or manufacturing articles for trade or sale or packing them for transit</p> <p>(iv) electrical energy is generated or coal gas produced</p> <p>(b) Any bakehouse</p> <p>(c) Any clay-pit or quarry worked or used in connexion with and occupied by the occupier of any pottery or brick-yard</p>
<p>(a) Any premises of the Municipal Tramway Trust where electricity is generated</p> <p>(b) Any medical dispensary</p> <p>(c) Any dentist's laboratory</p> <p>(d) Any chemist's laboratory</p>	<p>(a) Any building in course of erection or shed for workmen engaged in the erection of such building</p> <p>(b) Any prison or any industrial or reformatory school</p> <p>(c) Any ship</p> <p>(d) Any mine or colliery or place in which machinery is used about a mine or colliery</p> <p>(e) Any building, premises, or place</p> <p>(i) in which the occupier manufactures or prepares dairy produce from the products of his own herd</p> <p>(ii) used exclusively for pastoral, agricultural, orchard, or garden purposes</p> <p>(iii) in which any person not being of the Chinese or other Asiatic race is engaged in any trade operation in private premises, and in which no mechanical power in excess of 1 horse-power is used, and the only persons engaged do not exceed four and are members of the same family and dwelling there</p>	<p>(a) Any prison, reformatory, industrial school, or home for erring women</p> <p>(b) Any institution conducted exclusively for charitable purposes</p> <p>(c) Any building, premises, or place used exclusively for the manufacture of dairy produce</p> <p>(d) Any ship</p> <p>(e) Any building, premises, or place used exclusively for pastoral, agricultural, or horticultural purposes and situate outside of cities</p> <p>(f) Any mine, colliery, or place in which machinery is used about a mine, or any smelting works, or any works within the meaning of any Acts relating to mines and mining</p> <p>(g) Any building in course of erection or any temporary workshop or a shed for workmen engaged in the erection of such building</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
5. Registration of Factories	Every factory about to be occupied or, after a period of disuse, about to be again used must be registered not less than 7 days before being used	(a) Every factory must be registered within 14 days of its becoming a factory (b) Every office, building, or place about to become a factory must be certified as suitable by the council of the district or chief inspector (c) The registration must be renewed annually on or before the 31st January	(a) Every factory about to be used, any building, premises, or place from which materials are issued for preparation outside must be registered not less than 7 days before it is so used (b) The registration fee must be paid annually on or before the 31st January
6. Appointment of Inspectors	The Governor may appoint as many inspectors of factories and shops as may appear necessary for carrying into effect the provisions of the Act	(a) Subject to the provisions of the Public Service Act, the Governor may appoint a chief inspector and so many inspectors of factories and shops as may appear necessary (b) Any member of the police force may be appointed by the Minister for Labour to act as inspector of factories in his district	The Governor may appoint a chief inspector and so many inspectors and officers as may be necessary for carrying into effect the provisions of the Act
7. Powers of Inspectors	Every inspector has power— (a) to enter, inspect, and examine, at all reasonable hours by day or night, any factory when he believes that any person is employed therein, and to enter by day any place which he believes is used as a factory (b) to take with him an officer of health or inspector of nuisances or an interpreter; or, if he apprehends any serious obstruction in the execution of his duty, a constable (c) to require the production of the certificate of registration or any document which is required to be kept, and to inspect, examine, and copy the same (d) to make such examination and inquiry as may be necessary to ascertain whether the provisions of the Act and of any Act relating to public health are complied with (e) to examine any person whom he finds in a factory or whom he believes to have been employed in a factory within the preceding two months (f) to conduct prosecutions under the Act (g) to exercise all other powers necessary for carrying out the provisions of the Act or of any Act relating to public health as may be determined from time to time	Every inspector has power— (a) to enter, inspect, and examine, at all reasonable times by day or night, a factory when he believes that any person is employed therein, or any place when he believes that any person is employed therein at work for which a wages board has fixed prices or rates, and to enter by day any place which he believes to be a factory (b) to take with him an interpreter and, if he apprehends any serious obstruction, a member of the police force (c) to require the production of all pay-sheets or books wherein an account is kept of the wages paid where the determination of a wages board applies and take copies of the same (d) to require the production of the certificate of registration and any documents kept in pursuance of the Act (e) to ascertain whether the enactments relating to public health and of the Act are complied with (f) to enter any school in which he believes that persons employed in a factory are being educated (g) to examine any person whom he finds in a factory or in such a school, or whom he believes to have been within the preceding two months employed in a factory or at work for which a wages board has fixed prices (h) to exercise such other powers as may be necessary for carrying the Act into effect	An inspector may— (a) enter, inspect, and examine, at all reasonable hours by day or night, any factory and any place which he believes to be used as a factory (b) take with him a legally-qualified medical practitioner, and, if he apprehends obstruction, a member of the police force (c) make examination and inquiry to ascertain whether the provisions of the Act or Regulations or of any Health Act are complied with (d) examine any person whom he finds in a factory, or who has during the preceding two months been an employee of the occupier thereof (e) require the production of any certificate of registration and any document which is required by the Act or Regulations to be kept or exhibited, and inspect, examine, and copy the same (f) exercise all the powers necessary for carrying into effect the provisions of the Act and Regulations and of any Act relating to public health

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) Every person in occupation of a factory must register such factory within 21 days of going into such occupation</p> <p>(b) The registration fee must be paid annually on or before the 31st January</p> <p>(c) The registration must be renewed every five years</p>	<p>(a) Every building, premises, or place used as a factory must be registered</p> <p>(b) The registration only operates until the 31st December every year, and after that date a factory must be re-registered</p> <p>(c) No person of a Chinese or other Asiatic race may be registered unless he carried on the business before the 1st November, 1903</p>	<p>(a) Every factory must be registered within 21 days of its being occupied as such</p> <p>(b) The registration fee must be paid annually before the 31st January, otherwise the factory is deemed to be not duly registered</p>
<p>The Governor may appoint a chief inspector and so many inspectors as may appear necessary. Every inspector carrying out the duties of inspecting the fencing of machinery and investigating accidents must be a qualified mechanic</p>	<p>(a) The Governor shall appoint some fit and proper person to be chief inspector of factories</p> <p>(b) The Minister may appoint fit persons of either sex to be inspectors of factories</p>	<p>The Governor may appoint a chief inspector of factories and such inspectors and other officers as are necessary for the administration of the Act</p>
<p>An inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) any factory, at any time, when he believes that any person is employed therein: and</p> <p>(ii) at all reasonable times any place which he believes to be a factory</p> <p>(b) take with him a constable when he has cause to apprehend any serious obstruction</p> <p>(c) inspect and examine machinery in any factory</p> <p>(d) make examination and inquiry to ascertain if the provisions of the Act and all health laws are complied with</p> <p>(e) report to the Board of Health for the district any breaches of the health laws</p> <p>(f) question every person whom he finds in a factory, or whom he believes to be or have been within the preceding two months employed in a factory</p> <p>(g) require the production of any document which is required by the Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(h) exercise such powers and authorities as may be prescribed</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine a factory at all reasonable hours by day and night when he believes that any person is at the time employed therein, and enter by day any place which he believes to be a factory</p> <p>(b) take with him a member of the police force to assist him in the execution of his duty</p> <p>(c) make examination and inquiry to ascertain whether the provisions of the Act and Regulations, and of all laws, regulations, and by-laws relating to public health and of all industrial awards and agreements are complied with</p> <p>(d) require and oblige any person whom he finds in a factory or whom he believes to have been in the preceding two months employed in a factory to answer questions</p> <p>(e) require the production of any certificate of registration or of any document which is required by the Act or any other Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(f) exercise other powers necessary to carry the Act into effect</p> <p>(g) take with him an interpreter</p> <p>(h) require the production of all pay-sheets or pay-books, and take copies of or extracts from the same</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) at any time any factory when he believes that any person is employed therein: and</p> <p>(ii) at all reasonable times any place which he believes to be a factory</p> <p>(b) take with him a constable if he apprehends any serious obstruction</p> <p>(c) make examination and inquiry to ascertain whether the provisions of the Act and of all health laws are complied with</p> <p>(d) report any breaches of the health laws</p> <p>(e) question every person whom he finds in a factory, or whom he believes to have been within the preceding two months employed in a factory</p> <p>(f) require the production of any document which is required by the Act to be kept or exhibited, and inspect, examine, and copy the same</p> <p>(g) exercise such powers and authorities as may be prescribed</p> <p>(h) take with him an interpreter</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
8. <i>Notices to be posted up in or about a Factory</i>	A copy of the Act and Regulations must be posted up in a conspicuous place at or near the entrance, also a notice containing— (a) the name and address of the inspector for the district (b) the usual working hours and time allowed for meals for— (i) adult males (ii) boys under 16 years of age and all females	Notices in legible Roman characters must be posted up— (a) in some conspicuous place near the entrance containing— (i) the name and address of the inspector and of the certifying medical practitioner for the district (ii) the holidays and working hours (iii) prescribed portions of the Act and Regulations (b) near the outside of the principal outer door—containing the name of the occupier (c) in an approved place a record of all fines levied	A notice must be posted up at or near the entrance showing— (a) the name and address of the inspector (b) the ordinary working hours and the time allowed for meals for— (i) boys under 16 years (ii) females (iii) all other employees (c) the maximum number of persons who may be employed in each room
9. <i>Remedying Defects, Nuisances, etc.</i>	(a) If, in the opinion of an inspector a place is unfit to be used as a factory, he must request the occupier to comply with the requirements specified by him to make such place fit for occupation (b) The occupier may appeal to the Minister, whose decision is final (c) If an inspector reports that no requirements will render a place fit for use as a factory, the Minister may make an order forbidding the use of such place as a factory	(a) Where a factory is dilapidated, unsafe, unfit for use, injurious to health, or insufficiently provided with sanitary arrangements, appliances for the extinction of fire, or means of egress, the chief inspector must notify the occupier and the municipal council, and, unless he hears within two months from the council that the defects are remedied, the occupier must be summoned to show cause why the registration should not be cancelled (b) Any sanitary defects in a factory must be reported by an inspector to the municipal council, which must take action to enforce the provisions of the Health Act	(a) An inspector may notify an occupier to provide additional sanitary conveniences, where the existing number is insufficient (b) If in any building, yard, or place adjoining a factory there exists a nuisance or other sanitary defect likely to injuriously affect the proper sanitation thereof or the health of the employees, an inspector or health officer may require the owner or occupier of such building, etc., to abate such nuisance or amend such defect within the time named in the requisition
10. <i>Cleanliness of Factories</i>	(a) Every factory must be kept in a cleanly state and free from effluvia arising from any drain, closet, urinal, or other nuisance (b) Floors and windows must, when ordered by an inspector, be washed with hot water and soap every four weeks (c) Seats and floors of closets, lavatories, and dressing rooms must be scrubbed every week (d) Urinals, sinks, and wash basins must be cleansed every day	(a) Every factory must be kept in a cleanly state and free from any effluvia arising from any drain, privy, urinal, or nuisance (b) Floors and windows must, when required by the chief inspector, be washed with hot water and soap (c) Seats and floors of privies must be scrubbed every week (d) Urinals must be flushed with water every day	(a) Everything and every place must be kept in a cleanly state, free from any smell or nuisance arising from any drain, lavatory, privy or other convenience, and free from any accumulation or deposit which is a nuisance (b) Floors and windows must be washed with hot water and soap once a month, and when required by an inspector (c) Floors and seats of closets and floors of urinals must be scrubbed once a week (d) Urinals must be flushed with water every day
11. <i>Painting or Limewashing</i>	All inside walls, ceilings, passages and staircases must be either— (a) varnished or painted with oil every seven years, and washed with hot water and soap every 14 months; or (b) limewashed, or washed with some approved liquid every 14 months (bakehouses in municipalities every 6 months); or (c) if papered, be repapered at such times as an inspector may direct	All inside walls, ceilings, passages and staircases must be either— (a) painted with oil or varnished every seven years and washed with hot water and soap every 14 months (bakehouses every 6 months); or (b) limewashed or washed with some other approved material every 14 months (bakehouses every 6 months)	All inside walls, ceilings, passages and staircases must be either— (a) varnished or painted with oil, if required by an inspector, every five years, and washed with hot water and soap every 12 months; or (b) limewashed or washed with some approved liquid every 12 months (bakehouses every 6 months); or (c) if papered, repapered at such times as an inspector may direct An occupier may appeal to the nearest industrial or police magistrate

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<p><i>continued.</i></p> <p>Notices in legible characters must be posted up—</p> <p>(a) in some conspicuous place in the factory containing—</p> <p>(i) the name and address of the inspector for the district</p> <p>(ii) the holidays and working hours</p> <p>(iii) the times for starting and ceasing work and for meals</p> <p>(iv) copies of prescribed parts of the Act and Regulations</p> <p>(v) the name and address of the certifying medical practitioner</p> <p>(b) in some approved place, containing the name of the occupier</p> <p>(c) in some approved place, containing details of all fines levied</p>	<p>A notice must be posted in a conspicuous place containing—</p> <p>(a) name of occupier</p> <p>(b) situation of factory</p> <p>(c) nature of work carried on</p> <p>(d) name and address of inspector</p> <p>(e) ordinary working hours for—</p> <p>(i) boys under 16 years and females</p> <p>(ii) males over 16 years</p> <p>(f) time allowed for meals</p> <p>(g) day for half-holiday</p> <p>(h) holidays allowed during year</p> <p>(i) maximum number of persons that may be employed in a room</p>	<p>Notices in legible characters must be posted up—</p> <p>(a) in a conspicuous place containing—</p> <p>(i) the name and address of the inspector</p> <p>(ii) number of persons who may be employed in each room</p> <p>(iii) dimensions of each room</p> <p>(iv) working hours, time for meals, and holidays for—</p> <p>(i) males over 16 years of age</p> <p>(ii) males under 16 and females</p> <p>(b) in an approved place, containing the name of the occupier</p>
<p>(a) Written notice must be given by the chief inspector to the occupier of a factory which is (i) dilapidated or (ii) unsafe or (iii) unfit for use, or (iv) injurious to health or (v) insufficiently provided with urinals or privies, appliances for extinguishing fire, sufficient means of egress or natural light, where reasonably practicable</p> <p>(b) Unless the improvements are completed within the period stated in the notice, the occupier may be summoned to show cause why the registration of his factory should not be cancelled</p>	<p>(a) If an inspector is of opinion that a factory, the registration of which is applied for, is defective in any material respect, he must inform the applicant that such factory will not be registered until the defects are remedied. An appeal to the nearest Local Court is allowed</p> <p>(b) If in any building, yard, or place adjoining a factory there exists any nuisance or sanitary defect likely to injuriously affect the sanitation of the factory or the health of the employees, an inspector may require the owner or occupier of such building to abate such nuisance or remedy such defect</p>	<p>Same as South Australia</p>
<p>The occupier of a factory must keep the same clean and free from effluvia arising from any drain, privy, urinal, or nuisance</p>		<p>(a) A factory must be kept clean and free from effluvia arising from any drain, privy, urinal, or nuisance</p> <p>(b) Floors, internal wood work and windows must be kept clean, and, when so ordered by an inspector, washed with water and soap</p> <p>(c) Seats and floors of privies must be scrubbed every week</p> <p>(d) Urinals must be thoroughly cleansed with water every day</p>
<p>(a) The chief inspector may require the internal walls and ceilings of a factory to be lime washed or washed with some approved liquid, if they have not been painted or varnished within the preceding 7 years: if so varnished or painted they must be washed with hot water and soap every 2 years</p> <p>(b) An appeal to the Minister is allowed</p> <p>(c) In bakehouses painting or varnishing must be renewed every 7 years and washed every 12 months, or timewashing must be carried out every 6 months</p>		<p>(a) The chief inspector may require the internal walls and ceilings to be washed unless they have been painted or varnished within 7 years, and such as are so painted or varnished to be washed every 14 months</p> <p>(b) An appeal to the Minister is allowed</p> <p>(c) The internal walls and ceilings of bakehouses must be painted, varnished, or washed, and where paint or varnish is used, the same must be renewed every 7 years and washed every 12 months</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
12. <i>Factories exempted from Painting or Lime-washing</i>	Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, flour-mills, saw-mills, flax-mills, freezing rooms, bone-mills, seed-cleaning mills, tanneries, rope walks, soap and candle works, smelting works, brick and tile works, potteries, hay and corn and chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments, malt-houses, breweries, cheese and sugar refining factories, sugar-mills and shearing sheds, and any factories exempted by the Minister	Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, flour-mills, saw-mills, bone-mills, tanneries, rope walks, smelting works, hay and corn, chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments, and any factories exempted by the Minister on the recommendation of the Board of Public Health	A special exemption may be granted by the Minister when it appears that any of the provisions are not required or are by reason of special circumstances inapplicable
13. <i>Air Space and Ventilation</i>	Every factory and every room therein— (a) must contain not less than 400 cub. ft. of space for each person, in the calculation of which the maximum height taken is 14 ft. (b) must, when required by an inspector, be provided with openings for the inlet and outlet of air, each not less than 12 sq. in. for each person employed	(a) To a height of 13 feet, the free air space must amount to at least 400 cub. ft. per person employed (b) Where there is no mechanical ventilation, each workroom must be provided with inlet and outlet openings, each not less than 12 sq. in. for each person employed in such workroom	(a) Every factory must contain not less than 400 cub. ft. of space (maximum height taken 13 ft.) nor less than 25 sq. ft. of floor area for each person (b) Every factory must, when required by an inspector, be provided with inlet and outlet openings, each not less than 12 sq. in. for each person
14. <i>Sanitary Arrangements</i>	(a) <i>Privies</i> .—One for every 15 persons of each sex within the City of Sydney, and one for every 20 elsewhere. (b) <i>Urinals</i> .—When required by an inspector, in such proportion as he may specify	(a) <i>Privies</i> .—One for every 20 persons of each sex or fraction thereof, but number for over 20 persons reduced when there is sewerage connexion (b) <i>Urinals</i> .—One to every 45, and smaller proportion where over 45	(a) <i>Privies</i> .—One to every 15 females or 20 males, separated (b) <i>Urinals</i> .—Where 2 or more males or 12 or more females are engaged, one for every 40 persons
15. <i>Lavatory Accommodation</i>	In every factory, lavatory or wash-basins must be provided in the proportion of one basin to every 20 persons of each sex, and where the total number of persons of either sex exceeds 100, one to every 25	Lavatories must be provided for females in the proportion of one basin for every 20 females. When considered necessary, they must also be provided for males, in the same proportion	Proper lavatory accommodation must be provided, and the basins must be not fewer in number than one to every 20 employees
16. <i>Dressing Rooms</i>	Where a change of dress of any females is necessary, the occupier must, at the request of the Minister, provide a dressing-room with a floor area of not less than 64 sq. ft.	If any manufacture necessitates a change of dress by females, a dressing-room for their use must be provided	The chief inspector may direct an occupier to provide suitable rooms or places in which employees may change their apparel
17. <i>Sitting Accommodation</i>	Sitting accommodation must be provided for all females in the proportion of one seat to every three females employed		Sitting accommodation must be provided for all female employees in the proportion of one seat to every three females
18. <i>Provision for taking Meals</i>	The Minister may prohibit the taking of meals in any room while work is being carried on therein, and may require that a suitable eating-room be provided	(a) No person may take meals in any room in which any manufacturing process or handicraft is being carried on unless the factory is of open construction and exempted by the chief inspector (b) A meal room must be provided where the trade is declared by the Governor to be noxious	(a) Wherever practicable, provision must be made for allowing employees separate and suitable places for partaking of refreshments (b) The chief inspector may prohibit the taking of meals in any room while work is actually being carried on therein and may direct the occupier to provide a meal-room

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
Blacksmiths', agricultural implement makers', and wheelwrights' shops, foundries, saw-mills, bone-mills, tanneries, rope walks, smelting works, chaff-cutting, corn-crushing, wool-washing, or boiler-making establishments		Blacksmiths', agricultural implement makers' and wheelwrights' shops, foundries, saw-mills, rope walks, smelting works, chaff-cutting, corn-crushing, wool-washing, and boiler-making establishments
Every factory— (a) must contain at least 400 cub. ft. of clear air space (maximum height taken 14 ft.) for each person; and (b) must be provided with inlet and outlet openings, each not less than 12 sq. in. for each person	(a) Every factory must have such reserved space as determined by the chief inspector, but not less than 350 cub. ft. for each person (maximum height taken, 14 ft.) (b) Every factory must be provided, when required by an inspector, with inlet and outlet openings, each not less than 12 sq. in. for each person employed	Same as South Australia
(a) <i>Privies</i> .—One for every 20 or fraction of 20 persons employed of each sex (b) <i>Urinals</i> .—As prescribed	(a) <i>Privies</i> .—(i) If connected with sewerage, one for every 20 males or 25 females; (ii) if otherwise, one for every 10 males or 15 females, where the number employed does not exceed 100 (b) <i>Urinals</i> .—Where more than 6 males are employed, as prescribed by an inspector	(a) <i>Privies</i> .—One for every 25 persons of each sex or fractional part up to 100 persons, then one for every additional 40 or fractional part (b) <i>Urinals</i> .—One for every 20 males
	In every factory there must be not less than one wash-basin for every 20 persons employed	In every factory where females are employed, there must be provided not less than one lavatory basin for every 20 females employed
	Where a change of dress on the part of women is necessary or desirable, the occupier must, at the request of the chief inspector, provide a suitable furnished dressing-room for them	In a factory in which any manufacture is carried on necessitating a change of dress by females, a dressing-room must be provided for them
	Same as Queensland	
(a) No person may take a meal in a room— (i) in which any manufacturing process or handicraft is then being carried on; or (ii) in which persons employed are then engaged in their employment (b) Where any employment is declared by the Governor to be noxious, a meal-room must be provided	(a) No person may take a meal in any room in which work is being or within the previous two hours has been carried on (b) When the number of women and boys employed exceeds six, a proper meal-room must be provided, unless an inspector authorizes a place of shelter	(a) No person may take a meal in a room— (i) in which any manufacturing process or handicraft is then being carried on; or (ii) in which persons employed are then engaged in their employment unless exempted by the chief inspector (b) Where a noxious or offensive trade is carried on, a meal-room must be provided

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACTORIES—			
19. <i>Intervals for Meals</i>	No male under 18 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal	No male under 18 and no female may, except on half-holidays, be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal	No male under 16 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal
20. <i>Prevention of Dust, etc.</i>	Where dust is generated and inhaled to an injurious extent, or where atmospheric humidity is artificially produced whereby the health of the employees is injuriously affected, an inspector may require that a fan or other means of prevention be provided	Where dust is generated and inhaled to an injurious extent, an inspector may direct that a fan or other mechanical means for preventing such inhalation be provided within a reasonable time	Where danger to the health of any employee is likely to arise from the process carried on or from insufficient air or from other cause, an inspector may order the occupier to provide a fan or other efficient appliances, but the matter may be referred to the nearest industrial or police magistrate for decision
21. <i>Protection from Fire</i>	(a) Where ten or more persons are employed, main inside and outside doors must open outwards, and all doors must be kept unlocked during working hours (b) When required by an inspector, a 3-in. hydrant must be provided, with hose and buckets, or chemical fire extinguishers (c) Where there is more than one story, external stairs or ladders must be provided	(a) All doors, passages, and staircases must be kept clear and free from obstruction (b) A primary and alternative escape must be provided for every floor above the ground floor, except in the case of a wooden building in which not more than twenty persons are employed above the ground floor, or a brick building of not more than two floors above the ground floor where not more than 150 persons are similarly employed (c) 1½-in. pipes with cocks and hose or fire buckets or extinguishers must be provided	(a) Every factory two or more stories in height must be provided with reasonable means of escape (b) Where ten or more persons are employed, the main inside and outside doors must open outwards (c) No doors or passages may be locked, bolted, or barred during working hours (d) All proper and necessary precautions and means for preventing and extinguishing fires must be provided, and such fire escapes as an inspector may direct
22. <i>Safeguarding Machinery, etc.</i>	(a) The traversing carriage of any self-acting machine must not run out within 18 inches from any fixed structure, if any person is likely to pass within such space (b) All dangerous parts of machinery must be fenced in (c) An inspector may notify an occupier to fence dangerous machinery, but the matter may be referred to arbitration (d) The Minister may prohibit the use of dangerous machinery or mill-gearing (e) Openings of hoistways, elevators, or lifts and well-holes must be protected with safeguards	(a) Guards must be provided for— (i) all dangerous parts of the machinery (ii) all dangerous appliances (iii) all dangerous parts of the factory (iv) chaff-cutting machines wherever situated (b) The Minister may direct— (i) the occupier to take such steps as he deems necessary to prevent the occurrence of accidents (ii) that any specified machine or appliance must not be used in or in connexion with any specified factory	
23. <i>Records of Employees</i>	(a) A record must be kept of the names of all employees, together with the ages of all employees under 21 years of age, and such record or summary thereof, as the Minister may determine, must be forwarded to an inspector at such times as may be directed by him (b) The occupier must, if so required by the Minister, furnish to him a scale of the wages paid to his employees, and the rates for piece-work to the persons working in and in connexion with the factory	(a) A record must be made and forwarded to the chief inspector within seven days of the 1st January showing the number of persons employed during the first week in December and giving in detail— (i) name of each employee (ii) description of work done by each (iii) hours worked during the week (iv) amount of week's earnings on wages or piece-work for males and females over and under 21 years of age separately	(a) Separate records must be kept for male and female employees showing for each— (i) name (ii) date of engagement (iii) date of leaving employment (iv) age, if under 21 years (v) kind of work done (vi) ordinary working hours (vii) wages, overtime rates, and average weekly earnings of time and piece workers separately (b) Records must be transmitted to an inspector on demand, and a copy sent annually to an inspector before the 7th April

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
No male under 16 and no female may be employed continuously for more than 5 hours without an interval of at least half-an-hour for a meal	Every worker (except in a continuous process plant) is entitled to three-quarters of an hour for a meal between noon and 3 p.m. and 5 p.m. and 8 p.m., and no worker may work for more than 5 hours (woman or child $4\frac{1}{2}$ hours) without such meal-time	No person may be employed continuously for more than 5 hours without an interval of 1 hour for a meal
The chief inspector may order that a fan or other mechanical means for preventing the inhalation of dust be provided, when any process is carried on by which dust is inhaled by the workers and such inhalation can to a great extent be prevented	An inspector may require the occupier to supply fans or other efficient appliances to carry off and render harmless all gases, vapours, dust, and impurities generated which are injurious to health	The chief inspector may order that a fan or other mechanical means for preventing inhalation of dust be provided, also that respirators and eye-guards be provided by the occupier and used by the workers
<p>(a) All doors, passages, and stair-cases must be kept free from obstruction</p> <p>(b) Fire-buckets or extinguishers must be provided</p> <p>(c) On every floor above the first a water pipe of not less than $1\frac{1}{2}$ inches in diameter must be kept with taps and hose</p>	<p>In every factory in which more than fifteen persons are employed—</p> <p>(a) efficient fire-escapes must be provided for every work-room above the ground floor</p> <p>(b) every door, when an inspector so requires, must open outwards</p> <p>(c) all doors, passages, and stair-cases must be kept clear and unfastened during working hours</p> <p>(d) reasonably efficient means for extinguishing fires must be provided</p>	<p>(a) All doors, passages, and stair-cases must be kept free from obstruction</p> <p>(b) Doors and gates forming exits must open outwards</p> <p>(c) Alternative means of escape must be provided for every floor above the ground floor, unless under certain circumstances one stairway out of two is fire-isolated</p> <p>(d) hydrants and hose or mechanical sprinklers or chemical extinguishers or fire-buckets must be provided</p>
<p>(a) The traversing carriage of any self-acting machine must not run out within 18 inches from any fixed structure if any person is likely to pass within such space</p> <p>(b) All dangerous parts of machinery must be fenced in</p> <p>(c) An inspector may require an occupier to safeguard any vat, structure, stairway, or place, but the matter may be referred to arbitration</p> <p>(d) Openings of hoistways, lifts, well-holes, or stairways must be safeguarded</p> <p>(e) Machinery which is dangerous to life or limb or which is prohibited by the Minister must not be used</p> <p>(f) No dangerous lift may be used</p>	<p>(a) Persons employed about aerated water-bottling machines must have their faces and heads suitably protected</p> <p>(b) The opening of every hoistway, lift, well-hole, or stairway must be safeguarded</p> <p>(c) No unsafe elevator or lift may be used</p> <p>(d) An inspector may require dangerous receptacles to be fenced in</p>	
<p>(a) Record must be kept showing—</p> <p>(i) name of each employee</p> <p>(ii) age of each employee under 21 years of age</p> <p>(iii) work of each employee</p> <p>(iv) number of hours worked by each employee</p> <p>(v) wages rate per week of each employee</p> <p>(vi) piece-work average earnings of each employee</p> <p>(vii) date of discharge (if any)</p> <p>(b) Record must be produced when demanded by an inspector, and sent to the chief inspector during the first week of December</p>	<p>(a) Every occupier must keep a record showing—</p> <p>(i) name, age, and sex of every person employed</p> <p>(ii) nature of work done by each person</p> <p>(iii) hours and overtime worked</p> <p>(iv) ordinary and overtime wages of persons employed</p> <p>(v) date of engagement and of leaving employment of each person</p> <p>(b) Record must be produced when ever demanded by an inspector, and copy forwarded annually of prescribed particulars to the chief inspector</p>	<p>(a) Every occupier must keep a record showing—</p> <p>(i) names of persons employed</p> <p>(ii) number of persons of each sex and age under 21 years of age, and number of years at trade if under 21 years</p> <p>(iii) work done by each person</p> <p>(iv) hours of work</p> <p>(v) daily or weekly earnings on wages or piece-work</p> <p>(vi) date (if any) of leaving employment</p> <p>(b) Record must be produced when required, and a copy sent annually to the chief inspector</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—Factories—			
24. Records and Registration of Outworkers	A record must be kept and forwarded to an inspector, when required, of— (a) the name and address of every outworker (b) the age of each outworker under 21 years (c) the kind of work done by each (d) the amount of weekly earnings on wages or piece-work	(a) A record must be kept of the description and quantity of work done outside, and of the name and address of the outworker and the prices paid. Such record must be open to an inspector, and a copy forwarded to the chief inspector when demanded (b) Every outworker must register his name and address with the chief inspector	(a) A record must be kept and forwarded quarterly to an inspector showing— (i) the name and address of each person employed (ii) the situation of the place where the work is done (iii) the kind of work done by each person (iv) the quantity of work done weekly (v) the remuneration paid (b) Members of a family may obtain a permit to work together at home (c) Every outworker must register his name and address with an inspector
25. Definition of "Child"	Any person under the age of 14 years	A boy under the age of 14 years or a girl under the age of 15 years	Any person under the age of 14 years
26. Prohibition of Child Labour, etc.	(a) No child under 14 years of age may be employed, unless by special permission of the Minister, which must not be given to a child under 13 (b) The Minister may prohibit the employment of males under 16 and of females in any undesirable work	(a) No male child under 14 years or female child under 15 years of age may be employed, but the chief inspector may grant permission to work to a female child over 14 who is not required to attend school (b) The Governor may prohibit the employment of persons under 18 years about dangerous machinery	(a) No child under 14 years of age may be employed except in cases where the Minister grants special permission, but such permission may not be granted to any child under 13 years of age (b) The Minister may prohibit the employment of males under 16 and females in unhealthy processes
27. Certificates of Physical Fitness	A person under 16 years must not be employed in certain scheduled factories unless he has obtained a certificate of fitness from a legally qualified medical practitioner	Every employee under 16 years must obtain a certificate of fitness from a certifying medical practitioner for the district before being employed in certain scheduled factories or if required by the chief inspector	A person under 16 years must not be employed in scheduled classes of factories unless he has obtained from a legally qualified medical practitioner a certificate of his fitness for employment in such factory
28. Prohibition of Employment of Women before or after Confinement	No female may be employed during the four weeks immediately after her confinement		
29. Prohibition of Employment of— (a) Males under 14 years			
(b) Males under 16 years	(a) In the part of the factory in which the process of melting or annealing glass is carried on (b) In a part of a factory in which there is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (c) Where continuous casting from molten lead is carried on in a printing establishment (d) The care or working of any elevator or lift	(a) In a part of a factory in which there is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office for longer than 8 hours, or between 6 p.m. and 6 a.m., except in case of emergency with the permission of the Minister	(a) In any part of a factory in which wet spinning is carried on unless means are taken against wetting (b) In the process of bronzing (unless an approved machine is used) (c) In the silvering of mirrors by the mercurial process (d) In the making of lead-headed nails (e) In the making of white lead (f) In dry grinding in the metal trade (g) In any part of a factory in which melting or annealing glass is carried on

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) A record must be kept showing— (i) the name and address of each outworker (ii) the description and quantity of work done (iii) the price paid for such work A copy must be sent annually during the first week in December to the chief inspector and be published in the Gazette (b) Every outworker must register his name and address with the chief inspector</p>	<p>(a) A record must be kept showing— (i) the name and address of each outworker (ii) the place where work is done (iii) the quantity and kind of work done (iv) the rate of payment (b) Every outworker who prepares or manufactures clothing, wearing apparel, curtains, cushions, or upholstery must register with the chief inspector— (i) his full name (ii) the premises where the work is to be carried out (iii) the number of persons to be employed</p>	<p>A record must be kept and forwarded annually during the first week in December to the chief inspector showing— (a) the name and address of each outworker (b) the description and quantity of work done (c) the average earnings per week (d) the percentage of work done outside the factory</p>
A person under the age of 13 years	A male person under the age of 14 years or a female under the age of 15 years	A person under the age of 14 years
<p>(a) No child under 13 years of age may be employed, who has not— (i) passed the compulsory educational standard; and (ii) obtained the permission of the chief inspector to be employed (b) The Governor may prohibit the employment of persons under 16 years about dangerous machinery</p>	No male child under 14 years or female child under 15 years may be employed	No child under 14 years of age may be employed
Every employee under 16 years must obtain a certificate of fitness from the certifying medical practitioner for the district	An inspector may require any person under 16 years, whom he deems to be physically unfit, to produce a certificate of fitness from a medical officer of health	<p>Every employee under 16 years must obtain from a medical practitioner a certificate of fitness— (a) in cases of employment in certain scheduled trades (b) in cases where the chief inspector requires the same</p>
	No woman may be employed during the six weeks immediately prior to or after her confinement	
<p>(a) In any part of a factory in which the process of melting or annealing glass is carried on (b) In fustian cutting or grinding in the metal trades</p>		
<p>(a) In any part of a factory in which is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office for longer than 8 hours in a day or between 6 p.m. and 6 a.m., except with permission of the chief inspector</p>	In any part of a factory in which the dipping of lucifer matches is carried on	<p>(a) In any part of a factory in which is carried on— (i) any dry grinding in the metal trade; or (ii) the dipping of lucifer matches (b) As type-setter in a printing office— (i) for longer than 8 hours in any one day; or (ii) between 9 p.m. and 6 a.m. unless the chief inspector grants a certificate of exemption</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACORIES—			
<i>(c) Males under 18 years</i>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of any self-acting machine in motion</p>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process</p> <p>(ii) making white lead</p> <p>(b) In any part of a factory in which wet-spinning is carried on, unless sufficient means are employed to prevent wetting</p> <p>(c) Cleaning mill-gearing in motion</p> <p>(d) Working between the fixed and traversing part of a self-acting machine while in motion</p>	..
<i>(d) Females under 14 years</i>	..	..	..
<i>(e) Females under 16 years</i>	<p>(a) In a part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p> <p>(b) Where continuous casting from molten lead is carried on in a printing establishment</p>	<p>(a) In a part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p>	..
<i>(f) Females under 18 years</i>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) In the part of a factory in which the process of melting or annealing glass is carried on</p> <p>(c) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p>	<p>(a) In a part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process</p> <p>(ii) making white lead</p> <p>(b) In a part of a factory in which melting or annealing glass is carried on</p> <p>(c) As typesetter in a printing office for longer than 8 hours, nor between 6 p.m. and 6 a.m. except with the permission of the Minister</p> <p>(d) Lifting or carrying a greater weight than 25 lbs.</p>	..
<i>(g) All Females</i>	<p>(a) The care or working of any elevator or lift</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are employed to prevent wetting</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are employed to prevent wetting</p> <p>(b) In the process of bronzing (unless an approved machine is used)</p> <p>(c) In silvering mirrors by the mercurial process</p> <p>(d) In making white lead</p> <p>(e) In making lead-headed nails</p> <p>(f) In dry grinding in the metal trade</p> <p>(g) In any part of a factory in which melting or annealing glass is carried on</p>
<i>30. Working Hours of Females and Young Persons</i>	No male under 16 years of age and no female may be employed for more than 48 hours in any one week	No male under 16 and no female may be employed— (a) for more than 48 hours in a week (b) for more than 10 hours in a day	No male under 16 and no female may be employed— (a) for more than 48 hours in a week (b) for more than 10 hours in each 24 hours (c) after 1 p.m. on the weekly half-holiday for shops

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) In any part of a factory in which wet-spinning is carried on unless sufficient means are used to prevent wetting</p> <p>(b) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(c) Care or working of an elevator or lift</p> <p>(d) Cleaning mill-gearing while in motion</p> <p>(e) Working between the fixed and traversing part of a self-acting machine while in motion</p>	<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p> <p>(c) Care, custody, management, or working of any elevator or lift, unless exempted by the chief inspector</p>	<p>(a) In any part of a factory in which wet-spinning is carried on unless the prescribed precautions are taken against wetting</p> <p>(b) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead; or</p> <p>(iii) lead-glazing of pottery</p>
In fustian-cutting or any grinding in the metal trades		
<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p>	<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which the dipping of lucifer matches is carried on</p> <p>(c) As a type-setter in a printing office</p>	<p>(a) In a factory in which there is carried on the making or finishing of—</p> <p>(i) bricks or tiles, not being ornamental tiles; or</p> <p>(ii) salt</p> <p>(b) In any part of a factory in which there is carried on—</p> <p>(i) any dry grinding in the metal trade; or</p> <p>(ii) the dipping of lucifer matches</p> <p>(c) In any part of a laundry</p>
<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Under 20 years lifting or carrying a greater weight than 25 lbs.</p>	<p>(a) In any part of a factory in which the process of melting or annealing glass is carried on</p> <p>(b) The care or working of an elevator or lift unless exempted by the chief inspector</p>	
<p>(a) In any part of a factory in which wet spinning is carried on unless sufficient means are used to prevent wetting</p> <p>(b) The care or working of an elevator or lift</p> <p>(c) Cleaning mill-gearing while in motion</p> <p>(d) Working between the fixed and traversing part of a self-acting machine while in motion</p> <p>(e) As typesetter for more than 8 hours or between 6 p.m. and 6 a.m.</p>	<p>(a) In any part of a factory in which there is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead</p> <p>(b) Cleaning mill-gearing while in motion</p>	<p>(a) In any part of a factory in which wet spinning is carried on unless prescribed means are used to prevent wetting</p> <p>(b) In any part of a factory in which is carried on the process of—</p> <p>(i) silvering of mirrors by the mercurial process; or</p> <p>(ii) making white lead; or</p> <p>(iii) lead-glazing of pottery</p> <p>(c) In any part of a factory in which any offensive trade except candle-making and soap-boiling is carried on</p> <p>(d) As typesetter for longer than 8 hours or between 9 p.m. and 6 a.m.</p>
<p>No male under 16 and no female may be employed for more than—</p> <p>(a) 48 hours in any one week; or</p> <p>(b) 10 hours in any one day</p>	<p>No male under 16 and no female may be employed—</p> <p>(a) for more than 44 hours in any one week</p> <p>(b) for more than 8½ hours in any one day</p> <p>(c) on any holiday or after 1 p.m. on the weekly half-holiday</p>	<p>No male under 16 and no female may be employed—</p> <p>(a) for more than 48 hours in any one week</p> <p>(b) for more than 10 hours in any one day</p> <p>(c) after 1 p.m. on one working day in each week</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
A.—FACORIES—			
31. <i>Maximum Number of Hours Overtime allowed for Males under 16 and Females</i>	Three hours in any day on not more than 30 days in a year or, when the Minister is satisfied, 60 days. Not more than three consecutive days with overtime allowed	(a) Fifty-seven hours in any week or not more than 8 weeks in a year (b) Ten hours on any one day. Consent of employee must be obtained	Three hours in any day, on not more than two consecutive days and on not more than 40 days in a year, and aggregate hours worked in a week must not exceed 56. Consent of inspector must be obtained
32. <i>Rates of Pay for Overtime for Males under 16 and Females</i>	Time and a half, but not less than 3d. per hour	Time and a half on wages rates or 3d. per hour extra on piece-work prices	(a) <i>Time-workers.</i> —Time and a half (b) <i>Piece-workers.</i> —3d. an hour in addition to piece-work rates, but in no case may the payment be less than 6d. per hour
33. <i>Minimum Allowance for Tea-money—Males under 16 and Females</i>	Sixpence	One shilling	Sixpence
34. <i>Minimum Wage (Juniors)</i>	Four shillings per week	Two shillings and sixpence per week	Seven shillings and sixpence per week
35. <i>Payment of Wages</i>	..	All wages due to every person employed in an occupation subject to any determination of a Wages Board must be paid at least once in every fortnight	..
36. <i>Prohibition of Premiums and Bonuses</i>	No premium or bonus may be given or received for the engaging or employing of any female in preparing or manufacturing articles of clothing or wearing apparel for trade or sale	No premium or bonus may be given or received for engaging or employing any female as an apprentice or improver in preparing or manufacturing articles of clothing or wearing apparel	No person, without the consent of an inspector, may require or permit any person to give, or may receive any premium or bonus for engaging or employing any male under 16 years or female under 21 years in any factory
37. <i>Limitation of Night-work</i>	No male under 16 or female may be employed between 6 p.m. and 6 a.m. unless in the case of overtime	(a) No male under 16 and no female may work later than 9 p.m. (b) No female under 16 may work between 6 p.m. and 6 a.m.	No male under 16 and no female under 18 may be employed between 6 p.m. and 6 a.m.
38. <i>Hours of Employment in Chinese and certain other Factories</i>	Where any Chinese works, and in any furniture factory no work may be done on— (a) Mondays to Fridays before 7.30 a.m. or after 6 p.m. (b) Saturday, before 7.30 a.m. or after 1 p.m. (c) Sunday	In a factory in which any Chinese person is employed and in a furniture factory, no person may work before 7.30 a.m. or after 5 p.m. or on a Saturday after 2 p.m. or on a Sunday at any time	..
39. <i>Stamping Furniture</i>	..	(a) All furniture made in the State must be stamped with the manufacturer's name and address and either— (i) "European labour only" if made solely by European labour; or (ii) "Chinese labour" if made solely by Chinese labour; or (iii) "European and other labour" if made partly by each kind of labour (b) Imported furniture must be stamped "imported furniture"	(a) All furniture made in Queensland, must be stamped with the maker's mark, and with either— (i) "European labour only" if made solely by European labour; or (ii) "Chinese labour" if made solely by Chinese labour; or (iii) "European and other labour" if made partly by each kind of labour (b) Imported furniture must be stamped "imported furniture"

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
(a) Fifty-five hours in one week, but the aggregate number over 48 hours per week must not exceed 100 hours in any one year (b) Minister may allow up to 3 hours in a day and 66 hours in a week	Two hours in any day on not more than two consecutive days in a week or on more than 52 days in a year. No overtime allowed on a holiday or half holiday	Fifty-five hours in one week, but the aggregate number of hours above 48 per week must not exceed 200 hours in any one year
(a) <i>Wage-workers</i> .—Time and a quarter (b) <i>Piece-workers</i> .—Rate and a quarter	(a) <i>Piece-workers</i> .—Rate and a half (b) <i>Time-workers</i> .—Minimum 6d. per hour where wages do not exceed 10s. a week, otherwise 9d. per hour	Time and a quarter for wage-workers and rate and a quarter for piece-workers
One shilling and sixpence		If earning less than 15s. a week, sixpence
Ten shillings per week	Ten shillings per week	Four shillings per week
	Payment of minimum wages must be made in full at not longer than fortnightly intervals	Payment of minimum wages must be made in full at not longer than fortnightly intervals
No person may require or permit any person to give or receive from any person any premium or bonus for engaging or employing a female as an apprentice or improver in preparing or manufacturing articles of clothing or wearing apparel	No premium in respect of the employment of any person may be paid or received by the occupier of any factory	No premium in respect of the employment of any person may be paid to or be received by an occupier of a factory
No male under 16 and no female may be employed after 9 p.m.	(a) No female may be employed between 6 p.m. and 8 a.m. (b) No male under 16 may be employed between 6 p.m. and 7.45 a.m.	No male under 16 and no female may be employed later than 9 p.m.
In a factory where any Chinese person is employed, no person may work— (a) on any day before 7.30 a.m. or after 5 p.m. (b) on a Saturday after 2 p.m. (c) on a Sunday	No person of Chinese or other Asiatic race may be employed for longer hours than women may be employed, nor before 8 a.m. or after 5 p.m.	
	All furniture, when manufactured in the State, must be stamped— (a) "European labour only" when made solely by European labour; or (b) "Asiatic labour" when made solely or partly by Asiatic labour	

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—			
1. <i>Acts in Force</i>	Factories and Shops Act 1912 Early Closing Acts 1899, 1900, 1906, 1910, 1915, 1919 Saturday Half-holiday Act 1910	Factories and Shops Acts 1915, 1919, 1920 (2), 1922	Factories and Shops Acts 1900, 1908, 1914, 1916 (2), 1920
2. <i>Application of Acts</i>	(a) The provisions of the Factories and Shops Acts apply to proclaimed districts (b) The provisions of the Early Closing Acts apply to the Metropolitan and Newcastle shopping districts, municipalities and any other area proclaimed to be a country shopping district	Except where otherwise expressly provided, the provisions of the Act apply to shops wherever situate in Victoria	The provisions of the Act extend to and are in force in such districts as the Governor may constitute
3. <i>Districts to which Early Closing Provisions apply</i>	(a) Metropolitan and Newcastle Districts (b) Country Districts include every other municipality and any other area proclaimed by the Governor	(a) Metropolitan District (b) Outside the Metropolitan District	The Governor may constitute the area within the boundaries of one or more Local Authorities to be a district
4. <i>Definition of a "Shop"</i>	"Shop" means any building or place, or portion of a building or place, in which goods are exposed or offered for sale by retail (<i>Factories and Shops Act</i>). Stalls, tents, vehicles, boats, and packs, also hairdressers', pawnbrokers', and undertakers' shops are included in and "by retail" omitted in <i>Early Closing Act</i>	"Shop" means any building or portion of a building or place, or any stall, tent, vehicle, or pack in which goods are exposed or offered for sale by retail, and includes hairdressers', barbers', boot repairers', dyers', and clothes cleaners' shops	"Shop" means any building or place, or portion of a building or place, or any stall, tent, vehicle, boat, or pack in or from which goods are sold or exposed or offered for sale by retail or wholesale, or are delivered or disposed of. The term includes hairdressers' and barbers' shops, but not commercial travellers' sample rooms
5. <i>"Scheduled" or Exempted Shops</i>	Chemists and druggists, private and public dispensaries, flower shops, fruit, vegetable, confectioners', newspaper and newsagents' shops, public houses, hotels, and wine shops, undertakers, restaurants, refreshment shops, eating-houses, fish shops, oyster shops, cooked provision shops	Bread shops, confectionery and pastry shops, eating-houses, fish and oyster shops, flower shops, fruit and vegetable shops, booksellers and newsagents' shops, cooked meat (other than tinued meat) shops	Chemists and druggists' shops, confectioners' shops, fish and oyster shops, fruit, vegetable, and temperance beverage shops, restaurants and refreshment shops, tobacconists' shops, booksellers, and newsagents and railway bookstalls, bread and biscuit shops, undertakers' establishments
6. <i>Registration of Shops</i>	..	Every shop must be registered within 14 days after occupation and fees paid annually before the 1st of March	Every shop must be registered not less than 7 days before being occupied, and a fee paid annually on or before the 31st January
7. <i>Appointment of Inspectors</i>	(a) The Governor may appoint inspectors of factories and shops (<i>Factories and Shops Act</i>) (b) The Minister may appoint members of the police force or other persons to be inspectors (<i>Early Closing Act</i>)	Subject to the Public Service Act the Governor may appoint a chief inspector and inspectors of factories and shops	The Governor may appoint a chief inspector and so many inspectors and other officers as may appear necessary for carrying into effect the provisions of the Act

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
SHOPS.		
Industrial Code 1920, 1921 Early Closing Acts 1911, 1912	Factories and Shops Acts 1920, 1922	Factories Acts 1910, 1911, 1917 Shops Closing Acts 1911, 1913
(a) The <i>Industrial Code</i> , in so far as it refers to shops, applies to the metropolitan and any proclaimed area (b) The <i>Early Closing Act</i> applies to the Metropolitan, the Murray Bridge, and other proclaimed shopping districts	The Act applies to the whole State, but the Governor may exempt any portion of the State from the operation thereof or of any portion of the Act	Both Acts apply to the whole State
(a) Metropolitan Shopping District (b) Murray Bridge Shopping District (c) Such Shopping Districts as may be constituted on petition to the Minister	(a) Metropolitan Shopping District (b) Any defined portion of the State proclaimed a shop district by the Governor	Municipalities
"Shop" means and includes— (a) the whole or any portion of a building, stall, tent, vehicle, platform, ship, boat, or pack, or any place in which goods are offered or exposed for sale (<i>Early Closing Act</i> 1912 adds "by retail") (b) a hairdresser's, pawnbroker's, or undertaker's premises	(a) "Shop" means any building or place or portion of a building or place, or any stall, tent, vehicle, or boat in or from which goods are sold or exposed or offered for sale by retail, and includes the so-called "Scheduled Shops" (b) "Warehouse" means any place where goods are sold or distributed by wholesale	"Shop" means place, building, stall, vehicle, or tent in which goods are offered or exposed for sale to the public, or a hairdresser's shop, or any portion of a building which is separated from the rest of a building by a substantial partition, and in which goods are offered or exposed as aforesaid, or in which a hairdresser's business is carried on
Chemists and druggists' shops, restaurants and eating-houses, cooked meats other than tinned meats, bakers' small goods and bread, fish and oyster shops, confectionery shops, non-alcoholic drink shops, fruit, flower, vegetable shops, railway bookstalls, undertakers' shops, public houses and wine shops, milk, tobacconists and hairdressers' shops	Bakers, newsagents' shops, stationers and booksellers, railway bookstalls, florists, confectioners, fruit, vegetable, milk shops, tobacconists, chemists or druggists, restaurants, coffee palaces, boarding-houses, refreshment shops, cooked meat shops, licensed hotels and wine shops, undertakers, newspaper offices	Florists, news-vendors, fish and oyster shops, vegetable, fruit shops, confectioners, licensed hotels and public houses, railway refreshment rooms, restaurants and tea rooms, milk vendors, cooked meat shops, undertakers
Every shop must be registered within 21 days after the occupier goes into occupation thereof	Every shop and warehouse must be registered within one month after going into occupation, and an annual fee paid on or before the 31st December	Ordinary shops are not registered, but small shops and shopkeepers of such shops must be registered annually with the chief inspector of factories
(a) The Governor may appoint a chief inspector and inspectors (<i>Industrial Code</i>) (b) The chief inspector of factories is to be chief inspector of shops, and the Governor may appoint inspectors of shops (<i>Early Closing Act</i>)	(a) The Governor may appoint a chief inspector of factories (b) The Minister may appoint persons of either sex to be inspectors of factories (c) The inspection of shops is under the jurisdiction of these inspectors	(a) The Governor may appoint a chief inspector and other inspectors of factories (<i>Factories Act</i>) (b) Every member of the police force is without further appointment an inspector under the <i>Shops Closing Act</i>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
8. Inspection of Shops	<p>Every inspector has power—</p> <p>(a) to enter, inspect, and examine, at all reasonable hours by day or night, any shop when he believes that any person is employed, and to enter by day any place which he believes to be a shop</p> <p>(b) to take with him an officer of health, or inspector of nuisances, or interpreter, or constable</p> <p>(c) to require the production of and examine any documents required to be kept</p> <p>(d) to ascertain whether the provisions of any <i>Public Health Act</i> are complied with</p> <p>(e) to examine any employee</p> <p>(f) to conduct prosecutions</p> <p>(g) to exercise all other necessary powers under the Act</p>	<p>Every inspector has power—</p> <p>(a) to enter at all reasonable times any shop and to examine any employee</p> <p>(b) to enter, inspect, and examine at all reasonable times by day or night any place in which he believes that any person is employed at board rates</p> <p>(c) to require the production of all pay-sheets or books relating to employees paid at board rates</p> <p>(d) to require the production of the certificate of registration and other documents required by the Act</p> <p>(e) to examine any employee believed to have been employed during the preceding two months at board rates</p> <p>(f) to exercise other necessary powers under the Act</p>	<p>An inspector may—</p> <p>(a) enter, inspect, and examine, at all reasonable hours by day or night, any shop and any place which he believes to be a shop</p> <p>(b) take with him a legally-qualified medical practitioner and a member of the police force</p> <p>(c) ascertain whether the provisions of the Act and of any <i>Health Act</i> are complied with</p> <p>(d) examine any employee or any person whom he believes to have been an employee within the preceding two months</p> <p>(e) require the production of any documents required by the Act</p> <p>(f) exercise other necessary powers under the Act</p>
9. Notices to be posted up in a Shop		<p>Notices must be posted up—</p> <p>(a) at or near the entrance containing—</p> <p>(i) the name and address of the inspector for the district, and</p> <p>(ii) prescribed abstracts from the Act and Regulations</p> <p>(b) near the outside of the principal door containing the name of the occupier</p>	<p>A notice must be posted up at or near the entrance containing—</p> <p>(a) the name and address of the inspector</p> <p>(b) the ordinary working hours of—</p> <p>(i) boys under 16 years</p> <p>(ii) females</p> <p>(iii) all other employees</p> <p>(c) the time allowed for meals</p>
10. Records of Employees in Shops	<p>A record must be kept of all employees in a shop, together with the ages of all employees under 21 years of age</p>	<p>Every occupier of a shop must keep a weekly record showing—</p> <p>(a) the name of the employee</p> <p>(b) the description of work</p> <p>(c) the number of hours worked</p> <p>(d) the amount of week's earnings of males and females under and over 21 years of age separately</p>	<p>Records must be kept of male and female employees separately as at the 31st March showing—</p> <p>(a) the name of each employee</p> <p>(b) the date of commencing and of leaving employment</p> <p>(c) the age, if under 21 years</p> <p>(d) the kind of work done</p> <p>(e) the ordinary working hours per day</p> <p>(f) rate of wages</p> <p>(g) rate paid for overtime</p>
11. Provisions regarding Cleanliness	<p>Every shop must be kept in a cleanly state and free from effluvia arising from any drain, closet, urinal, or other nuisance</p>		<p>Everything and every place upon and surrounding the premises must be kept in a cleanly state, and free from any smell or nuisance and from any accumulation or deposit which is a nuisance</p>
12. Ventilation of Shops	<p>Every shop must contain not less than 400 cub. ft. of space for each employee, up to a maximum height of 14 ft., and, when required by an inspector, must be provided with inlet and outlet openings of not less than 12 sq. in. each for each employee</p>	<p>Every new shop must have either—</p> <p>(a) natural ventilation, so that there is in each room an area of windows capable of being opened equal to at least one-twentieth of the floor area: or</p> <p>(b) mechanical ventilation, so that the whole of the air is changed at least four times in each hour</p>	<p>Every shop must contain not less than 400 cub. ft. of air space (calculated to a height of 13 ft.) nor less than 25 sup. ft. of floor area, for each person, and, when required by an inspector, be provided with inlet and outlet openings of not less than 12 sq. in. each for each employee</p>

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>An Inspector may—</p> <p>(a) enter, inspect, and examine—</p> <p>(i) at any time any shop, office, or warehouse in which he believes that any person is employed</p> <p>(ii) at all reasonable times any place which he believes to be a shop, office, or warehouse</p> <p>(b) take with him a constable and an interpreter</p> <p>(c) ascertain whether the provisions of the <i>Industrial Code</i> and health laws are complied with</p> <p>(d) report any breaches of the health law to the Board of Health</p> <p>(e) question any employee</p> <p>(f) require the production of prescribed documents</p> <p>(g) exercise any prescribed powers and authorities</p>	<p>Every inspector may—</p> <p>(a) enter, inspect, and examine a shop or warehouse at all reasonable hours by day or night when he believes that any person is employed therein, and enter by day any place which he believes to be a shop or warehouse</p> <p>(b) take with him a member of the police force and a constable</p> <p>(c) ascertain whether the provisions of the Act and of the <i>Health Act</i> and of all awards and agreements are complied with</p> <p>(d) question any employee</p> <p>(e) require the production of any certificate of registration or documents required by the Act and pay-sheets</p> <p>(g) exercise other powers and authorities under the Act</p>	<p>An inspector or any inspector appointed under the <i>Factories Act</i> may—</p> <p>(a) enter at any reasonable hour any shop or any place which he believes is used as a shop</p> <p>(b) ascertain whether the provisions of the <i>Shops Closing Act</i> are complied with and question any shopkeeper or employee</p> <p>(c) exercise such powers as may be necessary for carrying out the provisions of the <i>Shops Closing Act</i></p>
	<p>In "scheduled" shops a time table or roster must be posted up in an approved position in the shop at the opening time daily showing—</p> <p>(a) the name of each assistant, and</p> <p>(b) the hours during which each assistant is required to work on each day</p>	
	<p>A record must be kept showing—</p> <p>(a) the name and sex of each assistant</p> <p>(b) the age of each assistant under 23 years</p> <p>(c) the class of work performed</p> <p>(d) the hours of work</p> <p>(e) the wages paid during each week</p>	
<p>Every warehouse and shop must contain not less than 400 cub. ft. of clear air space (calculated to a height of 14 ft.) and inlet and outlet openings each of not less than 12 sq. in. for each employee</p>	<p>Every shop and warehouse must contain not less than 350 cub. ft. of reserved space (calculated to a height of 14 ft.), and, when required by an inspector, inlet and outlet openings of not less than 12 sq. in. each for each employee</p>	

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
13. Sanitary Arrangements	(a) <i>Privies</i> .—One for every 15 persons of each sex within the City of Sydney and for every 20 elsewhere (b) <i>Urinals</i> .—As required and specified by an inspector	(a) <i>Privies</i> .—One for every 20 persons of each sex (b) <i>Urinals</i> .—Adequate accommodation must be provided where the number of male workers exceed 3	(a) <i>Privies</i> .—One for every 15 females or 20 males, separated (b) <i>Urinals</i> .—Where 2 or more males or 12 or more females are employed, 1 for every 40 persons
14. Sitting Accommodation	Every shop must be provided with sitting accommodation for females in the proportion of one seat to every three females employed	Sitting accommodation must be provided for all persons employed in the proportion of one seat to every three persons employed	Sitting accommodation must be provided for all female employees in the proportion of one seat to every three females
15. Intervals for Meals	No male under 18 years and no female may be employed continuously for more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal	No person may be employed more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal	No person may be employed continuously for more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal
16. Limitation of Hours of Work	(a) No male under 16 years or female under 18 years may work in a shop for longer than 52 hours in any one week or than 9 $\frac{1}{2}$ hours in any one day, except on one day when 11 $\frac{1}{2}$ hours may be worked. This provision does not apply to such employees in "scheduled" shops for whom the Governor may make regulations (b) No assistant may be employed in any "scheduled" shop for more than 60 hours in any week	(a) No person, other than a carter, porter, or night watchman, may work in a shop for longer than 52 hours in any one week or 9 hours on any one day, except 12 hours on one day or on two days if the shop is closed for a public holiday (b) In "scheduled" shops no female may be employed for more than 56 hours, and no male for longer than 58 hours in any one week	(a) No person may be employed for longer than 53 hours in any one week or 9 $\frac{1}{2}$ hours in any one day, except 11 $\frac{1}{2}$ hours on one day (b) No person may be employed in a butcher's shop for more than 60 hours in any one week (c) In "exempted" shops no person may work longer than 53 hours in any one week, except in hotel bars and chemists' shops 60 hours, and no male under 16 or female for longer than 10 hours in any one day, and no male under 16 or female under 18 may be employed after 8 p.m., except on late-closing night
17. Overtime allowed	(a) An assistant may be employed on any 12 week days in a half-year (not being early or late closing days or holidays) for not exceeding 3 hours after closing time [<i>Early Closing Act</i>] (b) A male under 16 and a female under 18 years may be employed for 3 hours overtime on any day for not exceeding 52 days in a year, but must be paid at least 3d. per hour overtime and 6d. tea money [<i>Pactories and Shops Act</i>]	(a) A shop assistant may work overtime not exceeding 3 hours in any one day, but on not more than 25 days in any one year, and must be paid at a rate of time and a half, with a minimum of 6d. per hour and not less than 1s. tea money (b) In "scheduled" shops a person may be employed overtime for not exceeding 10 hours in any one week. Provided that— (i) the number of weeks in any year does not exceed six (ii) overtime rate of time and a half is paid (iii) 6d. tea money is paid	(a) An employee not under 16 years of age may work not more than 3 hours overtime in any one day, but on not more than 40 days in a year (b) No overtime allowed on a half-holiday (except two in a year) or on more than two consecutive nights (c) Overtime to be paid at time and a half with a minimum of 6d. per hour (d) When overtime is worked before 7 a.m. or after 6.30 p.m. males under 16 years and females must be paid 6d. for tea money
18. Previous Employment on same Day	No male under 16 years and no female under 18 years may be employed if previously employed on the same day in a factory for 8 hours or in a factory and shop together for more than 8 hours	No male under 16 years and no female may be employed if previously employed on the same day in a factory for 8 hours or in a factory and shop together for more than 8 hours	No person under 18 years may be employed if previously employed in a factory for 8 hours or in a factory and shop together for more than 8 hours

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—continued.

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>In every shop, office, warehouse, or building in which persons are employed there must be privies and urinals for the use of each sex</p>	<p>(a) <i>Privies</i>.—(i) If connected with sewerage, 1 to 20 females or 25 males; (ii) if not connected, 1 to 10 females or 15 males (b) <i>Urinals</i>.—As an inspector prescribes</p>	
	<p>Sitting accommodation must be provided for female shop assistants in the proportion of at least one seat to every 3 or portion of 3 such assistants</p>	<p>In every retail business, sitting accommodation must be provided for all females employed, in the proportion of one seat to every 3 females employed</p>
	<p>Every shop assistant must be allowed one hour for a meal between 11 a.m. and 3 p.m., and, when shop is open after 6.30 p.m., between 5 p.m. and 7 p.m.</p>	<p>No person under 16 years and no woman may be employed more than 5 hours without an interval of at least $\frac{1}{2}$ hour for a meal</p>
<p>No person under the age of 16 years may be employed— (a) for more than 52 hours in any week; or (b) for more than 9 hours in any day, except on one day in a week, when 11 hours may be worked</p>	<p>(a) No person may be employed for more than 48 hours in any one week (b) No male under 16 and no female may be employed for more than 8$\frac{1}{2}$ hours in any one day, except 9$\frac{1}{2}$ on one day, or for more than 44 hours in any one week (c) In "scheduled" shops the maximum number of hours must be completed within 12 hours (d) On a half-holiday no assistant may work more than 5 hours, which must be completed within 8 hours</p>	<p>No person under 16 years and no female may work longer than 52 hours in any one week or more than 9 hours in any one day, except on one day when 12 hours work may be done, and in every week in which a public holiday, not being on a Saturday, occurs, 12 hours' work may be done on two days if the shop be closed for such holiday</p>
<p>The Minister may allow a person under 16 years of age to work up to 12 hours, but on not more than 40 days in any one year</p>	<p>(a) A shop assistant may be employed on any number of days (not being early-closing days or public holidays) not exceeding 12 in any half-year for not exceeding 2$\frac{1}{2}$ hours' additional time (b) Overtime rate, time and a quarter, with a minimum of 6d. per hour for assistants earning 10s. a week or less, and of 9d. per hour for other assistants (c) Tea money not less than 1s. must also be paid</p>	<p>(a) Shop assistants may be employed during the statutory closing hours for the purpose of collecting accounts, canvassing for orders, or for any purpose in or about a shop, but must be paid at the rate of time and a quarter, with a minimum of 6d. per hour (b) A male under 16 years or a female may be employed for 3 hours in any one day beyond the ordinary working hours, but on not more than 40 days in any one year</p>
		<p>No person under 16 years and no female may be employed if previously employed on the same day in a factory for 3 hours or in a factory and shop together for more than 8 hours</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
19. <i>Closing Hours for Ordinary Shops</i>	<p>(a) Metropolitan, Newcastle, and districts in the County of Northumberland—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(ii) Friday, 10 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(b) Country shopping districts—</p> <p>(i) Four days, 6 p.m.</p> <p>(ii) One day, 10 p.m.</p> <p>(iii) One day, 1 p.m.</p>	<p>(a) Metropolitan District—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(b) Country Districts—</p> <p>(i) Monday, Tuesday, Wednesday, and Thursday at 7 p.m. unless otherwise specified by by-law</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p>	<p>(a) Monday, Tuesday, Wednesday, and Thursday, 6 p.m.</p> <p>(b) Friday, 9 p.m.</p> <p>(c) Saturday, 1 p.m.</p> <p>Unless industrial awards provide that the ordinary working hours cease earlier</p>
20. <i>Closing Hours "Scheduled" for Exempted Shops, etc.</i>	<p>(A.) All districts—</p> <p>(a) Hairdressers—</p> <p>(i) Five days, 7 p.m.</p> <p>(ii) Wednesday or Saturday, 1 p.m.</p> <p>(b) Tobacconists—</p> <p>(i) Fridays, 7 p.m.</p> <p>(ii) Wednesday, 1 p.m., and Saturdays, 10 p.m.; or</p> <p>(iii) Saturday, 1 p.m., and Friday, 10 p.m.</p> <p>(c) Flower shops—</p> <p>(i) Five days, 9 p.m.</p> <p>(ii) Saturday, 11 p.m.</p> <p>(d) Confectioners and undertakers, each day, 11 p.m.</p> <p>(e) Restaurants, etc., each day, midnight</p> <p>(f) Chemists—</p> <p>(i) Four days, 7.30 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m., reopening 7 to 9 p.m.</p> <p>(B.) Metropolitan District—</p> <p>Newsagents and book-sellers—</p> <p>(i) Monday to Thursday, 8 p.m.</p> <p>(ii) Friday and Saturday, 10 p.m.</p>	<p>(A.) "Scheduled" shops—</p> <p>(a) Metropolitan District.—The Governor may make regulations requiring any class of shops to be closed—</p> <p>(i) on stated days from the hours fixed; or</p> <p>(ii) on one day at 1 p.m.; or</p> <p>(iii) on stated days from the hours fixed and to reopen at hours fixed</p> <p>(b) Country Districts.—Any municipal council may make by-laws to the same effect</p> <p>(B.) Butchers' shops must be closed—</p> <p>(a) Metropolitan District—</p> <p>(i) Monday to Thursday, 5 p.m. to 7.30 a.m.</p> <p>(ii) Friday, 6 p.m. to 6 a.m.</p> <p>(iii) Saturday, 12.30 p.m. to Monday, 7.30 a.m.</p> <p>(b) Country Districts—</p> <p>(i) Monday to Thursday, 7 p.m.</p> <p>(ii) Friday, 9 p.m.</p> <p>(iii) Saturday, 1 p.m.</p> <p>(C.) Hairdressers and small shops in Metropolitan District—</p> <p>(a) Mondays to Thursdays, 8 p.m.</p> <p>(b) Friday, 9 p.m.</p> <p>(c) Saturday, 1 p.m.</p> <p>(D.) Tobacconists in Metropolitan District—</p> <p>(a) Monday, Tuesday, Thursday, 8 p.m.</p> <p>(b) Friday, 8 p.m., except when closed on Saturday at 1 p.m., then 9 p.m.</p> <p>(c) Wednesday, 1 p.m. or 8 p.m., optional</p> <p>(d) Saturday, 1 p.m., when Wednesday, 8 p.m., otherwise 9 p.m.</p> <p>(E.) Hairdressers and Tobacconists in Country Districts—</p> <p>(a) Monday, Tuesday, Thursday, 7 p.m.</p> <p>(b) Friday, 7 p.m., except when closed on Saturday at 1 p.m., then 10 p.m.</p> <p>(c) Wednesday, 1 p.m. or 7 p.m., optional</p> <p>(d) Saturday, 1 p.m., or when Wednesday, 1 p.m., is chosen, 10 p.m.</p>	<p>The persons carrying on business in any exempted shops or class of shops may from time to time respectively agree among themselves by ballot or such other means as the Minister approves for the appointment of a day for the half-holiday in each week, or of the hours at which such shops or class of shops shall be closed, or both of these matters</p>

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<i>continued.</i>		
<p>(a) In a Saturday-closing district— (i) Monday, Tuesday, Wednesday, and Thursday, 6 p.m. (ii) Friday, 9 p.m. (iii) Saturday, 1 p.m. (b) In other districts— (i) Four days, 6 p.m. (ii) Wednesday, 1 p.m. (iii) Saturday, 9 p.m.</p>	<p>(a) Five days, 6 p.m. (b) One day, 1 p.m. Except in the Metropolitan and Kalgoorlie Districts and in such districts in which a poll therefor is carried, shops may remain open until 9 p.m. on Friday or other determined day</p>	<p>(a) Four days, 6 p.m. (b) One day, 10 p.m. (c) One day, 1 p.m.</p>
<p>A petition may be presented to the Minister by a majority of the aggregate number of shopkeepers and shop assistants employed in any class of exempted shops within a shopping district praying that the closing times of such shops shall be the times specified in the petition. If no counter petition signed by at least three-fifths of the shopkeepers of the shops of the class specified in the petition is presented within the specified time, the closing times for such shops are gazetted as named in the petition</p>	<p>(a) Chemists and druggists— (i) Ordinary days, 6 p.m. (ii) Early closing day, 1 p.m., re-opening from 6.30 to 8 p.m. (iii) Sundays and public holidays, open from 6.30 p.m. to 8 p.m. (b) Bakers, newsagents, stationers, booksellers, railway bookstalls, florists, and tobacconists— (i) Monday to Friday, 8 p.m. (ii) Saturday, 10 p.m. (c) Confectioners, vegetable, fruit, and milk shops, every day 11 p.m. (d) Hairdressers— (i) Monday to Friday, 6 p.m. (ii) Saturday, 1 p.m. (or Wednesday if that day is early closing day in the district) (e) Small shops (those registered as such and kept by a widow, or an old or physically disabled person, and in which only a relative may be employed) other than scheduled shops— (i) Five week days, 8 p.m. (ii) One week day, 1 p.m.</p>	<p>(a) Hairdressers— (i) Four days, 7 p.m. (ii) One day, 10 p.m. (iii) Wednesday or Saturday, at the individual option of each, 1 p.m. (b) Chemists and druggists may open from 7 to 8 p.m. on the statutory half-holiday, on any public holiday, and on Sundays (c) Butchers in Hobart and Launceston and the suburbs thereof— (i) Mondays to Thursdays, 5 p.m. (ii) Friday, 10 p.m. (iii) Saturday, 1 p.m. (d) Small shops may remain open till 9 p.m. except on such days as all shops are allowed to remain open to a later hour</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
21. Closing Times on Days preceding Public Holidays	A non-scheduled shop, except a butcher's, which is closed on any bank or public holiday and on which assistants are not employed on such day, may be kept open until 6 p.m. (hairdressers and tobacconists until 7 p.m.) on early closing day, and until 10 p.m. on the day preceding Christmas Day, New Year's Day, and Good Friday	All shops may be kept open until 9 p.m. on the day preceding a public holiday, provided that such shops are closed for the whole holiday, and for one hour later than the closing hours on the Thursday preceding Good Friday and on the last day on which the shop is open preceding Christmas Day	(a) If the occupier closes his shop for the whole of any holiday which falls on a day on which the closing time is 9 p.m., he may keep his shop open on the preceding day up to 9 p.m. (b) On the two business days preceding Christmas Day the occupier may keep his shop open until 10 p.m.
22. Special Provisions for Chemists and Druggists	A registered pharmacist may supply after closing time any drugs or patent or proprietary medicines or surgical appliances which are stated to be urgently required either by Indorsment on a prescription by a legally-qualified medical practitioner or by a statement signed by the purchaser		An occupier of or any employee in a chemist's or druggist's shop may supply at any time medicine or any surgical appliance that is urgently required
23. Time allowed in which to serve Customers after Closing	(a) A shopkeeper may, within one-half hour after closing time, offer or sell goods to a customer who, at the said closing time, was in the shop being served or waiting to be served (b) A hairdresser is allowed 15 minutes after closing time to do any work for a customer who was being or was waiting to be attended to	Hairdressing or shaving may be carried on for not more than 15 minutes after the hour fixed for closing a hairdresser's or barber's shop	
24. Employment of Assistants after Closing Time	No shop assistant may be employed in or about the business of any non-scheduled shop for more than half-an-hour after closing time except when overtime (see 17) is worked	No person may be employed later than half-an-hour after the time of closing for a half-holiday	No person under 16 years, except with permission of an inspector, may be employed later than half-an-hour after the prescribed closing hour
25. Statutory Half-holiday	All shops, except scheduled shops, must close at 1 p.m. on one day a week— (a) in the Metropolitan and Newcastle districts on Saturday (b) in other shopping districts on the day chosen by taking a poll	All shops, except scheduled shops, shops for the sale of uncooked meat, hairdressers, and tobacconists must close at 1 p.m. on every Saturday	All shops, except scheduled shops, must close at 1 p.m. on Saturdays
26. Half-holiday for "Scheduled" or Exempted Shops	All shop assistants employed in "scheduled" shops must be allowed a half-holiday from 1 p.m. on some week day of every week	(a) "Scheduled" shops must close at 1 p.m. on one day in each week (b) Butchers' shops in the Metropolitan district must close at 12.30 p.m. on Saturday	All employees in exempted shops must have a half-holiday from 2 p.m. on some working day of each week

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.
<p><i>continued.</i></p> <p>(a) When a holiday occurs on a Monday the half-holiday need not be kept in the preceding week, and closing times are 6 p.m. on Saturday or 6 p.m. on Friday and 9 p.m. on Saturday</p> <p>(b) When a holiday occurs on any other day, then in that week the half-holiday need not be kept, and the closing times are 9 p.m. on the day preceding the late day and 6 p.m. on Friday and Saturday, or 6 p.m. on Friday and 9 p.m. on Saturday</p> <p>A chemist or druggist may at any time dispense medicine provided that</p> <p>(a) nothing else is sold or delivered on such occasion; and</p> <p>(b) the shop is not kept open or unfastened after the delivery of such medicine</p> <p>A customer actually inside a shop may be served within 15 minutes after closing time</p> <p>No shop assistant may work after closing time, or remain in the shop after 30 minutes after closing time, except on early closing day, when he may work until 1.15 p.m.</p> <p>All shops, except exempted shops, must close at 1 p.m. on one day in each week—</p> <p>(a) in the Metropolitan shopping district on Saturday</p> <p>(b) in other shopping districts on such day as is determined by petition or after taking a poll</p> <p>(a) In exempted shops every assistant must be allowed on some one week day a half-holiday from 1 p.m., except in the case of those whose ordinary employment is the preparation or serving of meals or refreshments when the half-holiday commences from 2 p.m.</p> <p>(b) News-vendors may close one hour later than the ordinary times</p>	<p>(a) Small shops, which close on a holiday, may remain open till 8 p.m. on early closing day and until 10 p.m. on the week day preceding Christmas Day</p> <p>(b) Scheduled shops closing ordinarily at 8 p.m., and hairdressers' shops may remain open till 10 p.m. on the week days preceding Christmas Day, New Year's Day, and Good Friday</p> <p>Prescriptions of duly-qualified medical practitioners may be dispensed, and surgical appliances required in case of necessity may be supplied in a chemist's or druggist's shop after the hours of closing applicable to such shop</p> <p>A shopkeeper may, within half-an-hour after closing time, offer, sell to, or attend to customers who, at the said closing time, were in the shop being served or attended to or waiting to be served or attended to</p> <p>No person, except when working overtime (see 17), may be employed in a non-scheduled shop after the expiry of one half-hour from the time determined for the closing thereof</p> <p>All shops, except scheduled shops, must close at 1 p.m. on Saturday or on such other day as the Governor, on the petition of the majority of shopkeepers in a district, may declare</p> <p>(a) Small shops must close on one week day at 1 p.m.</p> <p>(b) Chemists and druggists' shops close at 1 p.m. on early closing day, but may re-open from 6.30 to 8 p.m.</p> <p>(c) Hairdressers must close at 1 p.m. on Saturday, or Wednesday, if substituted therefor in the district</p> <p>(d) In all scheduled shops and in wholesale or commission agents' places of business all assistants must be allowed a half-holiday on one day a week from 1.30 p.m., or in public houses, restaurants, etc., from 2.30 p.m.</p>	<p>The operation of the <i>Shops Closing Act</i> is suspended during three week days preceding Christmas Day and on one week day preceding New Year's Day, and whenever a public holiday or half-holiday is observed in any municipality the provisions for early closing day are suspended in the week in which such holiday occurs</p> <p>Chemists and druggists, including friendly societies' dispensaries, are permitted to supply medicines or necessities in urgent cases during the statutory closing hours</p> <p>Any person having entered a shop before the closing hour must be allowed to complete his purchases before leaving the shop</p> <p>All assistants, except in exempted shops, must be dismissed at 1.15 p.m. on early closing day</p> <p>All shops, except scheduled shops, must close at 1 p.m. on Saturday or on such other day as may be determined in a municipality by a poll of the electors in such municipality</p> <p>(a) Florists, news-vendors, and fish and oyster shops must close on the holiday chosen in the municipality at 1 p.m., but may re-open at 7 p.m.</p> <p>(b) Assistants in public houses, hotels, railway refreshment rooms, restaurants and eating-houses must be allowed a half-holiday a week from 2.30 p.m.</p> <p>(c) Assistants in other exempted shops must be allowed a half-holiday a week from 1 p.m. until 6 a.m.</p>

CONSPECTUS OF ACTS AND REGULATIONS

Particulars.	New South Wales.	Victoria.	Queensland.
B.—SHOPS—			
27. Special Holidays	<p>(a) Bakers' carters in the metropolitan area, one whole holiday monthly</p> <p>(b) Bakers' carters outside the Metropolitan District and other carters in all shopping districts, four half-holidays from 2 p.m. or one whole holiday monthly</p>	<p>(a) One whole holiday annually on specified dates :—</p> <p>(i) Metropolitan and Geelong.—Butchers, bakers</p> <p>(ii) Metropolitan District.—Hairdressers, fruit and vegetable shops, grocers, fish and poultry shops</p> <p>(iii) Brushmakers, carpenters, etc.</p> <p>(b) One whole holiday weekly—watchmen</p> <p>(c) One half-holiday weekly from 1 p.m.—butchers' carters and milk carters</p> <p>(d) Two whole holidays weekly—bread carters</p>	<p>All carters must be allowed a half-holiday weekly from 1 p.m. on the day of the weekly half-holiday, and may not work longer than 48 hours inclusive of any time occupied in attending to horses unless overtime is worked; but no overtime is allowed after 1 p.m. on the weekly half-holiday</p>

(ii) *Factories Registered.* The number of establishments registered under *Factories Acts* is shown below :—

REGISTERED FACTORIES, 31st DECEMBER, 1922.

State.	Number of Registered Factories.	Employees.		
		Males.	Females.	Total.
New South Wales	10,674	86,935	36,142	123,077
Victoria	9,410	77,897	43,917	121,814
Queensland (a)	3,426	24,411	8,409	32,820
South Australia (b)	1,981	16,033	5,759	21,792
Western Australia	1,819	16,521	3,817	20,338
Tasmania (a)	1,043	6,814	1,999	8,813
 Australia	 28,353	 228,611	 100,043	 328,654

(a) At 30th June, 1922. (b) At 31st December, 1921

3. Mining Acts.—Under the Mining Acts the employment underground of all females and of boys under fourteen years is prohibited. A minimum age, usually seventeen, is fixed for employment as lander or bracman at plats and landing places; no lander, bracman, underground worker, or man in charge of motive power may be employed more than eight hours a day. A number of provisions for the protection of the lives and health of miners is also inserted in the Acts. Engine-drivers must hold certificates of competency. Persons may be licensed to certify to the condition of boilers. Provision is made to enable injured persons or the relatives of persons killed to recover damages if the injury or death results from a breach of the regulations referred to above. Inspection of mines is fully provided for. Sunday labour is forbidden. In New South Wales and (since 1st February, 1910) Victoria still more advanced mining legislation exists; numerous sections are designed to ensure the well-being of the workers, such as limitation of hours, etc.

RELATING TO FACTORIES AND SHOPS IN AUSTRALIA—*continued.*

South Australia.	Western Australia.	Tasmania.

continued.

4. **Employers' Liability and Workmen's Compensation Acts.**—In each of the States Acts have been passed allowing compensation to workers who have been killed or injured while engaged in industrial occupations. So far as the Commonwealth is concerned one Act provides for compensation to all workers employed by the Commonwealth, and another to all seamen working on ships registered in Australia. In New South Wales, amendments of the Workmen's Compensation Act made provision for workmen exposed to dust, and for the protection of the health of miners at Broken Hill. A conspectus of these Acts was given on pages 860–3 of Official Year Book No. 15, but limits of space preclude repetition in the present volume.

5. **Miscellaneous.**—Other legislation regulating conditions of labour has been enacted by the States. The British Conspiracy and Protection of Property Act (38 and 39 Vic., c. 86) has been adopted in all the States except New South Wales and Queensland. Servants' registry offices are placed under administrative control, and the rates of commission chargeable are fixed by regulation. Power is given to workmen to attach moneys due to a contractor who employs them, in order to satisfy a claim for wages, such wages being made a first charge on moneys due to a contractor. Workmen are given a lien for wages over material whereon they are working, even if it becomes part of other property. This is in addition to the common law lien, which ceases when possession of the property is parted with. Workmen's wages are protected from attachment. In Victoria, provision is made for the compulsory resumption of suburban lands to provide workmen's homes.

6. **General Results.**—The results of the legislation described may be ascertained from the Reports of the Inspectors of Factories of the several States, and the Reports issued by the Labour and Industrial Branch of this Bureau.

§ 3. Legislative Regulation of Wages and Terms of Contract.

1. **General.**—Two systems, based upon different principles, exist in Australia for the regulation of wages and general terms of contracts of employment. A "Wages Board" system exists in Victoria and Tasmania, and an Industrial Arbitration Court

in Western Australia. In the industrial legislation of New South Wales, Queensland, and South Australia, both systems are embodied, Industrial or Wages Boards, as well as Industrial Courts, being instituted. In accordance with the provisions of the Acts in New South Wales and Queensland, the Industrial Courts in these States have been exercising the functions of Wages Boards, and the work of the existing Boards has been greatly curtailed. Practically all the awards in these States during recent years have been made by the Industrial Courts. In Victoria, Wages Boards' decisions may be reviewed by the Court of Industrial Appeals. There is also the Arbitration Court of the Commonwealth, which has power, however, to deal only with matters extending beyond the limits of a single State. The Arbitration (Public Service) Act, assented to on the 7th October, 1920, provides for the appointment of an Arbitrator whose duties are to determine all matters submitted to him relating to salaries, wages, rates of pay, or terms or conditions of employment of officers or employees of the Commonwealth Public Service. This Act superseded that of 1911, under which Commonwealth Public Servants had access to the Commonwealth Court of Conciliation and Arbitration. The Industrial Peace Act 1920, which was assented to on 13th September, 1920, applies to industrial matters in relation to conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State. Provision is made for the appointment by the Governor-General of special tribunals for the prevention and settlement of any industrial disputes.

TRIBUNALS FOR THE REGULATION OF

Particulars.	New South Wales.	Victoria.	Queensland.
<i>Name of Act</i>	Industrial Arbitration Act 1912, 1916, 1918 (2), 1919, 1920 and 1922	Factories and Shops Act 1915, 1919, 1920 (2) and 1922 (2)	Industrial Arbitration Act 1916
<i>Nature of Tribunals</i>	Court of Industrial Arbitration. Industrial Boards. Board of Trade	Court of Industrial Appeals. Wages Boards	Court of Industrial Arbitration. Industrial Boards
<i>How Tribunals are brought into existence</i>	Court constituted by Act. Industrial Boards by the Minister on recommendation of Industrial Court. Board of Trade constituted by Act	Court constituted by Act. Wages Boards by Governor-in-Council	Court constituted by Act. Industrial Boards by Minister on recommendation of Court
<i>Scope of Acts</i>	To any industry, etc., as the Minister on the recommendation of the Court may direct. Includes certain Government servants. Rural workers excluded. Board of Trade declarations re living wage, apprenticeship, etc.	To any process, trade, business, or occupation specified in a resolution of both Houses of Parliament or Order in Council (as the case may be). Government servants are not included (a)	To all callings and all persons (including Government Servants) except (1) State children; (2) domestic servants; (3) persons engaged in farming operations on dairy, fruit and agricultural farms
<i>How a matter is brought under review</i>	Reference by Court or Minister, or by application to the Board by employers (having not less than 20 employees) or industrial unions	Usually by petition to Minister	Upon reference by an industrial union or employer, or any twenty employees in any calling, or the Minister, or the Court

(a) "The Railways Classification Board Act" 1919 and 1921 provides for a special tribunal to regulate wages and hours of employment of railway employees.

The chief aims of the Wages Board system are to regulate hours, wages, and conditions of labour and employment, by the determination of a Board usually brought into existence for any specified industry or group of industries by petition or application. Under the Industrial Arbitration Court system an industry does not technically come under review until a dispute has actually arisen. Most of the Acts, however, have given the President of the Court power to summon a compulsory conference. In Victoria, where the Wages Board system is in force, there is no provision against strikes, but in Tasmania, where that system has also been adopted, penalties are provided for a lock-out or strike on account of any matter in respect of which a Board has made a determination.

Particulars were given as to the historical development, mode of constitution and general provisions of Wages Boards and Arbitration Courts in Year Book No. 9, pages 960 to 966. These refer to the regulation of wages and working conditions, and the prevention and settlement of industrial disputes.

2. **Legislation.**—The table on pages 568 to 571 deal with the Acts which operate in fixing wages, the constitutions and functions of tribunals enacted under them, and the effect and extent of the tribunals' decisions.

WAGES AND CONDITIONS OF EMPLOYMENT, 1922.

South Australia.	Western Australia.	Tasmania.	Commonwealth.(a)
Industrial Code 1920 and 1921	Industrial Arbitration Act 1912 and 1920	Wages Boards Act 1920	Conciliation and Arbitration Act 1904–1921. Arbitration (Public Service) Act 1911 and 1920. Industrial Peace Act 1920 (2)
Industrial Court. Industrial Boards. Board of Industry	Court of Arbitration	Wages Boards	Court of Conciliation and Arbitration
Court constituted by Act. Industrial Boards by the Minister on the recommendation of the Board of Industry. Board of Industry constituted by the Act	Constituted by the Act	By Governor pursuant to resolutions of Parliament and by Proclamation of Governor when Parliament not in session	Court of Record constituted by the Act
To any business, trade, manufacture, or calling carried on by way of trade or for purposes of gain (except agriculture). Includes Government servants. Board of Industry declarations re living wage, etc.	All industrial occupations other than domestic service. Includes certain Government workers	To any process, industry, business, etc., except agricultural, horticultural, or pastoral pursuits	Industrial disputes extending beyond limits of any one State or in Federal Capital or Northern Territories
Court—Submission by Minister, President (after compulsory conference), employers or employers' association, by not less than 20 employees or employees' association. Industrial Boards—By petitions, etc.	Industrial disputes referred by President or by an Industrial Union or Association	Usually by petition to Minister	Industrial disputes either certified by Registrar, submitted by organization, referred by a State Industrial authority or by President after holding abortive Compulsory Conference

(a) Particulars shown relate to Conciliation and Arbitration Act 1904–1921. A brief review of the Arbitration (Public Service) Act and the Industrial Peace Act is given in Labour Report, No. 11, pp. 117–121.

TRIBUNALS FOR THE REGULATION OF

Particulars.	New South Wales.	Victoria.	Queensland.
<i>President or Chairman of Tribunal</i>	Court—Judge of Supreme Court, or a District Court Judge, or a barrister-at-law of 5 years' standing appointed by the Governor. Industrial Boards—Appointed by Minister on recommendation of Court. Board of Trade—Appointed by the Governor-in-Council	Court—Judge of Supreme Court appointed by Governor. Wages Boards—Appointed by Minister on nomination of Board, or failing that, by Minister	Court—Judge of Supreme Court or District Court or a barrister or solicitor of not less than 5 years' standing appointed by Governor. Industrial Boards—Appointed by Board, or failing that, by Minister
<i>Number of Members of Tribunal</i>	Court—Constituted by Judge or an additional or deputy judge or any two or more together. Industrial Boards—Chairman and 2 or 4 other members. Board of Trade—President, Deputy-President, 4 Commissioners	Court—President and 2 other persons. Wages Boards—Not less than 4 nor more than 10 members and a chairman	Court—Not exceeding 3, including president. Industrial Boards—Two or 4 in addition to chairman
<i>How ordinary Members are appointed</i>	Court—Appointed by Governor. Industrial Boards—Appointed by Minister on recommendation of Court. Board of Trade—By Governor-in-Council	Court—Nominated by representatives of employers and employees on Wages Board or failing that by Minister. Wages Boards—Nominated by Minister. But if one-fifth of employers or employees object, representatives are elected by them	Members of Court by Governor-in-Council. Members of Industrial Boards by Minister on nomination by employers and employees respectively, and on the recommendation of the Court
<i>Decisions—how enforced</i>	By Registrar and Industrial Magistrate	By Department of Labour in Courts of Petty Sessions before Police Magistrates	By Court of Industrial Arbitration on application of any party to the award or agreement, or of Registrar, or Industrial Inspector
<i>Duration of Decision</i>	For period fixed by Tribunal, but not more than 3 years, and after such period until varied or rescinded	Until altered by Board or Court of Industrial Appeals	12 months and thereafter, unless sooner rescinded or varied
<i>Appeal against Decision</i>	To Court of Arbitration against decision of Boards	To the Court of Industrial Appeals	To Court of Industrial Arbitration against decision of Boards. Case may be stated for opinion of Full Bench
<i>Can Preference to Unionists be declared?</i>	Yes	No	Yes
<i>Provision against Strikes and Lock-outs</i>	Fourteen days' notice of intention must be given. Secret ballot, two-thirds of members must vote. Penalty for illegal strike, £500; for lock-out, £1,000	Determination may be suspended by Governor-in-Council for any period not exceeding 12 months	Provision made for taking ballot: majority must vote in favour of strike or lock-out. Penalties for strikes or lock-outs, employer or industrial union, £100; other cases, £10
<i>Special Provisions for Conciliation</i>	Special Commissioner. Conciliation Committees for colliery and other districts. Registered agreements	None	Compulsory Conference. Registered agreements

WAGES AND CONDITIONS OF EMPLOYMENT, 1922—*continued.*

South Australia.	Western Australia.	Tasmania.	Commonwealth.
Court—Present President appointed by Act. On vacancy occurring, Governor to appoint person eligible for appointment as a Judge of Supreme Court. Industrial Boards—Appointed by Minister on nomination of Board, or failing such nomination, on selection by Board of Industry. Board of Industry—President or Deputy-President of the Industrial Court	A Judge of the Supreme Court appointed by Governor	Appointed by the Governor	President appointed by Governor-General from Justices of High Court for a term of 7 years
Court—Constituted by President or a Deputy-President, or any 2 or more of them together. Industrial Boards—Chairman and 4, 6, or 8 other members. Board of Industry—President and 4 Commissioners	Three, including President	Chairman, and as many representative members as the Minister declares	President. Provision is made for appointment of Deputy-Presidents
Court—Deputy Presidents by Governor. Industrial Boards—By Minister on nomination of employers and employees respectively, failing that on selection of President. Board of Industry—Appointed by Governor	Appointed by Governor, one each on recommendation of unions of employers and workers respectively	By Minister on nomination by employers and employees. Selected by Minister if less or more than required nominations	Deputy-Presidents appointed by Governor-General from Justices of High Court or Judges of Supreme Court of a State, or from barristers or solicitors of the High Court or of the Supreme Court of a State, of not less than 5 years' standing
By Factories Department before Special Magistrate or Justices. Appeal to Industrial Court	By Arbitration Court on complaint of any party to the award, or Registrar or an Industrial Inspector	By Chief Inspector under Factories Act with consent of the Minister	By proceedings instituted by Registrar, or by any organization affected, or a member thereof
Court—Period specified, but not more than 3 years, and thereafter until new award or order made. Industrial Boards—Period specified, not exceeding 3 years, unless previously cancelled by Minister or varied or rescinded by Board or Court	For period fixed by Court, not exceeding 3 years, or for 1 year and thenceforward from year to year until 30 days' notice given	For 2 years, and thereafter until new determination made	For period fixed by award not exceeding 5 years, and thereafter, unless the Court otherwise orders, until a new award has been made
To Industrial Court	No appeal except against imprisonment or a fine exceeding £20	To Supreme Court against validity of determination only	No appeal. Case may be stated by President for opinion of High Court
No	No	No	Yes; ordinarily optional, but mandatory if in opinion of Court preference is necessary for maintenance of industrial peace or welfare of society
Penalty £500, or imprisonment for 3 months	Employer or Industrial Union, £100; other cases, £10	Organizations, £500; individuals, £20	Penalty, £1,000
Compulsory Conference. Registered agreements	Special Commissioner. Compulsory conference. Registered agreements	None	Compulsory Conference. Court may temporarily refer to Conciliation Committee. Registered agreements

§ 4. Operations under Wages Board and Industrial Arbitration Acts.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages, hours, and conditions of labour, showing the number of boards authorized and constituted, also those which had and which had not made any award or determination in each State; the number and territorial scope of awards or determinations, and the number of industrial agreements in force, were first compiled to the 31st December, 1913.

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1922.

2. **Awards, Determinations, Industrial Agreements.**—The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1921 and 1922 respectively:—

AWARDS, DETERMINATIONS, AND INDUSTRIAL AGREEMENTS, 1921 AND 1922.

State and Commonwealth.	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Full Year.	
	Awards or Determinations made.	Agreements Filled.	Awards or Determinations made.	Agreements Filled.	Awards or Determinations made.	Agreements Filled.	Awards or Determinations made.	Agreements Filled.	Awards or Determinations made.	Agreements Filled.
1921.										
New South Wales	16	12	24	6	19	14	40	8	99	40
Victoria ..	27	..	49	..	18	..	12	..	106	..
Queensland ..	25	3	28	5	20	8	3	..	76	16
South Australia	5	3	8	..	27	2	30	23	70	28
Western Australia	..	13	2	11	2	9	3	7	7	40
Tasmania ..	1	..	10	..	5	3	4	..	20	3
Commonwealth	3	26	21	14	1	258	9	17	34	315
Com. Pub. Ser. Arbitrator ..	..	..	1	..	2	..	7	..	10	..
Total ..	77	57	143	36	94	294	108	55	422	442
1922.										
New South Wales	9	10	11	4	26	8	23	14	69	36
Victoria ..	6	..	13	..	10	..	7	..	36	..
Queensland ..	37	1	19	7	13	5	2	2	71	15
South Australia	17	1	9	1	8	2	6	1	40	5
Western Australia	..	3	10	2	..	2	6	3	16	10
Tasmania ..	7	..	3	1	2	2	3	..	15	3
Commonwealth	7	10	5	3	1	2	29	19	42	34
Com. Pub. Ser. Arbitrator ..	1	..	4	..	1	..	..	..	6	..
Total ..	84	25	74	18	61	21	76	39	295	103

During 1922 the total number of awards (295) made by industrial tribunals was much less than in 1921, when 422 awards were made. This feature was common to all tribunals with two exceptions—the Western Australian Court of Arbitration and the Commonwealth Court of Conciliation and Arbitration, which were responsible for more awards in 1922 than in 1921. There was a marked diminution also in the number of industrial agreements filed. This feature was common to all States. The greatest falling off was in the number of agreements filed with the Commonwealth Court (34) compared with 315 in the previous year.

3. Boards Authorized, Awards, etc., in Force.—(i) *Totals for Australia.* In the following table particulars are given for all States, excepting Western Australia, in which State no Boards are in existence, of the number of Boards authorized and constituted, and including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at the 30th June, and 31st December, 1921 and 1922 :—

BOARDS AUTHORIZED, ETC., AWARDS, ETC.—AUSTRALIA, 1913, 1921, AND 1922.

Dates.	Boards Autho- rized.	Boards Con- stituted.	Boards which had made Awards or Deter- minations.	Awards or Deter- minations in Force.(a)	Industrial Agree- ments in Force.
31st December, 1913	505	501	387(b)	575(c)	401
30th June, 1921	535	475	411	1,067	957
31st December, 1921	569	557	479	1,047	1,222
30th June, 1922	572	561	499	1,050	859
31st December, 1922	569	561	508	1,042	780

(a) Including awards made by Arbitration Courts and the Commonwealth Public Service Arbitrator
(b) Owing to a number of awards made under the New South Wales Industrial Disputes Act (1908) being still in force, the Boards constituted for such industries under the Industrial Arbitration Act (1912) had not made any awards. (c) Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913.

Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions took place during the nine years ending 31st December, 1922. At the end of 1922, 467 additional awards or determinations were in force in the Commonwealth. The number of industrial agreements* made and in force under the various Acts increased during the nine years under review by 379.

* The registration of industrial agreements is not provided for under the Act in force in Victoria, but such agreements may be registered and filed under the provisions of the Commonwealth Conciliation and Arbitration Act.

(ii) *Summary for States, 1913 to 1922.* In the following table particulars are given for each State and the Commonwealth of the number of Boards authorized, etc., at the 31st December of the years 1913, 1921, and 1922 :—

BOARDS AUTHORIZED, AWARDS, ETC.—SUMMARY, 1913, 1921, AND 1922.

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
<i>Boards Authorized, etc. (a)—</i>										
Boards authorized ..	1913 ..	..	..	(b) 216	135	75	58	..	23	505
	1921 ..	..	..	273	170	..	76	..	50	569
	1922 ..	..	..	272	174	..	78	..	47	569
Boards constituted ..	1913 ..	..	..	(b) 223	132	74	51	..	21	501
	1921 ..	..	..	273	168	..	76	..	40	557
	1922 ..	..	..	272	172	..	76	..	41	561
Boards which have made Awards or Determinations ..	1913 ..	..	..	123	123	74	47	..	19	386
	1921 ..	..	..	254	157	..	51	..	(d) 17	479
	1922 ..	..	..	256	161	..	66	..	25	508
<i>Awards and Determinations—</i>										
Awards and Determinations in force ..	1913 ..	17	..	(c) 265	127	73	54	18	21	575
	1921 ..	99	22	314	161	208	111	84	48	1,047
	1922 ..	104	27	331	166	208	81	77	48	1,042
<i>State Awards and Determinations—</i>										
Applying to Whole State ..	1913 ..	..	..	32	8	3	..	..	15	58
	1921 ..	..	..	38	37	57	3	5	41	181
	1922 ..	..	..	46	42	63	9	4	41	205
Applying to Metropolitan area ..	1913 ..	..	..	58	..	28	53	13	1	153
	1921 ..	..	..	85	1	54	81	56	..	277
	1922 ..	..	..	85	1	47	53	50	..	236
Applying to Metropolitan and Country areas ..	1913 ..	..	..	49	105	1	..	1	5	161
	1921 ..	..	..	128	112	35	5	3	5	288
	1922 ..	..	..	134	113	41	2	..	5	296
Applying to Country areas ..	1913 ..	..	..	126	14	41	1	4	..	186
	1921 ..	..	..	63	11	62	22	20	2	180
	1922 ..	..	..	66	10	57	17	23	2	175
<i>Commonwealth Court Awards</i>										
Awards in force in each State ..	1913 ..	..	..	13	17	15	16	9	13	..
	1921 ..	..	..	58	67	33	59	34	50	..
	1922 ..	..	..	55	71	25	57	34	41	..
<i>Commonwealth Public Service Arbitrator—</i>										
Determinations in force in each State ..	1921 ..	..	..	21	20	20	21	21	19	..
<i>Industrial Agreements—</i>										
In force ..	1913 ..	228	..	75	..	5	11	82	..	401
	1921 ..	922	..	108	..	44	39	106	3	1,222
	1922 ..	516	..	105	..	47	42	66	4	780
Commonwealth Agreements in force in each State ..	1913 ..	..	..	132	120	68	62	57	61	..
	1921 ..	..	..	208	504	61	103	70	118	..
	1922 ..	..	..	89	308	32	64	49	30	..
Number of Persons working under State Awards and Determinations (estimated) ..	1922 ..	..	..	275,000	171,000	100,000	27,000	35,000	15,000	623,000

(a) The figures for New South Wales are exclusive of Demarcation Boards. (b) Including boards which were subsequently dissolved, owing to alteration in the sectional arrangement of industries and callings. (c) Omitting a number of awards which expired on the 31st December, 1913. (d) All Wages Boards constituted under the Wages Boards Act 1910, as amended, were abolished on the 19th January, 1921, by the Wages Board Act 1920. The particulars given relate to Boards appointed under the latter Act.

§ 5. Fluctuations in Employment.

1. *General.*—The particulars given in the following tables are based upon information furnished by the secretaries of trade unions in the several States. The membership of unions regularly reporting has now reached nearly 400,000. Unemployment particulars

are not collected from those unions whose members have permanency of employment, such as railway and tramway employees, and public servants, or from unions whose members are casually employed (wharf labourers, etc.). Very few of the unions pay unemployment benefit, but the majority of the larger organizations have permanent secretaries and organizers who are closely in touch with the members and with the state of trade within their particular industries. In many cases unemployment registers are kept, and provision is also made in the rules for members out of work to pay reduced subscriptions. Taking these facts, and also the large membership of the numerous unions from which regular quarterly returns are being received, into consideration, it will be realized that percentage unemployment results based on trade union information may be taken to show the general trend of unemployment existing in the several States. The tables do not furnish a complete register of unemployment, but for the purpose of making comparisons and showing tendencies over a period of years, the percentages returned as unemployed, though not exact, are the most satisfactory available. It may be mentioned that, in order to overcome the difficulties in regard to seasonal fluctuations, returns as to numbers unemployed have been collected from trade unions for each quarter since the beginning of the year 1913, the figures for years shown representing the average for the four quarters.

2. Unemployment.—(i) *In each State, 1922.* Any deductions which may be drawn from the data collected as to the relative degree of unemployment in the several States are subject to certain qualifications (in addition to those already stated above) inasmuch as the industries included in the trade union returns are not uniform for each State. In comparing the results for the individual States, it must therefore be borne in mind that, to some extent at least, comparisons are being drawn between different industries and not only between different States. Nevertheless, since the industrial occupations of the people vary considerably in the several States, all comparisons between the States based on comprehensive data as to unemployment must, to some extent, suffer from the defect indicated.

UNEMPLOYMENT IN STATES, 1922.

State.	Number Reporting.		Unemployed.	
	Unions.	Members.	Number.	Percentage.
New South Wales	125	170,728	19,496	11.4
Victoria	96	117,495	7,802	6.6
Queensland	53	33,189	3,320	10.0
South Australia	60	28,633	1,631	5.7
Western Australia	71	22,923	2,280	9.9
Tasmania	40	7,977	690	8.6
Australia	445	380,945	35,219	9.2

(ii) *Summary for Australia, 1918 to 1922.* The following table shows for each of the years specified:—(a) The number of unions for which returns as to unemployment are available; (b) the number of members of such unions; (c) the number of members unemployed, and (d) the percentage of members unemployed on the total number of members of those unions for which returns are available.

UNEMPLOYMENT.—AUSTRALIA, 1918 TO 1922.

Particulars.	Unions.	Membership.	Unemployed.	
			Number.	Percentage.
1918	478	299,793	17,536	5.8
1919	464	310,145	20,507	6.6
1920	447	341,967	22,105	6.5
1921	449	361,744	40,549	11.2
1922	445	380,945	35,219	9.2
1922, 1st Quarter	442	378,340	34,800	9.2
2nd „	448	373,757	35,796	9.6
3rd „	443	381,380	36,706	9.6
4th „	445	390,304	33,570	8.6

NOTE.—Similar figures for each of the four quarters of the years since 1912 will be found in the Labour Reports. The quarterly figures show the number of persons who were out of work for three days or more during a specified week in each quarter, and the annual figures the average of the four quarters; they do not include persons out of work through strikes or lockouts.

During 1921 a substantial increase occurred in the number unemployed, the highest percentage yet recorded (12.5) being reached in the second quarter of the year.

(iii) *In Industrial Groups.* The following table shows the percentages unemployed in several of the fourteen industrial groups. It may be observed that for those industries in which employment is either unusually stable or, on the other hand, exceptionally casual, information as to unemployment cannot ordinarily be obtained from trade unions. Hence, certain industries such as railways, shipping, agricultural, pastoral, etc., and domestic, hotels, etc., are insufficiently represented in the returns. Particulars are not, therefore, shown separately for these groups, such returns as are available being included in the last group, "Other and Miscellaneous."

UNEMPLOYMENT IN INDUSTRIAL GROUPS.—AUSTRALIA, 1922.

Industrial Group.	Number Reporting.		Unemployed.	
	Unions.	Members.	Number.	Percentage.
I. Wood, Furniture, etc. ..	18	21,506	1,561	7.3
II. Engineering, Metal Works, etc. ..	63	52,786	8,552	16.2
III. Food, Drink, Tobacco, etc. ..	55	40,630	4,455	11.0
IV. Clothing, Hats, Boots, etc. ..	22	40,650	868	2.1
V. Books, Printing, etc. ..	17	14,116	295	2.1
VI. Other Manufacturing ..	75	33,329	3,506	10.5
VII. Building ..	49	40,848	1,698	4.2
VIII. Mining, Quarrying, etc. ..	21	27,287	3,712	13.6
X. Other Land Transport ..	13	10,536	449	4.3
IX., XI., XII., XIII., and XIV., Other and Miscellaneous ..	112	99,257	10,123	10.2
All Groups	445	380,945	35,219	9.2

§ 6. Rates of Wage and Hours of Labour.

1. *General.*—The collection of material respecting the current rates of wage payable in different callings and in occupations in various industries was first undertaken by the Commonwealth Bureau of Census and Statistics in the early part of the year 1913. The particulars acquired were obtained primarily from awards, determinations and agreements, under Commonwealth and State Acts, and therefore show the minimum rates prescribed. They refer generally to the capital city in each State, but in industries which obviously

are not carried on in the capital cities, *e.g.*, mining, agriculture, etc., the rates in the more important centres have been taken. In cases where no award, determination, or agreement is in force, particulars are given, where possible, of the ruling union or predominant rate as furnished by employers or secretaries of trade unions. The total number of occupations for which particulars of wages are available back to 1901 is 952. Since 1913, when the scope of the inquiry was extended to 930 specified industries and 4,256 adult occupations (3,948 male and 308 female), the number of occupations included in the comparative computations has been kept constant.

The index-numbers for male adult workers are computed with the weighted average wage in 1911 as base (=1,000). This has been done in order that comparisons may be made between these index-numbers and the retail prices index-numbers which are also computed to the year 1911 as base. In the case of females, however, it has not been possible to secure information for years prior to 1914. For that reason the index-numbers are computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (=1,000).

An extensive tabular presentation of the minimum rates of wage for adult male and female workers in the main occupations in the capital city of each State will be found in Labour Report No. 13, Appendices IV. and V. Space will not permit of the inclusion of the detailed tables in this volume.

2. Weekly Rates of Wage, 1918 to 1922.—(i) *General*. The arithmetical average of the rates of wage given in the Appendices referred to furnishes the basis for the computation of relative weighted wages in the different States and industrial groups.

(ii) *Adult Males—Each State*. Particulars are given in the following table of the results thus obtained of the weighted average nominal weekly rates of wage payable to adult male workers at the 31st December in the years 1918 to 1922 for a full week's work in each State and Australia, together with index-numbers computed with the average for Australia for the year 1911 as base (=1,000).

WAGES.—ADULT MALES—WEIGHTED AVERAGE NOMINAL WEEKLY RATE PAYABLE FOR A FULL WEEK'S WORK, AND WAGE INDEX-NUMBERS, 31st DECEMBER, 1918, TO 1922.

NOTE.—Index-numbers based on the average wage for Australia in 1911 (51s. 3d.) as base (=1,000). The index-numbers in this table are comparable throughout.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia. (<i>o</i>)
No. of Occupations Included ..	874	909	627	567	489	482	3,948

RATES OF WAGE.

	<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>
31st December, 1918 ..	65 11	65 6	69 6	65 6	70 4	61 2	66 5
31st December, 1919 ..	76 9	72 0	78 7	70 5	77 8	69 0	74 11
31st December, 1920 ..	94 0	86 1	91 6	82 8	89 9	85 9	89 10
31st December, 1921 ..	95 10	93 7	96 8	89 5	95 0	91 8	94 6
31st March, 1922 ..	95 7	93 2	94 9	89 5	94 9	90 9	94 0
30th June, 1922 ..	93 8	91 5	94 0	87 5	93 6	88 7	92 4
30th September, 1922 ..	91 10	91 0	93 10	87 6	93 9	88 8	91 6
31st December, 1922 ..	91 6	91 4	93 10	87 6	93 9	88 5	91 6

INDEX-NUMBERS.

	1,286	1,278	1,356	1,278	1,372	1,193	1,296
31st December, 1918 ..	1,286	1,278	1,356	1,278	1,372	1,193	1,296
31st December, 1919 ..	1,498	1,404	1,534	1,373	1,516	1,346	1,462
31st December, 1920 ..	1,835	1,679	1,785	1,613	1,751	1,674	1,752
31st December, 1921 ..	1,860	1,826	1,886	1,745	1,853	1,788	1,844
31st March, 1922 ..	1,865	1,818	1,848	1,744	1,849	1,771	1,834
30th June, 1922 ..	1,828	1,784	1,835	1,706	1,824	1,728	1,801
30th September, 1922 ..	1,792	1,777	1,831	1,707	1,831	1,730	1,786
31st December, 1922 ..	1,785	1,783	1,830	1,708	1,829	1,726	1,785

(a) Weighted average.

The results show that at the 31st December, 1922, the weighted average nominal weekly rate of wage was highest in Queensland, followed in the order named by Western Australia, New South Wales, Victoria, Tasmania, and South Australia. In all States wages increased rapidly from December, 1918, to the end of 1921. During 1922, however, the average wage in each State declined on account of adjustments made in accordance with the decrease in the cost of living. The largest percentage increase during the period under review was in Tasmania with 44.7 per cent., followed by Victoria 39.5 per cent., New South Wales 38.8 per cent., Queensland 35.0 per cent., South Australia 33.6 per cent., and Western Australia 33.3 per cent. The increase in the weighted average for Australia was 37.7 per cent.

(iii) *Adult Males—Industrial Groups.* The following table shows (a) the average weekly rate of wage in each of the fourteen industrial groups, (b) the weighted average wage for all groups combined, and (c) index-numbers based on the average wage for all groups in 1911 (51s. 3d.) as base (=1,000) :—

WAGES.—ADULT MALES—WEIGHTED AVERAGE NOMINAL WEEKLY RATE FOR A FULL WEEK'S WORK, AND WAGE INDEX-NUMBERS IN EACH INDUSTRIAL GROUP, 31st DECEMBER, 1918 TO 1922.

NOTE.—Index-numbers for each industrial group and all industrial groups, based on the average wage for all groups in 1911 (51s. 3d.), as base (=1,000). The index-numbers in this table are comparable throughout.

		Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—							
Industrial Group.		31st Dec., 1918.	31st Dec., 1919.	31st Dec., 1920.	31st Dec., 1921.	31st March, 1922.	30th June, 1922.	30th Sept., 1922.	31st Dec., 1922.
I. Wood, Furniture, etc.	Wage	68.11	75.9	95.1	98.2	97.5	96.7	95.5	95.4
	Index-No.	1,345	1,479	1,855	1,916	1,901	1,884	1,861	1,860
II. Engineering, etc.	Wage	68.8	77.6	92.5	98.2	98.0	95.6	94.0	93.10
	Index-No.	1,340	1,512	1,803	1,915	1,911	1,863	1,834	1,832
III. Food, Drink, etc.	Wage	66.0	75.6	89.3	93.10	93.9	92.10	91.9	91.10
	Index-No.	1,288	1,473	1,742	1,832	1,829	1,812	1,791	1,792
IV. Clothing, Boots, etc.	Wage	61.5	73.5	86.5	93.3	92.6	92.6	91.5	91.1
	Index-No.	1,198	1,433	1,687	1,819	1,805	1,805	1,784	1,777
V. Books, Printing, etc.	Wage	74.1	80.9	99.6	104.7	104.0	103.7	102.9	102.9
	Index-No.	1,446	1,576	1,941	2,040	2,029	2,022	2,004	2,004
VI. Other Manufacturing	Wage	66.1	75.4	88.11	95.0	93.8	92.5	91.8	91.11
	Index-No.	1,289	1,470	1,736	1,854	1,827	1,804	1,788	1,793
VII. Building	Wage	74.3	79.8	95.7	102.5	102.4	102.2	101.4	100.5
	Index-No.	1,449	1,554	1,865	1,999	1,997	1,994	1,977	1,960
VIII. Mining, etc.	Wage	78.8	88.4	103.10	105.4	104.9	103.7	103.8	103.8
	Index-No.	1,532	1,724	2,026	2,056	2,043	2,021	2,023	2,022
IX. Railways, etc.	Wage	68.11	78.6	93.1	97.5	95.11	95.10	93.5	93.4
	Index-No.	1,345	1,532	1,816	1,901	1,871	1,869	1,823	1,821
X. Other Land Transport	Wage	63.5	73.4	87.3	90.2	89.8	89.7	88.4	88.5
	Index-No.	1,237	1,431	1,702	1,760	1,749	1,748	1,724	1,725
XI. Shipping, etc. (a)	Wage	64.5	77.9	88.0	101.8	100.6	99.9	99.6	99.9
	Index-No.	1,257	1,518	1,716	1,984	1,961	1,940	1,941	1,947
XII. Agricultural, etc. (b)	Wage	63.1	70.3	87.1	89.0	89.1	83.11	83.11	83.11
	Index-No.	1,231	1,370	1,699	1,736	1,739	1,638	1,638	1,637
XIII. Domestic, etc. (c)	Wage	56.7	68.7	80.6	84.2	83.6	83.5	82.1	82.4
	Index-No.	1,104	1,338	1,571	1,642	1,628	1,628	1,601	1,606
XIV. Miscellaneous	Wage	63.3	71.3	84.11	91.1	90.4	89.8	88.7	88.8
	Index-No.	1,234	1,389	1,656	1,778	1,763	1,750	1,729	1,730
All Industrial Groups (d)		Wage	66.5	74.11	89.10	94.6	94.0	92.4	91.6
		Index-No.	1,296	1,462	1,752	1,844	1,834	1,801	1,785

(a) Including the value of victualling and accommodation where supplied. (b) Including the value of board and lodging where supplied. (c) Including the value of board and lodging where supplied as follows:—In Sydney, 10s. 2d. to 21s. 6d. (according to class of establishment); in Melbourne 20s. and 23s.; in Brisbane, 14s. and 16s.; in Adelaide, 22s. (Restaurants), and 25s. (Hotels and Clubs) in Perth, 24s. 6d.; and in Hobart, 22s. per week. (d) Weighted average.

The foregoing table shows that the rate of increase in the weighted average weekly wage in occupations and callings classified in the fourteen industrial groups during the period 31st December, 1918 to 1922, was greatest in Group XI. (Shipping), 54.9 per cent.

followed in the order named by Groups IV. (Clothing, Boots, etc.), 48.3 per cent., XIII. (Domestic, etc.), 45.5 per cent., and XIV. (Miscellaneous), 40.2 per cent. The smallest increase occurred in Group VIII. (Mining), 32.0 per cent. In nine of the groups the increase was less, and in five groups more than the increase in the weighted average for all groups. During 1922 decreases in average wages occurred in all industrial groups, the greatest being 5.7 per cent. in Group XII. (Agricultural, etc.), followed by Groups II. (Engineering, etc.), 4.4 per cent.; IX. (Railways, etc.), 4.2 per cent.; VI. (Other Manufacturing), 3.3 per cent. The percentage reduction during the year was least in Group VIII. (Mining), 1.7 per cent.

(iv) *Adult Females—Each State.* The following table shows the weighted average 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 given also for each State based on the average weekly wage at the end of each of the periods indicated, computed with the weighted average wage for all States at the 30th April, 1914 as base (=1,000).

WAGES.—ADULT FEMALES—WEIGHTED AVERAGE NOMINAL WEEKLY RATE PAYABLE FOR A FULL WEEK'S WORK, AND WAGE INDEX-NUMBERS, 31st DECEMBER, 1918 TO 1922.

NOTE.—Index-numbers based on the average wage for Australia at the 30th April, 1914 (27s. 2d.) as base (=1,000). The index-numbers in this table are comparable throughout.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia.(a)
No. of Occupations Included ..	85	87	37	47	24	28	308

RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
31st December, 1918 ..	31 10	31 3	32 10	29 5	38 10	28 9	31 9
31st December, 1919 ..	40 0	34 5	38 4	33 3	43 7	33 0	37 1
31st December, 1920 ..	46 0	43 1	44 11	40 7	52 11	41 10	44 6
31st December, 1921 ..	49 0	47 10	50 3	45 2	56 4	47 6	48 8
31st March, 1922 ..	48 4	47 10	48 2	44 6	56 4	47 6	48 2
30th June, 1922 ..	48 4	47 10	48 2	44 6	56 4	47 6	48 1
30th September, 1922 ..	48 2	47 8	48 2	44 6	56 4	47 6	48 0
31st December, 1922 ..	47 8	48 0	48 2	44 0	56 4	47 7	47 11

INDEX-NUMBERS.

	1,173	1,151	1,208	1,084	1,430	1,059	1,168
31st December, 1918 ..	1,173	1,151	1,208	1,084	1,430	1,059	1,168
31st December, 1919 ..	1,474	1,268	1,412	1,225	1,605	1,215	1,365
31st December, 1920 ..	1,695	1,586	1,652	1,495	1,947	1,540	1,637
31st December, 1921 ..	1,803	1,761	1,849	1,661	2,074	1,749	1,790
31st March, 1922 ..	1,780	1,762	1,772	1,639	2,072	1,749	1,771
30th June, 1922 ..	1,778	1,760	1,771	1,639	2,073	1,749	1,770
30th September, 1922 ..	1,773	1,756	1,771	1,639	2,073	1,749	1,766
31st December, 1922 ..	1,754	1,767	1,771	1,620	2,075	1,751	1,763

(a) Weighted Average.

As in the case of male occupations, female wages increased rapidly up to December, 1921, but in 1922 reductions were recorded. The decrease over the whole of Australia was relatively much less than in the case of males. The Australian average, which at the 31st December, 1918, was 31s. 9d. and at the 31st December, 1921, 48s. 8d., fell during the year 1922 to 47s. 11d., a decrease of 9d. per week, although in the States of Victoria and Tasmania slight increases were recorded. The largest reduction, 2s. 1d. per week, occurred in Queensland, followed by New South Wales with 1s. 4d. per week. The Western Australian average remained stationary during the period. The advance in the Australian average during the period was 50.9 per cent.

(v) *Adult Females—Industrial Groups.* The following table gives particulars of the weighted average weekly rate of wage payable to adult female workers in the industrial groups in which they are mainly employed, and in all groups combined. Taking the average wage for all groups at the 30th April, 1914, as base (=1,000); index-numbers are given, computed on the average rate of wage ruling at the end of each period indicated.

WAGES.—ADULT FEMALES—WEIGHTED AVERAGE NOMINAL WEEKLY RATE PAYABLE FOR A FULL WEEK'S WORK, AND WAGE INDEX-NUMBERS IN EACH INDUSTRIAL GROUP, 31st DECEMBER, 1918, TO 1922.

NOTE.—Index-numbers for each Industrial Group and all Industrial Groups, based on the average wage for all groups at 30th April, 1914 (27s. 2d.), as base (=1,000). The index-numbers in this table are comparable throughout.

Date.	Industrial Group.					
	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I., II., V. and VI., All Other Manufacturing.	XIII. Domestic, Hotels, etc. (a).	XIV. Miscellaneous.	All Groups (b).
RATES OF WAGE.						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
31st December, 1918 ..	29 3	30 9	32 0	34 1	32 4	31 9
31st December, 1919 ..	34 8	37 4	36 9	38 2	36 2	37 1
31st December, 1920 ..	41 10	43 5	44 0	46 3	46 2	44 6
31st December, 1921 ..	43 9	48 7	48 0	48 6	50 0	48 8
31st March, 1922 ..	43 10	48 1	47 9	48 2	49 2	48 2
30th June, 1922 ..	43 10	48 1	47 5	48 1	49 2	48 1
30th September, 1922..	43 5	48 0	47 6	47 10	49 2	48 0
31st December, 1922 ..	43 3	47 10	47 4	48 3	48 9	47 11
INDEX-NUMBERS.						
31st December, 1918 ..	1,078	1,131	1,178	1,255	1,189	1,168
31st December, 1919 ..	1,277	1,373	1,353	1,403	1,332	1,365
31st December, 1920 ..	1,538	1,597	1,619	1,701	1,700	1,637
31st December, 1921 ..	1,609	1,789	1,766	1,787	1,841	1,790
31st March, 1922 ..	1,615	1,770	1,757	1,772	1,810	1,771
30th June, 1922 ..	1,612	1,770	1,746	1,770	1,810	1,770
30th September, 1922..	1,599	1,767	1,748	1,760	1,810	1,766
31st December, 1922 ..	1,593	1,762	1,741	1,777	1,794	1,763

(a) See footnote (c) to table on page 578. (b) Weighted Average.

The greatest increase in the weekly rate of wage occurred in Group IV. (Clothing, Boots, etc.), 55.8 per cent., followed in the order named by Groups XIV. (Miscellaneous), 50.9 per cent.; I., II., V., and VI. (All Other Manufacturing), and III. (Food, Drink, etc.), 47.8 per cent.; and XIII. (Domestic, Hotels, etc.), 41.6 per cent. The weighted average weekly rate of wage for all groups was 50.9 per cent. higher at the end of 1922 than at the 31st December, 1918.

The average wage for females in each industrial group declined during the year 1922, the largest decrease being 2.6 per cent. in Group XIV., followed in the order named by Groups IV., 1.5 per cent., I., II., V. and VI., 1.4 per cent., III., 1.0 per cent., and XIII. 0.6 per cent. The weighted average for all groups decreased by 1.5 per cent.

3. Relative Hours of Labour and Hourly Rates of Wage, 1918 to 1922.—(i) General. The rates of wage referred to in preceding paragraphs relate to the minimum rates payable for a full week's work. It should be observed, however, that the number of hours which constitutes a full week's work differs in many instances, not only as between various trades and occupations in each individual State, but also as between the same trades and occupations in the several States. In order to secure what may be for some purposes a more adequate standard of comparison, it is desirable to reduce the comparison to a

common basis, viz., the rate of wage per hour. Particulars are given in the following table classified according to States, for male and female occupations separately, at the end of the years 1918 to 1922. These particulars relate to (a) the weighted average nominal weekly wage, (b) the weighted average number of working hours constituting a full week's work, and (c) the weighted average hourly wage. It should be observed that the weighted average weekly wage relates to all industrial groups combined, and includes the value of board and lodging, where supplied, in land occupations, and the value of victualling in marine occupations* ; whereas the number of working hours and the hourly wage relate to all industrial groups other than Groups XI. (Shipping), and XII. (Agricultural, Pastoral, etc.). Owing to the fact that many of the occupations included in these two groups are of a casual or seasonal nature, and that the hours of labour in these occupations are not generally regulated either by awards or determinations of industrial tribunals or otherwise, the necessary data for the computation of the average number of working hours are not available.

The general effect of reducing the rates of wage to a common basis (i.e., per hour) is to eliminate on comparison any apparent difference between the several States which may be due to unequal working time.

(ii) *Adult Males and Females.* Particulars for the last five years for adult males and females are given in the table hereunder :—

WEEKLY AND HOURLY WAGES AND HOURS OF LABOUR.—ADULT WORKERS, 1918 TO 1922.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus.
MALE WORKERS.								
31st Dec., 1918	Weekly Wage (a)	s. d. 65 11	s. d. 65 6	s. d. 69 6	s. d. 65 6	s. d. 70 4	s. d. 61 2	s. d. 66 5
	Working Hours (b)	48.16	47.98	46.90	47.77	47.69	48.39	47.88
	Hourly Wage (b)	1/4½	1/4½	1/6	1/4½	1/6	1/3½	1/5
31st Dec., 1919	Weekly Wage (a)	s. d. 76 9	s. d. 72 0	s. d. 78 7	s. d. 70 5	s. d. 77 8	s. d. 69 0	s. d. 74 11
	Working Hours (b)	47.77	47.36	46.19	47.58	47.60	47.89	47.41
	Hourly Wage (b)	1/7½	1/6½	1/9	1/5½	1/7½	1/5½	1/7½
31st Dec. 1920	Weekly Wage (a)	s. d. 94 0	s. d. 86 1	s. d. 91 6	s. d. 82 8	s. d. 89 9	s. d. 85 9	s. d. 89 10
	Working Hours (b)	47.51	47.19	45.63	47.20	46.53	47.33	47.07
	Hourly Wage (b)	2/-	1/10	2/0½	1/8½	1/11½	1/10	1/11
31st Dec., 1921	Weekly Wage (a)	s. d. 95 10	s. d. 93 7	s. d. 96 8	s. d. 89 5	s. d. 95 0	s. d. 91 8	s. d. 94 6
	Working Hours (b)	45.66	46.95	45.52	47.07	46.24	46.84	46.22
	Hourly Wage (b)	2/1½	2/0½	2/2	1/10½	2/1	1/11½	2/0½
31st Dec., 1922	Weekly Wage (a)	s. d. 91 6	s. d. 91 4	s. d. 93 10	s. d. 87 6	s. d. 93 9	s. d. 88 5	s. d. 91 6
	Working Hours (b)	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Hourly Wage (b)	2/0½	1/11½	2/1½	1/10½	2/0½	1/10½	2/-
FEMALE WORKERS.								
31st Dec., 1918	Weekly Wage	s. d. 31 10	s. d. 31 3	s. d. 32 10	s. d. 29 5	s. d. 38 10	s. d. 28 9	s. d. 31 9
	Working Hours	48.35	48.32	48.37	48.73	48.78	49.83	48.42
	Hourly Wage	-/8	-/7½	-/8½	-/7½	-/9½	-/7	-/7½
31st Dec., 1919	Weekly Wage	s. d. 40 0	s. d. 34 5	s. d. 38 4	s. d. 33 3	s. d. 43 7	s. d. 33 0	s. d. 37 1
	Working Hours	47.53	47.63	46.76	47.67	48.12	49.28	47.54
	Hourly Wage	-/10	-/8½	-/9½	-/8½	-/11	-/8	-/9½
31st Dec., 1920	Weekly Wage	s. d. 46 0	s. d. 43 1	s. d. 44 11	s. d. 40 7	s. d. 52 11	s. d. 41 10	s. d. 44 6
	Working Hours	46.83	46.23	46.09	46.51	46.20	47.86	46.47
	Hourly Wage	-/11½	-/11½	-/11½	-/10½	1/1½	-/10½	-/11½
31st Dec., 1921	Weekly Wage	s. d. 49 0	s. d. 47 10	s. d. 50 3	s. d. 45 2	s. d. 56 4	s. d. 47 6	s. d. 48 8
	Working Hours	45.06	46.04	45.66	46.10	45.97	47.86	45.69
	Hourly Wage	1/1	1/0½	1/1½	1/11½	1/2½	1/-	1/0½
31st Dec., 1922	Weekly Wage	s. d. 47 8	s. d. 48 0	s. d. 48 2	s. d. 44 0	s. d. 56 4	s. d. 47 7	s. d. 47 11
	Working Hours	45.33	46.14	45.60	46.10	45.97	47.86	45.82
	Hourly Wage	1/0½	1/0½	1/0½	-/11½	1/2½	1/-	1/0½

(a) Weighted average weekly rate in all industrial groups combined. (b) Weighted average working hours per week, and computed hourly rates of wage for all industrial groups excepting Groups XI. (Shipping, etc.), and XII. (Agricultural, Pastoral, etc.). Working hours have not been generally regulated by industrial tribunals for occupations classified in industrial groups XI. and XII.

(iii) *Index-numbers.* There has been a diminution in each of the States during the period 1918 to 1921 in the number of working hours constituting a full week's work for male and female occupations, but during 1922 certain increases in hours were recorded, principally in New South Wales. The effect of these changes on the hourly rate of wage as compared with the general increase in the weekly wage is readily seen from the comparative index-numbers given in the following table. In each instance (male and female occupations separately) the basis taken is the weighted average for Australia at the 30th April, 1914 (=1,000)

WEEKLY AND HOURLY WAGE INDEX-NUMBERS.—ADULT WORKERS, 1918 TO 1922.

NOTE.—Weighted average for Australia at 30th April, 1914, as base (=1,000).

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia.
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MALE WORKERS.

31st Dec., 1918	{ Weekly Wage	..	1,196	1,189	1,261	1,188	1,276	1,110	1,205
	{ Hourly Wage	..	1,196	1,192	1,297	1,176	1,282	1,120	1,210
31st Dec., 1919	{ Weekly Wage	..	1,393	1,306	1,426	1,277	1,409	1,251	1,359
	{ Hourly Wage	..	1,405	1,322	1,512	1,262	1,408	1,259	1,378
31st Dec., 1920	{ Weekly Wage	..	1,706	1,561	1,659	1,500	1,628	1,556	1,629
	{ Hourly Wage	..	1,725	1,570	1,753	1,492	1,686	1,567	1,655
31st Dec., 1921	{ Weekly Wage	..	1,738	1,697	1,753	1,623	1,723	1,663	1,715
	{ Hourly Wage	..	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st Dec., 1922	{ Weekly Wage	..	1,660	1,657	1,702	1,588	1,701	1,605	1,660
	{ Hourly Wage	..	1,735	1,709	1,803	1,621	1,766	1,628	1,726

FEMALE WORKERS.

31st Dec., 1918	{ Weekly Wage	..	1,173	1,151	1,208	1,084	1,430	1,059	1,168
	{ Hourly Wage	..	1,191	1,169	1,226	1,092	1,426	1,044	1,185
31st Dec., 1919	{ Weekly Wage	..	1,474	1,268	1,412	1,225	1,605	1,215	1,365
	{ Hourly Wage	..	1,523	1,307	1,483	1,262	1,639	1,211	1,410
31st Dec., 1920	{ Weekly Wage	..	1,695	1,586	1,652	1,495	1,947	1,540	1,637
	{ Hourly Wage	..	1,777	1,685	1,761	1,578	2,069	1,580	1,730
31st Dec., 1921	{ Weekly Wage	..	1,803	1,761	1,849	1,661	2,074	1,749	1,790
	{ Hourly Wage	..	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st Dec., 1922	{ Weekly Wage	..	1,754	1,767	1,771	1,620	2,075	1,751	1,763
	{ Hourly Wage	..	1,899	1,881	1,908	1,726	2,215	1,797	1,889

4. *Weighted Average Nominal Weekly Hours of Labour, Adult Males.*—The following table shows the weighted average nominal hours of labour (exclusive of overtime) in a full working week for male workers in each State and Australia at the 31st December, 1918 to 1922. Index-numbers are given also for each State based on the weekly average hours at the end of each of the periods specified, computed with the weighted average hours of labour for Australia at the 30th April, 1914, as base (=1,000).

**HOURS OF LABOUR.—WEEKLY INDEX-NUMBERS, ADULT MALES,
1918 TO 1922.**

NOTE.—Index-numbers based on the Average Hours of Labour for Australia at the 30th April, 1914 (48.93) as base (=1,000). The index-numbers in this table are comparable throughout. Overtime is excluded.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia.
31st Dec., 1918	Weighted average weekly hours of labour (a) ..	48.16	47.98	46.90	47.77	47.69	48.39	47.88
	Index-numbers ..	984	981	959	976	975	989	979
31st Dec., 1919	Weighted average weekly hours of labour (a) ..	47.77	47.36	46.19	47.58	47.60	47.89	47.41
	Index-numbers ..	976	968	944	972	973	979	969
31st Dec., 1920	Weighted average weekly hours of labour (a) ..	47.51	47.19	45.63	47.29	46.53	47.33	47.07
	Index-numbers ..	971	964	933	966	951	967	962
31st Dec., 1921	Weighted average weekly hours of labour (a) ..	45.66	46.95	45.52	47.07	46.24	46.84	46.22
	Index-numbers ..	933	960	930	962	945	957	945
31st Dec., 1922	Weighted average weekly hours of labour (a) ..	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Index-numbers ..	941	960	930	961	948	959	948

(a) Weighted average working hours per week for all industrial groups excepting Groups XI. (Shipping), and XII. (Agricultural, Pastoral, etc.), in which working hours have not been generally regulated by industrial tribunals.

There was a considerable diminution in each State during the period 1918 to 1921 in the number of working hours constituting a full week's work for male occupations, but during 1922, in certain States, especially in New South Wales, hours of labour were increased. The weighted average weekly hours index-number for Australia at the 31st December, 1922, was 948, as compared with 1,000 at 30th April, 1914, a reduction of 5.2 per cent. The lowest weighted average nominal weekly hours index-number at the 31st December, 1922, was that for Queensland (930), followed in the order named by New South Wales (941), Western Australia (948), Tasmania (959), Victoria (960), and South Australia (961). During the period under review the percentage reduction in hours was greatest in New South Wales (4.4), followed by Queensland and Tasmania (3.0), Western Australia (2.8), Victoria (2.1), and South Australia (1.5)

5. Nominal and Effective Wages, 1901 to 1922.—(i) *Nominal Weekly Wage Index-numbers—Each State.* The following table shows the progress in nominal weekly rates of wage for all industries in each State, the weighted average wage for Australia in 1911 being taken as the base (=1,000). These results are based generally upon rates of wage prevailing in the capital city of each State, but in certain industries, such as mining, rates are necessarily taken for places other than the capital towns.

NOMINAL WAGE INDEX-NUMBERS, ADULT MALES, 1901 TO 1922.

(WEIGHTED AVERAGE WAGE FOR AUSTRALIA IN 1911=1,000.)

States.	Number of Occupations included.		1901.	1911.	1912.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
	1901 to 1912.	1913 to 1922.												
New South Wales ..	158	874	858	1,003	1,058	1,096	1,124	1,208	1,257	1,286	1,498	1,835	1,869	1,785
Victoria ..	150	909	796	985	1,038	1,065	1,078	1,148	1,229	1,278	1,404	1,679	1,826	1,783
Queensland ..	87	627	901	997	1,010	1,042	1,060	1,177	1,273	1,356	1,534	1,785	1,886	1,830
South Australia ..	134	567	819	1,013	1,048	1,062	1,067	1,151	1,231	1,278	1,373	1,613	1,745	1,708
Western Australia ..	69	489	1,052	1,152	1,191	1,226	1,236	1,272	1,345	1,372	1,516	1,751	1,853	1,829
Tasmania ..	54	482	719	799	934	1,028	1,039	1,112	1,163	1,193	1,346	1,674	1,788	1,726
Australia (a) ..	652	3,948	848	1,000	1,051	1,085	1,102	1,184	1,252	1,296	1,462	1,752	1,844	1,786
				(b)										

(a) Weighted average. (b) Base of table.

NOTE.—The figures in the above table are comparable both horizontally and vertically.

The difference between nominal wages in the several States has decreased very considerably since 1906. Wages in Queensland have increased since 1914 at a higher rate than in any other State. In Tasmania the first determination under the Wages Boards Acts 1910-11 came into force in 1911, and wages in that State have since that date been substantially increased by reason of the operation of the Acts. They are still, however, lower than in any other State except South Australia.

(ii) *Effective Weekly Wage Index-numbers—Each State.* In comparing wages, two elements are of obvious importance, viz., (i) hours worked per day or week, and (ii) the cost of commodities and housing. Thus 60s. per week of 60 hours represents the same hourly rate as 48s. per week for 48 hours. Similarly, if the cost of commodities and housing increases 25 per cent., e.g., if the prices index-number rises from 1,000 to 1,250, then 60s. per week (the index-number being 1,250), is effectively equal only to 48s. (when the index-number was 1,000). Or, again, if the prices index-number falls from 1,000 to 750, then 60s. per week, when the index-number is 750, would have the same purchasing power as 80s. when the index-number was 1,000. Ignoring for the present the number of hours worked, and assuming that the real value of the average wages is to be measured by their purchasing power, the actual average wages paid may be reduced to their effective value by applying the prices index-numbers to the nominal wages index-numbers. The following table shows the effective wage index-numbers so ascertained in each State for each of the years indicated from 1901 to 1922.

In computing these effective wage index-numbers, the nominal wage index-numbers given in the preceding table have been divided by the price index-numbers in paragraph 10 hereinafter. The resulting index-numbers show for each State and for Australia for the years specified the variations in effective wages.

EFFECTIVE WEEKLY WAGE INDEX NUMBERS.—ADULT MALES, 1901 TO 1922.(a)

Particulars.	1901.	1911.	1912	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
New South Wales ..	961	973	925	909	850	867	893	902	948	994	1,084	1,092
Victoria ..	915	1,037	881	964	844	877	950	947	948	939	1,051	1,097
Queensland ..	1,172	1,090	1,032	1,045	912	991	1,078	1,083	1,064	1,085	1,248	1,269
South Australia ..	948	957	906	929	847	896	989	957	935	919	1,056	1,085
Western Australia ..	1,024	1,023	1,032	1,073	1,011	1,005	1,079	1,107	1,068	1,083	1,152	1,223
Tasmania ..	827	838	896	943	843	870	894	880	900	911	1,002	1,045
Australia (b) ..	964	1,000	955	952	862	894	950	952	968	982	1,087	1,116
		(c)										

(a) As to the effect in abnormal periods, see Labour Report No. 6, pp. 20-2, Section IV., par. 3.

(b) Weighted average. (c) Base of table.

Generally speaking, there has been no very great variation in the effective wage except in the years 1915 and 1916, during which prices of commodities advanced rapidly, while wages rose less rapidly. In 1920 effective wages decreased in Victoria and South Australia, and increased in the remaining States. In 1921 the effective wage index-number increased in all the States, the Australian index-number reaching its highest level and exceeding for the first time the base year 1911 (1,000). This was due to the fact that while the cost of food, groceries, and house rent decreased, wages, on the other hand, increased. There was an increase also in effective wages during 1922 due to the fact that wages, though decreasing, did so at a lower rate than the prices of commodities. In the next table index-numbers are given for nominal wages and for the purchasing power of money, together with the effective wage index-number derived therefrom.

One important feature common to both tables (nominal and effective wages) is the manner in which the index-numbers for the individual States have, on the whole, approached one another. With the adoption of rates of wage fixed according to the relative purchasing power of money, it appears probable that this tendency will continue in the future.

(iii) *Effective Wages and Standard of Comfort.* In the preceding table particulars are given as to variations in effective wages in each State, due allowance having been made for variations in retail prices of commodities, though not for unemployment.

For years prior to 1913 the data available as to unemployment are so meagre that comparative results allowing for variations both in prices of commodities and in unemployment cannot be accurately computed for the several States. In the subjoined table,

however, the percentage of unemployment for Australia at the end of the years 1901 to 1913 has been used in order to obtain results showing the variations in unemployment upon effective wages. For 1914 and subsequent years the wages index-numbers, percentages of unemployment, and retail price index-numbers are the average for the year. In similar tables given in preceding issues of the Year Book the wage index-numbers and unemployment percentages have referred to the end of all the years given. If a comparison be made with the results shown in this table and those given in the previous issues, it will be seen that they differ somewhat. The table here given, however, is a more accurate reflection of the position for the years 1914 to 1922 inclusive. Column I. shows the annual rate of wage index-numbers, and Column II. the relative percentages unemployed. Applying these percentages to the numbers shown in Column I., and deducting the results from each corresponding index-number, so as to allow for relative loss of time, the figures in Column III. are obtained. These figures are then re-computed with the year 1911 as base, and are shown in Column IV. In Column V. the retail prices index-numbers are shown, and in Columns VI. and VII. the effective wage index-numbers are given, firstly, for full work, and secondly, allowing for lost time. These are obtained by dividing the figures in Columns I. and IV. respectively by the corresponding figure in Column V. The resulting index-numbers show for Australia for the years specified the variations in effective wages, or in what may be called the "standard of comfort."*

A comparison between the figures in Columns I. and VI. gives the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VII. show variations in effective wages after allowing not only for variations in purchasing power of money, but also for the relative extent of unemployment.

WAGE INDEX-NUMBERS, NOMINAL AND EFFECTIVE, 1901 TO 1922.(a)

Year.	I. Nominal Wage Index- Numbers.	II. Percentage Unem- ployed.	Rate of Wage Index- Numbers, Allowing for Lost Time.		V. Retail Price Index- Numbers.	Effective Wage Index-Numbers.	
			III. Actual.	IV. Re-com- puted. (1911 = 1,000).		VI. Full Work.	VII. Allowing for Unemploy- ment.
1901 ..	848	6.6	793	832	880	964	945
1906 ..	866	6.7	808	848	902	960	940
1907 ..	893	5.7	842	884	897	996	986
1908 ..	900	6.0	846	888	951	946	934
1909 ..	923	5.8	870	913	948	974	963
1910 ..	955	5.6	901	945	970	985	974
1911 ..	1,000	4.7	953	1,000	1,000	1,000	1,000
1912 ..	1,051	5.5	993	1,042	1,101	955	946
1913 ..	1,076	5.3	1,021	1,071	1,104	975	970
1914 ..	1,081	8.3	991	1,040	1,140	948	912
1915 ..	1,092	9.3	990	1,039	1,278	854	813
1916 ..	1,144	5.8	1,078	1,131	1,324	864	854
1917 ..	1,226	7.1	1,139	1,195	1,318	930	907
1918 ..	1,270	5.8	1,196	1,255	1,362	932	921
1919 ..	1,370	6.6	1,280	1,343	1,510	907	889
1920 ..	1,627	6.5	1,521	1,596	1,785	911	894
1921 ..	1,826	11 2	1,621	1,701	1,697	1,076	1,002
1922 ..	1,801	9.3	1,634	1,715	1,600	1,126	1,072

(a) As to the effect in abnormal periods, see Section IV., par. 3, of Labour Report No. 6.

NOTE.—For years prior to 1914, the nominal wage index-numbers and the percentage unemployed 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.

* This expression must not be confused with "standard of living." A change in the standard of living necessarily involves a change in regimen (see Labour Report No. 1), that is, a change in the nature or in the relative quantity of commodities purchased, or both. A change in the "standard of comfort" merely implies a variation in effective wages, which variation may, or may not, result in, or be accompanied by, a change in the "standard of living."

During the period 1901 to 1922, while the nominal wage index-number rose from 848 to 1,801, an increase of 112.4 per cent., prices rose from 880 to 1,600, or by 81.8 per cent., the net result therefore being that effective full time wages rose by only 16.8 per cent. Compared with 1911, effective wages show a rise of 12.6 per cent., although nominal wages increased by 80.1 per cent.

§ 7. Changes in Rates of Wage.

1. **General.**—A change in rate of wage is defined as a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed and apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of changes are excluded, such, for example, as (a) changes in rates of pay due to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which more highly-paid classes of workers bear to those paid at lower rates. Bonuses to employees have not been taken into account in the tabulations. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes any and all changes to workers in that industry, irrespective of the different number of separate occupations or trades affected. Further, it should be observed that in some instances a change may relate to the employees of a single employer or to those of a number of employers, according to the instrument or method operating to bring about the change.

2. **Methods by which Changes were Effected and Results.**—(i) *Summary, Australia, 1922.* In the following table particulars are given for Australia of the number of changes in rates of wage, the number of workpeople affected, and the total net amount of increase to the weekly wage distribution brought about either without, or after, stoppage of work, during the year 1922, as a result of the application of one or other of the methods set out in the tables :—

CHANGES IN RATES OF WAGE.—METHODS AND RESULTS, AUSTRALIA, 1922.(a)

Methods by which Changes were Effected.	Without Stoppage of Work.			After Stoppage of Work.			All Changes.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per Week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
By direct negotiations ..	14	6,943	1,784	7	243	121	21	7,186	1,905
By negotiations, intervention or assistance of third party (a) ..	36	54,878	5,122	..	..	..	36	54,878	5,122
By award of Court under Commonwealth Act (a) ..	64	125,161	(b) 12,312	1	34	5	65	125,195	(b) 12,307
By agreement registered under Commonwealth Act (a) ..	53	43,002	(b) 4,242	..	..	..	53	43,002	(b) 4,242
By award or determination under State Acts ..	594	376,964	(b) 58,284	1	30	18	595	376,994	(b) 58,266
By agreement registered under State Acts ..	54	20,861	(b) 2,774	..	..	..	54	20,861	(b) 2,774
TOTAL (a)	815	627,809	(b) 70,706	9	307	144	824	628,116	(b) 70,562

(a) In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act, the Industrial Peace Act, or an Order of the War Precautions Coal Board is counted as one change only, although such Award, Agreement, or Order may be operative in more than one State. (b) Decrease.

The total number of changes recorded during the year 1922 was 824, of which 595 or 72 per cent. of the total number were brought about by award or determination under State Industrial Acts. Of these 595 changes, 355 occurred in New South Wales, 31 in Victoria, 112 in Queensland, 66 in South Australia, 15 in Western Australia, and 16 in Tasmania.

(ii) *Summary, Australia, 1918 to 1922.* Comparative particulars are contained in the following table of the total number and effect of all changes in rates of wage brought about throughout Australia during the years indicated, as a result of the application of one or other of the specified methods:—

**CHANGES IN RATES OF WAGE.—METHODS AND RESULTS, AUSTRALIA.
1918 TO 1922.**

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act.	By Agreement Registered under C'wealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	TOTAL (a)
1918.								
Number of Changes	14	132	3	39	142	354	95	779
Number of Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,603	361,581
Amount of Increase per week £	2,396	9,473	334	4,481	1,683	64,642	2,251	85,260
1919.								
Number of Changes	36	238	29	42	141	582	100	1,168
Number of Workpeople affected	10,285	84,535	45,049	67,741	27,244	337,625	31,412	603,891
Amount of Increase per week £	4,373	28,937	24,233	29,584	10,017	148,632	10,669	256,445
1920.								
Number of Changes	28	333	23	64	163	978	135	1,724
Number of Workpeople affected	15,193	169,973	64,691	75,048	26,733	648,083	27,565	1,027,286
Amount of Increase per week £	4,597	85,469	38,441	24,807	11,608	315,728	14,058	494,708
1921.								
Number of Changes	4	148	18	66	55	594	87	972
Number of Workpeople affected	2,000	77,210	73,704	139,773	24,166	391,215	24,197	732,265
Amount of Increase per week £	565	20,711	26,286	44,360	12,209	76,814	4,713	185,658
1922.								
Number of Changes	..	21	36	65	53	595	54	824
Number of Workpeople affected	..	7,186	54,878	125,195	43,002	376,994	20,861	628,116
Amount of Increase per week £	..	1,905	5,122	6 12,307	6 4,242	6 58,266	6 2,774	6 70,562

(a) See footnote to table on page 586.

(b) Decrease.

The greatest number of changes throughout the period under review was effected through the instrumentalities of the State Acts, and these show an increase from 57.6 per cent. of all changes in 1918 to 79 per cent. in 1922, while the changes made under the Commonwealth Acts have decreased from 23 per cent. to 13 per cent. It is interesting to observe the very marked extent to which "direct negotiations" between parties has declined in the later years. In 1918, 132 changes, or 17 per cent., of the total affecting only 12 per cent. of all persons concerned in the changes of that year, were brought about by direct negotiations, whereas in 1922, only 21 changes (25 per cent.), affecting 7,186 persons, or 1 per cent. of the whole, resulted from this agency. It must be mentioned that, so far as possible, the effect of awards or agreements is recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective as to the date on which the increased rate of wage has to be paid, while in others the particulars as to the number of workpeople affected and the effect of the change are difficult to ascertain.

3. **Number and Effect of Changes.**—(i) *General.* The following tables give particulars of changes which occurred in each State during the years specified. As regards the number of persons affected, the particulars given refer to the total number of persons ordinarily engaged in the various industries. The results as to the amount of increase in wages are computed for a full week's work for all persons ordinarily engaged in the several industries and occupations affected, and in cases of changes in existing minimum rates under awards or determinations of industrial tribunals, it has been assumed (in the absence of any definite information to the contrary) that the whole of the employees in each occupation received the minimum rates of wage before and after the change.

It should be clearly understood that the figures given in regard to the amount of increase per week do not relate to the increase each week, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change were employed during that week. It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. It is also clear that since unemployment and activity in all branches of industry may vary from year to year, and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid per annum can be made until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act, and the Industrial Peace Act 1920 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The average increase per head per week is computed to the nearest penny.

(ii) *Summary for States, 1922.* During the year 1922 the number of decreases in rates of wage recorded was greatly in excess of those for any previous year, the net result being that a decrease has occurred for the first time since the record of these changes was commenced. In the following table particulars are given of the number and effect of increases and decreases in rates of wage in each State during the year :—

CHANGES IN RATES OF WAGE.—NUMBER AND EFFECT, 1922.

State.	INCREASES.			DECREASES.			TOTAL RESULT OF ALL CHANGES.		
	Changes.	Work-people Affected.	Increase Per Week.	Changes.	Work-people Affected.	Decrease Per Week.	Changes.	Work-people Affected.	Net Decrease Per Week.
			£			£			£
New South Wales	75	77,350	10,742	369	286,559	53,072	444	363,909	42,930
Victoria ..	77	36,374	5,896	60	53,798	12,521	137	90,172	6,625
Queensland ..	22	3,004	716	110	75,797	15,552	132	78,791	14,836
South Australia ..	55	11,310	2,326	76	24,412	5,013	131	35,722	2,687
Western Australia	39	5,726	1,274	21	12,821	2,863	60	18,547	1,589
Tasmania ..	35	5,653	706	29	10,185	2,407	64	16,038	1,701
Federal Capital Territory	..	..	..	1	337	56	1	337	56
Common to all States ..	2	16,400	752	1	8,200	890	3	24,600	138
Total ..	305	156,017	22,412	667	472,099	92,974	972	628,116	70,562

The changes in wages given in the preceding table include all changes which have occurred either through the operations of wage tribunals or as the result of direct negotiations between employers and employees. In three States there have been general reductions in the basic wage which affected all employees working under State awards or agreements. In New South Wales the Board of Trade reduced the basic wage from £4 2s. to £3 18s. for males, and from £2 1s. to £1 19s. 6d. for females; in Queensland a reduction was made by the Arbitration Court from £4 5s. to £4 for males, and from £2 3s. to £2 1s. for females; and in South Australia a reduction for males from £3 19s. 6d. to £3 17s. 6d. was made by the Board of Industry. Many workers in all States come under the jurisdiction of awards made by the Federal Arbitration Court. The principle of quarterly adjustments adopted by that Court led to decreases in wages during the former half of the year, and increases during the latter half.

CHANGES IN RATES OF WAGE.—NUMBER AND EFFECT, 1918 TO 1922.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	(a) All States.	Aust.
No. of Changes	1918 229 1919 457 1920 734 1921 353 1922 444	201 218 354 247 137	236 216 300 233 132	113 136 231 166 131	63 112 209 108 60	46 128 154 77 64	4 13 7 .. ..	.. .. .. .. 1	4 4 10 16 3	896 1,284 1,999 1,200 972
No. of Persons Affected	1918 146,399 1919 280,021 1920 454,610 1921 272,782 1922 363,909	110,027 125,693 258,211 238,084 90,172	74,174 110,627 145,464 115,722 78,791	16,239 35,377 76,605 44,696 35,722	9,871 26,673 55,489 22,695 18,547	3,631 16,108 28,317 14,783 16,038	624 1,287 703 .. ..	.. 1,287 703 .. 337	616 2,095 7,887 23,503 24,600	361,581 603,891 1,027,286 732,265 628,116
Total Net Amount of Increase per Week	1918 £ 32,194 1919 £ 137,642 1920 £ 228,186 1921 £ 38,371 1922 £ 642,930	£ 25,514 £ 43,930 £ 119,706 £ 77,425 £ 66,625	£ 19,699 £ 43,718 £ 69,748 £ 30,790 £ 614,836	£ 3,885 £ 11,989 £ 30,316 £ 13,409 £ 62,687	£ 2,133 £ 10,249 £ 25,195 £ 11,395 £ 61,589	£ 1,323 £ 7,350 £ 14,593 £ 6,370 £ 61,701	£ 273 £ 618 £ 684	£ .. £ .. £ 684 .. b56	£ 239 £ 949 £ 6,280 £ 7,898 £ 6138	£ 85,260 £ 256,445 £ 494,708 £ 185,658 £ 670,562
Average Increase per Head per Week	1918 s. d. 4 5 1919 s. d. 9 10 1920 s. d. 10 0 1921 s. d. 2 10 1922 s. d. b2 4	s. d. 4 8 s. d. 7 0 s. d. 9 3 s. d. 6 6 s. d. b1 6	s. d. 5 4 s. d. 7 6 s. d. 9 7 s. d. 5 4 s. d. b3 9	s. d. 4 9 s. d. 6 9 s. d. 7 11 s. d. 6 0 s. d. b1 6	s. d. 4 4 s. d. 7 8 s. d. 9 1 s. d. 10 1 s. d. b2 1	s. d. 7 3 s. d. 9 7 s. d. 19 6 s. d. 8 7 s. d. ..	s. d. 8 9 s. d. 9 7 s. d. 19 6 s. d. .. s. d. b34	s. d. .. s. d. 9 1 s. d. 15 11 s. d. 6 9 s. d. b0 1	s. d. 7 9 s. d. 8 6 s. d. 9 8 s. d. 5 1 s. d. b2 3	

(a) Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. (b) Decrease.

The number of changes in rates of wage recorded during the year 1920 is higher in each State than during any other year. There was a noticeable decrease in the total number of changes recorded during 1921 as compared with the year 1920, the reduction being general in all States, while in 1922 there was a further reduction in all States with the exception of New South Wales. The relative position of the States in regard to the numbers of changes effected, and also in regard to the numbers of workers affected in each year is, of course, largely due to the magnitude of the different industries and callings in which changes took place.

(iii) *In Industrial Groups, Australia. Total Workpeople (Male and Female) affected by Changes.* In the following table particulars are given of the number of changes, the number of persons (males and females) affected, and the total amount of increase per week, classified according to Industrial Groups throughout Australia during the years 1918 to 1922 :—

**CHANGES IN RATES OF WAGE.—INDUSTRIAL GROUPS, AUSTRALIA,
1918 TO 1922.(a)**

Particulars.	Industrial Group.							
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.
1918.								
Number of Changes	61	42	93	26	24	78	30	25
Number of Persons affected	14,651	31,804	32,411	23,215	8,707	15,160	17,419	14,285
Amount of increase per week	£ 4,343	10,565	9,025	5,252	1,804	3,944	5,420	2,988
1919.								
Number of Changes	39	89	156	31	41	138	42	29
Number of Persons affected	13,616	44,133	72,603	26,905	9,335	50,530	19,053	34,501
Amount of increase per week	£ 4,890	20,381	23,551	11,308	4,449	17,829	8,941	17,434
1920.								
Number of Changes	68	123	241	56	83	245	82	61
Number of Persons affected	44,732	74,853	81,876	55,345	19,757	71,671	61,552	47,865
Amount of increase per week	£ 19,015	29,145	41,383	21,271	11,088	31,126	41,059	30,385
1921.								
Number of Changes	22	81	105	45	28	156	27	22
Number of Persons affected	11,915	58,632	55,555	89,542	12,116	55,766	24,717	6,322
Amount of increase per week	£ 2,650	17,244	13,658	16,143	4,000	14,666	10,196	2,896
1922.								
Number of Changes	17	90	74	24	32	116	29	27
Number of Persons affected	14,324	68,844	34,987	13,793	13,533	64,285	48,603	17,716
Amount of decrease per week	£ 2,028	14,399	5,805	1,412	1,722	6,784	8,069	2,330

Particulars.	Industrial Group—continued.						ALL GROUPS. (a)
	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, Agricultural, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	
1918.							
Number of Changes	38	25	38	6	23	270	779
Number of Persons affected	59,625	12,782	1,990	1,717	9,230	118,585	361,581
Amount of increase per week	£ 10,320	2,185	719	350	2,167	26,178	85,260
1919.							
Number of Changes	74	37	59	11	49	373	1,168
Number of Persons affected	114,365	20,871	34,294	9,030	25,799	128,856	603,891
Amount of increase per week	£ 56,872	8,701	18,168	5,739	7,620	50,562	256,445
1920.							
Number of Changes	82	52	76	19	55	481	1,724
Number of Persons affected	136,854	28,532	16,842	26,580	34,285	326,542	1,027,286
Amount of increase per week	£ 54,959	11,605	11,871	20,701	12,258	158,842	494,708
1921.							
Number of Changes	67	32	44	10	39	294	972
Number of Persons affected	127,860	24,885	37,904	1,815	17,904	207,332	732,265
Amount of increase per week	£ 18,573	2,717	17,986	853	4,339	59,737	185,658
1922.							
Number of Changes	66	36	23	14	28	248	824
Number of Persons affected	86,161	12,603	28,432	56,292	15,663	152,380	628,116
Amount of decrease per week	£ 15,311	2,075	559	(b) 4,136	1,288	12,916	70,562

(a) In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act, the Industrial Peace Act, or an Order of the War Precautions Coal Board is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. (b) Increase.

(iv) *In Male and Female Occupations.* Included in the changes in rates of wage recorded in the table on page 589 are those which in the whole or part thereof affected female occupations. Particulars in respect of these changes in so far as they relate to the numbers of male and female workers affected, etc., are set out hereunder :—

CHANGES IN RATES OF WAGE.—EFFECTS IN MALE AND FEMALE OCCUPATIONS, 1918 TO 1922.

Year.	N.S.W.	Victoria.	Q'land.	S. Aust.	W. Aust.	Tas.	Nor. Ter.	Fed. Cap. Ter.	All States. (a)	Australia.
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NUMBER OF MALE EMPLOYEES AFFECTED.

1918	128,728	91,857	59,009	12,889	8,452	3,487	624	..	616	306,562
1919	253,077	106,389	99,167	32,162	24,185	13,906	1,287	..	2,025	532,198
1920	385,118	202,972	128,306	66,824	48,088	24,213	703	..	7,812	862,036
1921	219,813	185,895	90,918	37,062	19,988	13,434	..	..	21,710	588,870
1922	322,813	85,005	64,473	34,085	18,248	14,473	..	337	24,600	564,034

NET AMOUNT OF INCREASE PER WEEK TO MALE EMPLOYEES.

1918	£ 29,410	£ 22,574	£ 16,186	£ 3,311	£ 1,889	£ 1,284	£ 273	£ ..	£ 299	£ 75,166
1919	132,237	38,115	38,200	10,690	9,560	6,560	618	..	920	236,900
1920	207,403	98,778	63,432	27,498	22,157	13,105	684	..	6,192	439,249
1921	26,735	68,087	26,640	12,079	10,737	6,119	..	..	6,891	157,207
1922	(b) 40,245	(b) 6,943	(b) 13,965	(b) 2,626	(b) 1,640	(b) 1,818	..	(b) 56	(b) 138	(b) 67,431

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

1918	s. d. 4 7	s. d. 4 11	s. d. 5 5	s. d. 5 2	s. d. 4 6	s. d. 7 4	s. d. 8 9	s. d. ..	s. d. 7 9	s. d. 4 11
1919	10 5	7 2	7 8	6 8	7 11	9 5	9 7	..	9 1	8 11
1920	10 9	9 9	10 1	8 3	9 3	10 10	19 6	..	15 10	10 2
1921	2 5	7 4	5 10	6 6	10 9	9 1	..	..	6 4	5 4
1922	(b) 2 6	(b) 1 8	(b) 4 4	(b) 1 6	(b) 1 10	(b) 2 6	..	(b) 3 4	(b) 0 1	(b) 2 5

NUMBER OF FEMALE EMPLOYEES AFFECTED.

1918	17,671	18,170	14,265	3,350	1,419	144	..	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	..	70	71,693
1920	69,492	55,239	19,158	9,781	7,401	4,104	..	..	75	165,250
1921	52,969	52,189	24,804	7,634	2,707	1,299	..	..	1,793	143,395
1922	41,096	5,167	14,318	1,637	299	1,565	..	..	..	64,082

NET AMOUNT OF INCREASE PER WEEK TO FEMALE EMPLOYEES.

1918	£ 2,784	£ 2,940	£ 3,513	£ 574	£ 244	£ 39	£ ..	£ ..	£ ..	£ 10,094
1919	5,405	5,815	5,518	1,299	689	790	..	..	29	19,545
1920	20,783	20,028	6,316	2,818	3,038	1,438	..	..	88	55,459
1921	11,636	9,328	4,141	1,330	658	251	..	..	1,007	28,361
1922	(b) 2,685	318	(b) 871	(b) 61	51	117	..	..	..	(b) 3,131

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

1918	s. d. 3 2	s. d. 3 3	s. d. 4 11	s. d. 3 5	s. d. 3 5	s. d. 5 5	s. d. ..	s. d. ..	s. d. ..	s. d. 3 8
1919	4 0	6 0	6 4	8 1	5 6	7 2	..	..	8 3	5 5
1920	6 0	7 7	6 7	5 9	8 3	7 3	..	..	23 6	6 9
1921	4 5	3 7	3 4	3 6	4 10	3 10	..	..	11 3	3 11
1922	(b) 1 4	1 3	(b) 1 4	(b) 0 9	3 5	1 6	..	..	..	(b) 1 0

(a) Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. (b) Decrease.

§ 8. Industrial Disputes.

1. *General.*—Information with regard to the collection of particulars and methods of tabulation of industrial disputes involving stoppage of work has appeared in previous issues of the Year Book, and is also given in the Annual Reports of the Labour and Industrial Branch of this Bureau.

In *annual** tabulations, particulars are included of all disputes which either *commenced* or were *current* during the year under review. As regards "number of disputes," and "number of establishments involved," therefore, duplication will take place in respect of those disputes which started in and were uncompleted at the end of a preceding year; the number involved will, however, be indicated in a footnote, to permit of due allowance being made therefor in any calculations made from the tables.

2. *Industrial Disputes Involving Stoppage of Work, Classified in Industrial Groups, 1922.*—The following tables give particulars of industrial disputes which either commenced or were current during the year 1922, classified according to industrial groups. Similar information for the years 1913 to 1921 was published in Labour Reports Nos. 5 to 12.

INDUSTRIAL DISPUTES CLASSIFIED ACCORDING TO INDUSTRIAL GROUPS, 1922.

Class.	Industrial Group.	No. of Disputes.	No. of Estab. Involved.	No. of Workpeople Involved.			No. of Working Days Lost.	Estimated Loss in Wages.
				Directly.	In-directly.	Total.		
NEW SOUTH WALES.								
II.	Engineering, metal works, etc.	14	314	2,969	1,114	4,083	138,215	108,687
III.	Food, drink, etc., manufacturing and distribution	7	9	677	127	804	1,513	1,389
IV.	Clothing, hats, boots, etc.	1	1	18	..	18	54	66
VI.	Other manufacturing	9	12	2,281	142	2,423	19,632	14,559
VIII.	Mines, quarries, etc.	285	295	80,389	12,265	92,654	354,765	401,807
IX.	Railway and tramway services	6	6	214	116	330	1,122	784
X.	Other land transport	1	1	30	..	30	270	270
XI.	Shipping, wharf labour, etc.	11	11	572	244	816	54,547	40,344
XII.	Pastoral, agricultural, etc.	1	1	13	4	17	17	30
XIV.	Miscellaneous	7	7	1,094	30	1,124	16,385	11,555
Total ..		4342	657	88,257	14,042	102,299	586,520	579,491
VICTORIA.								
I.	Wood, sawmill, timber, etc.	1	150	1,500	..	1,500	9,000	6,600
II.	Engineering, metal works, etc.	4	92	546	230	776	15,998	9,882
III.	Food, drink, etc.	4	124	871	..	871	9,486	7,418
VI.	Other manufacturing	4	30	313	..	313	5,923	3,911
VII.	Building	1	1	66	52	118	826	631
VIII.	Mines, quarries, etc.	6	6	2,171	2	2,173	15,937	14,252
IX.	Railway and tramway services	2	2	112	17	129	909	475
XI.	Shipping, etc.	4	4	119	10	129	6,403	4,382
XII.	Pastoral, agricultural, etc.	1	1	22	..	22	22	10
XIV.	Miscellaneous	2	2	99	..	99	197	134
Total ..		29	412	5,819	311	6,130	64,701	47,695
QUEENSLAND.								
I.	Wood, sawmill, timber, etc.	1	1	13	12	25	2,325	2,083
II.	Engineering, metal works, etc.	1	1	23	..	23	161	42
III.	Food, drink, etc.	7	7	847	..	847	3,072	2,372
VI.	Other manufacturing	1	1	106	36	142	3,124	2,325
VII.	Building	2	11	139	..	139	2,834	2,601
VIII.	Mines, quarries, etc.	12	12	735	..	735	6,457	7,436
IX.	Railway and tramway services	6	6	460	467	927	8,621	6,160
XI.	Shipping, wharf labour, etc.	4	6	129	99	228	9,724	9,265
XII.	Pastoral, agricultural, etc.	2	2	62	..	62	161	138
XIV.	Miscellaneous	2	2	97	6	103	249	167
Total ..		38	49	2,611	620	3,231	36,730	32,589

(*) Two disputes in New South Wales (involving 2 establishments and 85 workers) and 1 dispute in South Australia (1 establishment and 39 workers) commenced in 1921.

* In respect of years prior to 1922, the figures include complete particulars of industrial disputes which commenced during any calendar year; and where any such dispute extended into a subsequent year, the relative figures were also incorporated in those for the year in which the dispute commenced.

INDUSTRIAL DISPUTES CLASSIFIED ACCORDING TO INDUSTRIAL GROUPS,
1922—continued.

Class.	Industrial Group.	No. of Disputes.	No. of Estab. Involved.	No. of Workpeople Involved.			No. of Working Days Lost.	Estimated Loss in Wages.
				Directly.	Indirectly.	Total.		
SOUTH AUSTRALIA.								
II.	Engineering, metal works, etc.	2	2	102	111	213	865	659
III.	Food, drink, etc.	2	4	42	..	42	390	315
IV.	Clothing, hats, boots, etc.	1	200	1,550	450	2,000	104,000	36,600
VI.	Other manufacturing ..	2	2	29	181	210	1,326	928
VII.	Building ..	1	6	30	..	30	60	48
VIII.	Mines, quarries, etc.	1	1	213	153	366	4,758	2,675
IX.	Railway and tramway services	1	1	25	..	25	600	450
XI.	Shipping, wharf labour, etc.	5	5	136	31	167	2,042	1,543
XII.	Pastoral, agricultural, etc.	1	2	17	..	17	34	20
XIV.	Miscellaneous ..	3	6	150	3	153	259	184
Total ..		(a) 19	229	2,294	929	3,223	114,334	43,222
WESTERN AUSTRALIA.								
I.	Wood, sawmill, timber, etc.	1	1	8	3	11	528	300
II.	Engineering, metal works, etc.	1	80	448	25	473	38,756	32,561
V.	Books, printing, etc.	1	5	112	..	112	3,136	4,500
VIII.	Mines, quarries, etc.	2	2	14	135	149	609	493
XI.	Shipping, wharf labour, etc.	3	3	61	..	61	413	354
Total ..		8	91	643	163	806	43,472	38,208
TASMANIA.								
I.	Wood, sawmill, timber, etc.	1	1	90	..	90	3,330	2,636
II.	Engineering, metal works, etc.	2	2	208	..	208	5,010	4,101
V.	Books, printing, etc.	1	1	10	4	14	56	60
VIII.	Mines, quarries, etc.	1	1	74	..	74	888	700
Total ..		5	5	382	4	386	9,284	7,497
NORTHERN TERRITORY.								
IX.	Railway and tramway services	1	1	30	..	10	140	140
XI.	Shipping, wharf labour, etc.	1	1	30	..	30	900	630
Total ..		2	2	40	..	40	1,040	770
FEDERAL CAPITAL TERRITORY.								
II.	Engineering, metal works, etc.	1	1	17	..	17	204	165
XIV.	Miscellaneous ..	1	1	200	..	200	2,400	1,870
Total ..		2	2	217	..	217	2,604	2,035
ALL STATES.								
I.	Wood, sawmill, timber, etc.	4	153	1,611	15	1,626	15,183	11,619
II.	Engineering, metal works, etc.	25	492	4,313	1,480	5,793	199,239	156,097
III.	Food, drink, etc., manufacturing and distribution ..	20	144	2,437	127	2,564	14,461	11,494
IV.	Clothing, boots, etc.	2	201	1,568	450	2,018	104,054	36,666
V.	Books, printing, etc.	2	6	122	4	126	3,192	4,560
VI.	Other manufacturing ..	16	45	2,729	359	3,088	20,005	21,723
VII.	Building ..	4	18	235	52	287	3,720	3,260
VIII.	Mines, quarries, etc.	307	317	83,596	12,555	96,151	383,414	427,363
IX.	Railway and tramway services	16	16	821	600	1,421	11,392	8,009
X.	Other land transport ..	1	1	30	..	30	270	270
XI.	Shipping, wharf labour, etc.	28	30	1,047	384	1,431	74,031	56,318
XII.	Pastoral, agricultural, etc.	5	6	114	4	118	234	198
XIV.	Miscellaneous ..	15	18	1,640	39	1,679	19,490	13,910
Total for Australia		(a) 445	1,447	100,263	16,069	116,332	858,685	751,507

(a) See footnote (a), page 592.

3. **Industrial Disputes,* Australia, 1918 to 1922.**—The following table gives particulars of the number of industrial disputes, the number of workpeople involved, and the losses in working days and wages caused by disputes which either commenced or were current during each *calendar* year 1918 to 1922, classified according to industrial groups:—

INDUSTRIAL DISPUTES—AUSTRALIA, 1918 TO 1922.(a)

Calendar Year.	Manu- facturing. (Groups I. to VI.)	Building. (Group VII.)	Mining. (Group VIII.)	Transport, Land and Sea. (Groups IX. to XI.)	Miscel- laneous. (Groups XII. to XIV.)	ALL GROUPS.
NUMBER OF DISPUTES.						
1918..	77	11	135	31	44	298
1919..	94	12	231	67	56	460
1920..	89	17	316	73	57	554
1921..	30	9	509	46	30	624
1922..	69	4	307	45	20	(a) 445
1918 to 1922 ..	359	53	1,498	264	207	2,381

NUMBER OF WORKPEOPLE INVOLVED.						
1918..	10,472	685	35,149	6,507	3,626	56,439
1919..	19,550	2,810	86,607	36,386	12,238	157,591
1920..	21,092	6,527	81,043	15,043	31,861	155,566
1921..	3,161	1,421	133,547	22,694	4,278	165,101
1922..	15,215	287	96,151	2,882	1,797	116,332
1918 to 1922 ..	69,490	11,730	432,497	83,512	53,800	651,029

NUMBER OF WORKING DAYS LOST.						
1918..	217,425	3,602	215,573	38,922	64,071	539,593
1919..	272,405	124,003	1,826,694	1,898,900	181,736	4,303,738
1920..	367,296	103,373	1,944,038	626,826	545,734	3,587,267
1921..	47,385	36,406	467,867	666,517	68,010	1,286,185
1922..	366,134	3,720	383,414	85,693	19,724	858,685
1918 to 1922 ..	1,270,645	271,104	4,837,586	3,316,858	879,275	10,575,468

ESTIMATED LOSS IN WAGES.						
1918..	£ 131,811	£ 2,235	£ 146,676	£ 21,298	£ 43,114	£ 345,134
1919..	167,502	73,643	1,280,265	977,494	119,924	2,618,828
1920..	215,057	70,006	1,418,193	357,786	309,345	2,370,387
1921..	39,416	24,719	459,450	397,169	49,721	970,475
1922..	242,159	3,280	427,363	64,597	14,108	751,507
1918 to 1922 ..	795,945	173,883	3,731,947	1,818,344	536,212	7,056,331

(a) See footnote (a), page 592.

4. **Summary of Disputes (involving Stoppage of Work), 1918 to 1922 (a).**—The following table gives particulars of the number of industrial disputes in each State in various years from 1918 to 1922, together with the number of workpeople involved, the number of working days lost, and the total estimated loss in wages.

(*) It should be observed that this table shows the full effect of all disputes which either occurred or were current during each calendar year, and that the footnote * on page 592 does not, therefore, apply.

INDUSTRIAL DISPUTES—SUMMARY, 1918 TO 1922.(a)

State or Territory.	Year.	No. of Disputes.	Establishments Involved in Disputes.	No. of Workpeople Involved.			No. of Working Days Lost.	Total. Estimated Loss in Wages.
				Directly.	Indirectly.	Total.		
New South Wales	1918	138	182	24,417	8,624	33,041	181,639	£ 112,894
	1919	267	678	64,956	35,040	99,996	4,324,686	2,856,259
	1920	349	650	68,033	22,349	90,382	587,156	432,988
	1921	535	567	108,573	29,921	138,494	547,838	493,267
	1922	(b) 342	657	88,257	14,042	102,299	586,520	579,491
Victoria	1918	33	190	4,235	1,513	5,748	165,020	99,346
	1919	62	372	15,169	7,437	22,606	733,333	392,796
	1920	53	809	15,274	24,534	39,808	783,286	465,244
	1921	20	118	4,119	2,161	6,280	109,595	69,629
	1922	29	412	5,819	311	6,130	64,701	47,695
Queensland	1918	84	696	8,803	1,875	10,678	183,883	131,142
	1919	69	295	9,078	6,336	15,414	586,661	327,537
	1920	55	71	3,775	2,033	5,808	68,298	44,943
	1921	33	97	3,367	1,512	4,879	95,560	69,793
	1922	38	49	2,611	620	3,231	36,730	32,589
South Australia	1918	17	25	1,576	429	2,005	18,276	10,515
	1919	32	75	4,437	3,409	7,846	238,378	127,303
	1920	40	126	4,732	1,067	5,799	232,402	140,326
	1921	19	45	2,158	1,002	3,160	57,038	37,315
	1922	(b) 19	229	2,294	929	3,223	114,334	43,222
Western Australia	1918	22	56	3,368	1,435	4,803	31,145	17,792
	1919	20	157	5,516	4,460	9,976	359,987	213,867
	1920	45	434	9,095	2,918	12,013	146,640	108,055
	1921	12	56	1,908	10,157	12,065	145,103	86,038
	1922	8	91	643	163	806	43,472	38,208
Tasmania	1918	5	127	42	..	42	462	250
	1919	12	14	1,098	588	1,686	63,271	32,738
	1920	5	5	1,010	146	1,156	54,283	32,160
	1921	5	5	75	150	225	1,433	986
	1922	5	2	382	4	386	9,284	7,497
Fed. Cap. Territory	1918	3	4	217	..	217	2,604	2,035
	1921	5	9	112	10	122	4,228	3,395
Northern Territory	1919	..	..	46	21	67	1,910	1,436
	1922	2	2	40	..	40	1,040	770
Australia	1918	298	1,154	42,553	13,886	56,439	580,853	372,334
	1919	460	1,713	100,300	57,291	157,591	6,308,226	3,951,936
	1920	554	2,104	102,519	53,047	155,566	1,872,065	1,223,716
	1921	624	888	120,198	44,903	165,101	956,617	757,028
	1922	(b) 445	1,447	100,263	16,069	116,332	838,685	751,507

(a) See footnote *, page 592.

(b) See footnote (a), page 592.

The disruption to industry during 1919 was the most serious experienced since records of such matters were instituted in 1913. Prior to 1919 the greatest loss in wages occurred in 1917, and amounted to £2,594,808.

Three serious dislocations occurred during the year 1919. The stoppage of work at Broken Hill, in which metalliferous miners and others were involved, was the most prolonged dispute recorded by this Bureau. The mines closed down during May, 1919, and work was not resumed until November, 1920. Over 7,000 workpeople at Broken Hill were out of work, and it is estimated that the loss in wages to employees at the mines at Broken Hill and at the smelters, Port Pirie, exceeded £2,500,000. Seamen and marine engineers were also involved in protracted disputes which caused heavy losses of working days and wages during the year. Detailed particulars of these important disputes have been published in Labour Reports, Nos. 10 and 11.

The more important of the disputes which contributed to the losses during 1920 were the dislocations of work involving marine stewards on interstate vessels; factory engine-drivers and firemen, Melbourne; gas workers, Melbourne; brown-coal miners, Morwell; ironstone quarrymen and others, Iron Knob and Whyalla; and State civil servants, Western Australia. The number of disputes during 1921, while greater than for any of the previous years for which information is given, affected a less number of workpeople and involved less loss in wages than in either 1919 or 1920. The principal disputes in this year were in the coal-mining industry, shipping, building, and sugar-cane cutting.

In 1922 efforts were made by various bodies of workers (particularly in the engineering trades) to secure a permanent working week of 44 hours. The Commonwealth Court of Conciliation and Arbitration had decided upon 48 hours for all industries (with the exception of certain specified trades), and the application of this decision to trades which had been enjoying the 44 hour week resulted in disputes, which, however, in the majority of instances, were unsuccessful.

What threatened to be an extensive dispute occurred in the shearing industry, but information in regard thereto was so indefinite that no reliable record could be made. The trouble arose in connexion with an award of the Commonwealth Court of Conciliation and Arbitration, which fixed the rate for shearing at 35s. per 100 sheep, as against 40s. per 100 prevailing in Queensland. Conflicting reports were published by the employers' and the employees' organizations, but no definite instance was recorded of an actual stoppage of work. Shearing was completed, but how far it was paid for at award or higher rates, and how far it was done by members of the union or by volunteer labour could not be ascertained.

Fuller information in regard to the many important disputes during these years is given in the Labour Reports issued by this Bureau.

It is, of course, obvious that the mere number of disputes cannot by itself be accepted as a proper basis of comparison, nor does the number of workpeople afford a satisfactory basis. A better idea as to the significance and effect of industrial disputes may be obtained from the number of working days lost and the estimated loss in wages.

The position which New South Wales occupies in comparison with the other States is almost entirely due to the prevalence of disputes in connexion with coal-mining, and attention has frequently been drawn to the preponderating influence exercised by these disputes on the total number of industrial disputes. In making any comparison as to the number of disputes in this industrial class in each State, it should be observed that the number of workers engaged in the mining industry is very much larger in New South Wales than in any of the other States.

Apart from these stoppages, the number of disputes in all other industries, whilst still in excess of that for each of the other States, does not compare unfavourably if the number of workpeople in each State is taken into consideration.

In regard to extensive dislocations of industry prior to the institution of systematic inquiries by this Bureau, efforts were made to obtain statistical data relating to the shearers' disputes in 1890, 1891, and 1894, and the maritime dispute in the early part of 1891, but precise information was not obtainable.

5. *Duration of Industrial Disputes, 1922.*—The following table gives particulars respecting the number of disputes, workpeople directly and indirectly involved, working days lost, and estimated amount of loss in wages respectively, consequent on the cessations of work which were recorded for Australia during the year 1922, classified under the adopted limits of duration:—

INDUSTRIAL DISPUTES—DURATION, AUSTRALIA, 1922.

Limits of Duration.	No. of Disputes.	No. of Workpeople Involved.			Number of Working Days Lost.	Total Estimated Loss in Wages.
		Directly.	Indirectly.	Total.		
1 day and less	155	38,460	6,982	45,442	45,235	50,615
2 days and more than 1 day ..	57	15,196	1,100	16,296	32,041	35,876
3 days and more than 2 days ..	41	6,267	1,470	7,737	22,977	24,362
Over 3 days and less than 1 week (6 days)	45	8,841	2,754	11,595	52,936	54,923
1 week and less than 2 weeks ..	59	18,573	532	19,105	144,581	143,558
2 weeks and less than 4 weeks ..	43	5,417	1,200	6,617	106,011	101,764
4 weeks and less than 8 weeks ..	26	2,280	386	2,666	84,838	86,179
8 weeks and over	19	5,229	1,645	6,874	370,066	254,230
Total	445 ^(a)	100,263	16,069	116,332	858,685	751,507

(a) See footnote (a) on page 592.

Similar figures for the years 1913 to 1921 will be found in previous issues of the Year Book and in the Labour Reports.

6. Causes of Industrial Disputes, 1914 to 1922(a).—The following table shows the number of disputes, number of workpeople involved, and the total number of working days lost in disputes during the years 1914 to 1922, classified according to principal cause :—

INDUSTRIAL DISPUTES.—CAUSES, AUSTRALIA, 1914 TO 1922.(b)

Causes of Disputes.	1914.	1917.	1918.	1919.	1920.	1921.	1922(b).
NUMBER OF DISPUTES.							
1. Wages—							
(a) For increase.. ..	50	53	54	99	94	19	15
(b) Against decrease ..	3	1	4	2		2	18
(c) Other wage questions..	67	69	69	100	106	161	83
2. Hours of Labour—							
(a) For reduction	1	2	1	4	16	12	12
(b) Other disputes re hours	13	8	11	5	9	16	2
3. Trades Unionism—							
(a) Against employment of non-unionists ..	13	26	7	19	20	5	6
(b) Other union questions ..	11	32	19	29	27	22	15
4. Employment of particular Classes or Persons ..	83	90	92	118	135	169	155
5. Working Conditions ..	72	81	34	54	106	162	89
6. Sympathetic	3	57	1	6	2	13	8
7. Other Causes	21	25	6	24	39	43	41
Total	337	444	298	460	554	624	445(b)

NUMBER OF WORKPEOPLE INVOLVED.

1. Wages—							
(a) For increase.. ..	7,362	7,135	7,095	58,532	41,748	2,659	843
(b) Against decrease ..	534	21	57	667		850	4,432
(c) Other wage questions	15,243	18,894	12,737	26,222	21,139	52,704	24,459
2. Hours of Labour—							
(a) For reduction	220	1,004	26	578	20,758	2,313	5,935
(b) Other disputes re hours	3,237	2,576	4,214	961	2,137	2,113	124
3. Trades Unionism—							
(a) Against employment of non-unionists ..	5,807	6,182	710	9,001	2,752	1,353	1,072
(b) Other union questions ..	1,593	17,320	6,673	17,509	7,534	6,607	4,264
4. Employment of particular Classes or Persons ..	14,863	15,445	14,576	21,488	26,163	45,408	36,194
5. Working Conditions ..	17,053	19,021	7,757	11,582	21,204	35,790	27,334
6. Sympathetic	675	76,076	200	3,080	1,397	3,251	1,119
7. Other Causes	4,462	10,296	2,394	7,971	10,734	12,053	10,556
Total	71,049	173,970	56,439	157,591	155,566	165,101	116,332

NUMBER OF WORKING DAYS LOST.

1. Wages—							
(a) For increase.. ..	99,451	56,083	198,323	5,403,581	793,935	13,731	8,694
(b) Against decrease ..	32,965	42	316	10,013		25,700	154,791
(c) Other wage questions	169,847	225,080	97,561	96,118	101,219	192,858	149,120
2. Hours of Labour—							
(a) For reduction	9,240	78,016	312	10,372	534,458	13,315	164,794
(b) Other disputes re hours	16,855	62,560	20,551	15,760	37,486	13,260	1,701
3. Trades Unionism—							
(a) Against employment of non-unionists ..	92,720	87,600	21,894	279,804	24,900	17,890	5,485
(b) Other union questions ..	6,968	572,949	24,341	329,205	21,999	117,199	18,976
4. Employment of particular Classes or Persons ..	64,367	47,297	113,466	87,225	129,215	431,130	198,256
5. Working Conditions ..	584,289	211,971	93,468	32,029	128,967	69,732	123,665
6. Sympathetic	2,125	3,239,798	7,200	21,050	72,940	6,150	9,438
7. Other Causes	11,568	18,262	3,421	23,069	26,946	55,652	23,756
Total	1,090,395	4,599,658	580,853	6,308,226	1,872,065	956,617	858,685

(a) See footnote *, page 592.

(b) See footnote (a), page 592.

The main causes of industrial disputes are "Wage" questions, "Working Conditions," and "Employment of Particular Classes or Persons." In each of the eight years, 1914 to 1922, with the exception of 1922, the number of dislocations concerning wages exceeded those caused by any other question, and varied between a minimum proportion of 26 per cent. in 1922 and a maximum of 45 per cent. in 1916. The majority of the disputes classified under the heading, "Employment of Particular Classes or Persons," are stoppages of work for the purpose of protesting against the dismissal of certain employees, who, in the opinion of their fellow-workers, have been unfairly treated or victimized. This class of dispute occurs very frequently in the coal-mining industry. The number of disputes over "Trade Union" questions and "Hours of Labour" has represented a fairly uniform proportion of the total number of disputes during the years under review. "Sympathetic" disputes were numerous during the year 1917, but the figures for this year were abnormal, and were largely due to the "time card system" dispute in New South Wales.

7. Results of Industrial Disputes.—The following table shows the number of disputes, number of workpeople involved, and the number of working days lost in disputes throughout Australia during the five years 1918 to 1922, classified according to results :—

INDUSTRIAL DISPUTES CLASSIFIED ACCORDING TO RESULTS.—AUSTRALIA,
1918 TO 1922.(a)

Year.	No. of Disputes.				Number of Workpeople Involved in Disputes.				Total Number of Working Days Lost by Disputes.			
	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.
1918 ..	92	100	93	13	13,780	15,998	23,739	2,922	101,207	177,223	280,045	22,378
1919 ..	154	157	140	9	54,810	43,140	55,445	4,196	2,398,252	406,361	3,483,571	20,042
1920 ..	183	199	168	4	30,399	61,947	62,811	409	180,345	911,156	777,175	3,389
1921 ..	126	274	216	8	25,244	63,380	73,887	2,590	76,381	162,331	714,501	3,404
1922a b	81	268	82	2	18,050	77,785	16,366	81	175,379	383,342	132,615	738

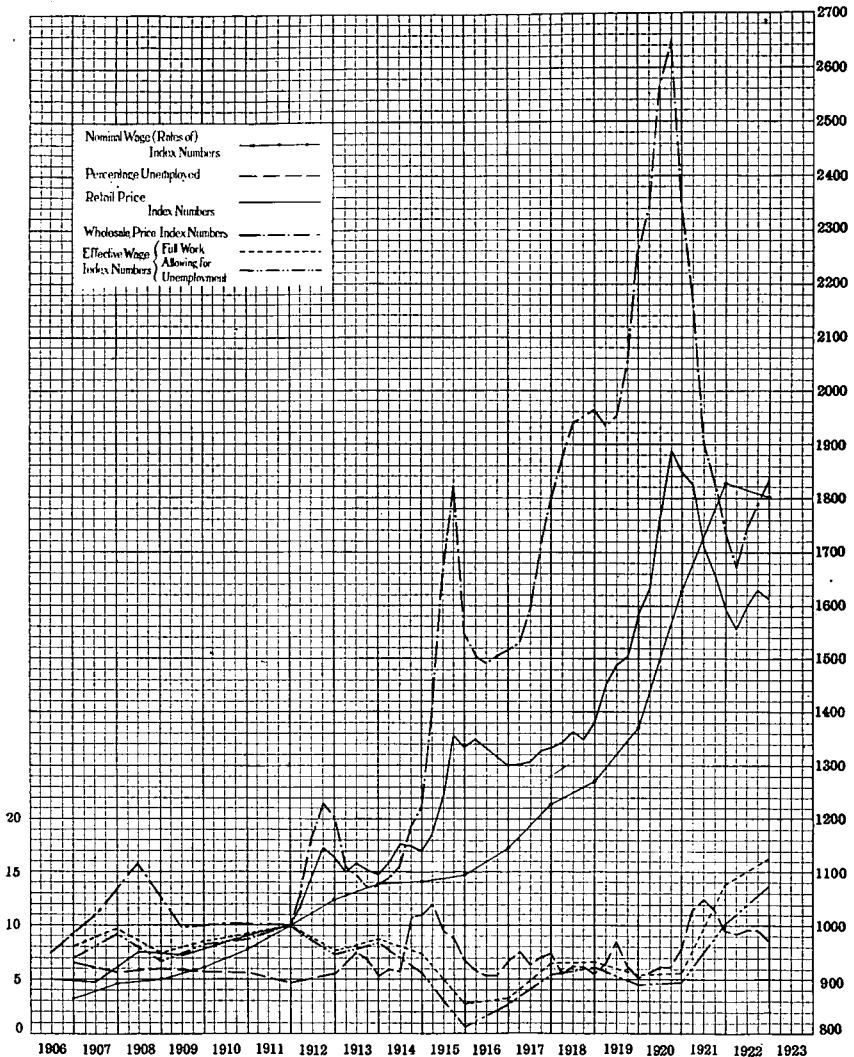
(a) See footnote (a), page 592.

(b) The following particulars of disputes which were incomplete at the 31st December, 1922, should be added to the above figures to effect a balance with those published in the preceding table :—

State.	No. of Disputes.	Workpeople Involved.	Working Days Lost.	Wages Lost.
New South Wales ..	7	3,212	109,271	85,589
Victoria ..	1	23	4,071	2,849
Queensland ..	3	342	14,483	13,640
Western Australia ..	1	473	38,786	32,561
Total ..	12	4,050	166,611	134,639

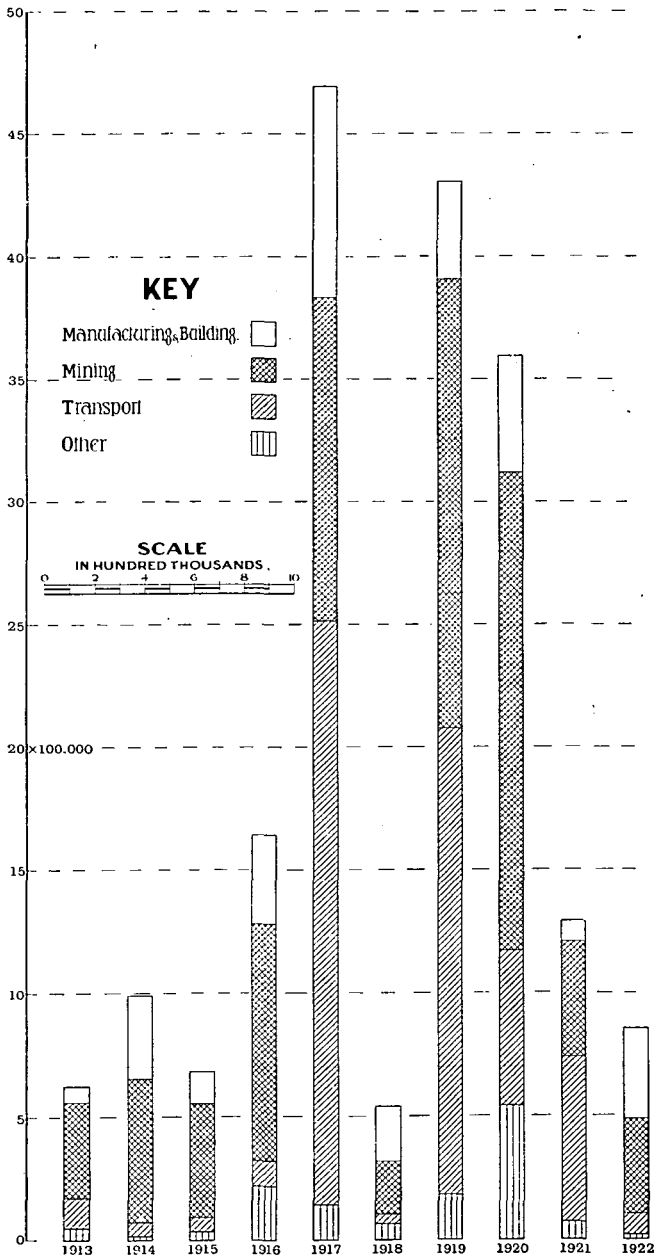
8. Methods of Settlement.—The following tables show for Australia the number of disputes, number of workpeople involved, and number of working days lost in industrial disputes during the years 1914 and 1917 to 1922, classified according to the adopted schedule of methods of settlement :—

RETAIL AND WHOLESALE PRICES, NOMINAL AND EFFECTIVE WAGE INDEX-NUMBERS,
AND PERCENTAGE OF UNEMPLOYED—AUSTRALIA, 1906 TO 1922.



NOTE.—The figures on the left represent the scale for the percentage unemployed according to trade union returns. The figures on the right represent the scale for the several index-numbers, the year 1911 being taken in each case as base (= 1000). Since the end of the year 1911, the Retail Price Index-numbers (weighted average cost of food, groceries, and house rent for the six capital cities), and the Wholesale Price Index-number (Melbourne) are shown each quarter, while unemployment percentages are shown quarterly since the end of the year 1912 only. The other index-numbers since 1913 refer to the average for the whole year, but for purposes of convenience are plotted on the graph as at the end, not the middle, of the year. Retail Price and Wholesale Price Index-numbers show the average level during the whole of each quarter, and they also for convenience are plotted at the end, and not the middle, of each quarter.

INDUSTRIAL DISPUTES.—WORKING DAYS LOST IN INDUSTRIAL GROUPS,
AUSTRALIA, 1913 TO 1922.



EXPLANATION.—The scale refers to working days lost in hundred thousands. Thus, taking the year 1917, and comparing the shaded and blank sections with the scale, it will be observed that about 870,000 working days were lost in Manufacturing and Building, over 1,300,000 in Mining, over 2,300,000 in Transport, and about 150,000 in other industries.

INDUSTRIAL DISPUTES.—METHODS OF SETTLEMENT, AUSTRALIA, 1914 TO 1922.(a)

Methods of Settlement.	1914.	1917.	1918.	1919.	1920.	1921.	1922.(b)
NUMBER OF DISPUTES.							
Negotiations—							
Direct between employers and employees or their representatives	247	234	171	291	380	412	249
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	11	38	21	35	25	65	52
Under State Industrial Acts—							
By intervention, assistance, or compulsory conference	7	12	20	33	33	18	7
By reference to Board or Court	17	13	14	5	8	4	7
Under Commonwealth Conciliation and Arbitration Act—							
By intervention, assistance, or compulsory conference	5	3	8	9	8	11	5
By Filling Places of Workpeople on Strike or Locked Out	16	36	26	22	22	10	11
By Closing-down Establishment Permanently	4	4	8	7	4	2	6
By Other Methods	30	104	30	58	74	102	96
Total	337	444	298	460	554	624	(c)433

NUMBER OF WORKPEOPLE INVOLVED.

Negotiations—							
Direct between employers and employees or their representatives	48,204	49,512	34,680	76,070	101,404	93,912	62,000
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	8,054	23,338	4,155	47,849	6,278	20,775	15,554
Under State Industrial Acts—							
By intervention, assistance, or compulsory conference	770	6,295	2,958	6,926	9,312	11,229	1,222
By reference to Board or Court	7,308	2,779	3,392	1,380	1,711	1,083	1,128
Under Commonwealth Conciliation and Arbitration Act—							
By intervention, assistance, or compulsory conference	205	1,490	3,042	1,997	766	12,037	446
By Filling Places of Workpeople on Strike or Locked Out	629	17,780	1,933	2,202	2,141	334	790
By Closing-down Establishment Permanently	86	434	538	401	182	53	171
By Other Methods	5,793	72,342	5,741	20,766	33,772	25,678	30,971
Total	71,049	173,970	56,439	157,591	155,566	165,101	112,282

NUMBER OF WORKING DAYS LOST.

Negotiations—							
Direct between employers and employees or their representatives	803,799	551,484	222,846	632,269	827,985	245,765	353,336
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	128,231	863,896	37,444	5,379,655	217,916	156,076	187,164
Under State Industrial Acts—							
By intervention, assistance, or compulsory conference	4,256	159,799	57,559	94,557	69,436	136,735	16,016
By reference to Board or Court	120,685	48,352	151,472	8,460	19,236	22,752	13,767
Under Commonwealth Conciliation and Arbitration Act—							
By intervention, assistance, or compulsory conference	1,421	33,396	23,289	74,018	34,205	327,048	8,081
By Filling Places of Workpeople on Strike or Locked Out	4,402	908,596	35,298	46,029	160,562	3,542	11,759
By Closing-down Establishment Permanently	3,646	11,392	4,270	5,737	12,919	538	693
By Other Methods	23,955	2,022,743	48,675	87,501	529,806	64,161	101,348
Total	1,090,395	4,599,658	580,853	6,308,226	1,872,065	956,617	692,074

(a) See footnote *, page 592. (b) See footnote (a), page 592. (c) See footnote (b), page 598.

It will be observed that direct negotiations between employers and employees settled the majority of the disputes. The proportion of disputes so settled ranges between a minimum of 53 per cent. in 1917 and a maximum of 76 per cent. in 1921; in 1922 the proportion was 58 per cent. The number of dislocations settled by compulsory conferences or the intervention and assistance of officials under State or Commonwealth Arbitration Acts has slightly decreased during the period under review. In connexion with the comparatively large number of disputes which are classified as having been settled "By other methods," it must be mentioned that many stoppages of work occur each year, principally at collieries, but the cause for such stoppages is not officially known to the employers or their representatives. Such stoppages usually last for one day, and work is resumed without negotiations for a settlement of the trouble.

§ 9. Apprenticeship.

1. **General.**—Legislation dealing with the question of apprenticeship has been passed by all the State Parliaments. The earliest Act was that passed in 1828 by New South Wales enabling persons holding certain Government positions to take apprentices. It provided for the execution of indentures, and for disputes between masters and apprentices to be heard and settled by two Justices of the Peace. The term of apprenticeship was to be not less than 3 and not to exceed 7 years. Further enactments or amendments in the law relating to apprentices were made in 1834, 1844, 1850, and 1851. Legislation on similar lines was enacted in the other States.

Upon the introduction of Wages Board and Industrial Arbitration legislation the regulation of the terms of apprenticeship was included in the various State Industrial Acts. Thus, in New South Wales, the Industrial Arbitration Amendment Act of 1918 provides for the establishment of a Board of Trade. Included in the activities of this Board are the determination of the occupations and industries in which apprentices shall be employed and the conditions under which such apprentices shall be engaged.

The Factories and Shops Acts of Victoria, under which Wages Boards are appointed, also include provisions governing the employment of apprentices. The Industrial Arbitration Acts of Queensland, the Industrial Code of South Australia, the Industrial Arbitration Acts of Western Australia, and the Wages Board Act of Tasmania all contain provisions for the regulation of apprenticeship. Recently the Board of Trade, New South Wales, held an inquiry into the question of apprenticeship and published two extensive reports, containing recommendations for the future regulation of apprenticeship. In Victoria, a conference of representatives of the Government, Factories Department, Education Department, Trade Unions, and Employers' Organizations met at the end of 1921, and presented its report on the 28th August, 1922.

The New South Wales Board of Trade has published a scheme of regulations for apprenticeship. These regulations provide that every contract for engagement of a minor must be made in writing and lodged with the Board for registration. Any employer, partnership, or association of individuals may be the master of an apprentice. Minors may be employed on probation for 3 months. The term of apprenticeship is to be 5 years beginning at or before the age of 17. Every apprentice must attend a trade school for not less than 5 hours per week over a period of not less than 3 years. When under 16 years of age this attendance is to be wholly in the employer's time, and when over 17 years of age, 3 of the 5 hours are to be in the employee's time. Other provisions refer to wage rates for different years of apprenticeship and provide for a modification of regulations by the Board. These regulations have not been given effect to, except in the case of the bricklaying industry.

The Victorian Conference on apprenticeship recommended the appointment of an Apprenticeship Commission to carry out the scheme as outlined by the Conference. The proposed Commission was to consist of one representative of the Education Department, Technical Schools, and the Department of Labour respectively, three representatives of

employers, and three representatives of employees, from which Central Trade Committees would be appointed to control apprenticeship in various industrial groups of allied trades. These Trade Committees and the Apprenticeship Commission would be charged with the duty of regulating wages and conditions of apprentices, determining the nature of the technical training necessary, the proper proportion of apprentices and other cognate matters.

The Victorian Government has not yet introduced legislation to give effect to these recommendations, but it is considered probable that such legislation will be introduced in the near future.

2. Period of Apprenticeship.—The period of apprenticeship is fixed in the Awards of the various industrial tribunals, but there are considerable differences in the various industries. The following table gives for each State the number of Awards in which periods are fixed and the number of such Awards in which the period falls within the limits specified :—

APPRENTICESHIP.—PERIODS FIXED BY AWARDS.

Period.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	C'with. Court.	Total.
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MALES.

No period fixed (a)	..	97	..	68	22	12	19	3	221
2½ years	1	1
3 "	2	12	4	..	1	3	2	24
4 "	9	26	1	6	7	4	2	55
5 " ..	..	59	48	22	27	18	17	15	206
5½ " ..	..	3	..	..	..	..	..	..	3
6 " ..	..	17	45	4	18	5	5	4	98
7 " ..	..	2	5	..	2	..	..	1	10
8 " ..	..	..	1	..	..	..	..	..	1

FEMALES.

6 months	..	..	..	..	..	..	..	2	2
1 year ..	..	1	..	..	..	..	..	..	1
2 years ..	..	2	..	1	..	..	..	..	3
3 " ..	..	1	7	2	2	1	1	..	14
4 " ..	..	6	22	2	2	1	2	6	41
5 " ..	..	2	11	1	5	1	..	1	21
6 " ..	..	2	11	..	..	..	..	..	13
7 " ..	..	..	..	..	1	..	..	..	1

(a) Includes Awards in which apprenticeship is provided for, but in which no period is specified, and applies to both males and females.

From the above table it appears that where periods are specified in the case of males the majority of the awards provides for a 5 years' apprenticeship, while in the case of females the majority provides for a 4 years' apprenticeship.

3. Proportion of Apprentices to Journeymen and Journeywomen.—In the Awards of the Industrial Tribunals in which apprenticeship is provided for, the proportion of apprentices to journeymen and journeywomen is generally fixed. The following table

gives for males and females the number of Awards in which the proportion is in the ratios specified :—

APPRENTICES.—PROPORTION TO JOURNEYMEN AND JOURNEYWOMEN.

Proportion.	N.S.W.	Vic.	Q'ld.	S.A.	W.A.	Tas.	C'with. Court.	Total.
MALES.								
1 to 1	16	3	11	1	..	15	1	47
1 to 2	21	19	13	4	12	1	2	72
1 to 3	30	100	8	12	7	7	5	169
1 to 4	18	..	4	5	8	..	2	37
1 to 5	6	..	..	..	1	..	2	9
1 to 6 .. .. .	..	..	..	1	1	..	1	3
Other proportions ..	7	9	4	2	..	..	..	22
FEMALES.								
1 to 1	3	9	1	1	..	2	2	18
1 to 2	2	4	1	..	1	..	..	8
1 to 3	2	38	..	..	..	..	..	40
Other proportions ..	4	3	2	1	..	..	2	12

In the case of both males and females the predominant proportion of apprentices is 1 to 3 adults.

Provisions are made in the Awards with regard to improvers, also for the rate of wages for each year of service for both apprentices and improvers.

It is proposed to investigate this matter further, and to publish a comprehensive report thereon in the next issue of the Labour Report published by this Bureau.

§ 10. Retail Prices and House Rents.

1. *Introduction.*—(i) *General.* In Labour Report No. 1, issued in December, 1912, the results of certain investigations into the subjects of Prices, Price-Indexes and Cost of Living in past years were published, and some account was given of the methods employed for the collection of the data and of the technique adopted in the computation of the results. A detailed examination of the theory upon which the calculation of the index-numbers is based was given, but being necessarily too technical for the ordinary reader, was relegated to Appendixes. In Labour Reports Nos. 2, 5, 6, 7, 8, 9, 10, 11, 12, and 13, results of further investigations were included, and in Labour Bulletins Nos. 1 to 18, and in Quarterly Summaries of Statistics, Nos. 70 to 90, information was incorporated regarding variations in retail and wholesale prices, house rent, and purchasing-power of money up to the end of 1922.

(ii) *Computation of Index-Numbers.* It must here suffice to state that the method adopted for the computation of the index-numbers is what may very properly be called the "aggregate expenditure" method. The first process is, of course, to work out the average price of each commodity included, and numbers (called "mass-units") representing the *relative* extent to which each commodity was on the average used or consumed are then computed. The price in any year of each commodity multiplied by its corresponding "mass-unit" represents, therefore, the relative total expenditure on that commodity in that year *on the basis of the adopted regimen*. It follows, therefore, that by taking for any year the sum of the price of each commodity multiplied by its corresponding

"mass-unit," a figure is obtained which represents the relative aggregate or total expenditure of the community in that year on all the commodities, etc., included. By computing these aggregate expenditures for a series of years and taking the expenditure in any selected year as "base," that is, making the expenditure in that year equal to 1,000 units, the relative expenditure in any other year, that is to say, the "index-numbers," are readily ascertained. Numerical examples of the technique and methods adopted for the computation of index-numbers were given in Report No. 2 (pp. 44 and 45), and in Report No. 9 Appendixes I. to IV., pp. 174 to 229.

2. Scope of Investigation.—(i) *General.* It was pointed out in Report No. 1 that, in any investigation into the question of change in cost of living of a community, a careful distinction must be drawn between two things, viz. :—

- (a) Variations in the *purchasing-power* of money, and
- (b) Variations in the *standard of living*.

In Report No. 2, attention was drawn to the fact that the second element (b) can be limited, at any rate to some extent, by the exercise of self-denial and thrift, and that such limitation is at the disposal of each individual; the former (a) is not subject to this possibility. Thus, from this aspect, social economics are concerned *primarily* with an accurate estimation of variations in the purchasing-power of money and only secondarily with the question of the general standard of living which has been reached. The first desideratum demands the selection of a suitable list of commodities, the quantities of each being taken in due proportion to their relative average consumption. The quantities in this list being kept constant, the cost of the whole group must then be ascertained. In this way a comparison may be made of the cost in different areas or districts at the same time, as well as the variation in any one place from time to time. This is the "aggregate expenditure" method explained above.

As explained in Report No. 1, special steps were taken to conduct the investigation back as far as 1901 for the capital cities only. The collection of current monthly returns as to prices, and of quarterly returns of house rents commenced in 30 of the more important towns of Australia in January, 1912.

(ii) *Items Included.* The 47 items of expenditure included are divided into four groups, viz. :—(i) groceries and bread, (ii) dairy produce, (iii) meat, and (iv) house rent. These items cover about 60 per cent. of the total expenditure of a normal family. There are very cogent reasons for the restriction of the inquiries to the items mentioned. If the comparisons made are to be satisfactory, no confusion must arise between changes in the standard of living and changes arising from a variation of the purchasing-power of money. In order to avoid such confusion the items selected are such as are sensibly identical and identifiable in the various localities. In Labour Report No. 12 (page 25) a tabular statement was given furnishing particulars of the commodities and items included, the units of measurement for which prices are collected, and the mass-units showing the relative extent to which each item is used or consumed.

As the result of a recommendation made by the Royal Commission on the Basic Wage, the Government authorized the Bureau to extend its investigations to cover the whole of the ordinary expenditure of a household, and in paragraph 12 of this Chapter, index-numbers are given showing the variation in the cost of the whole of the items of household expenditure.

3. Variations in Index-Numbers for Retail Prices and House Rents, Capital Cities, 1901 to 1922.—(i) *General.* In Labour Reports and Bulletins, and in recent issues of the Quarterly Summaries of Statistics, index-numbers were given for each of the four groups and for all groups combined for each capital city since 1901, the expenditure in 1911 being taken in each case as base (=1,000). In this sub-section summarized results only are given, firstly, for food and groceries; secondly, for house rent; and thirdly, for all groups combined—the weighted average expenditure for all capital cities in 1911 being taken in each case as base (=1,000). The index-numbers in each table are fully comparable with one another since they show not only the variations from year to year in each capital, but also the relative cost as between the cities.

(ii) *Food and Groceries.* The index-numbers thus computed for the three groups comprising groceries and food are shown in the following table:—

RETAIL PRICE INDEX-NUMBERS, FOOD AND GROCERIES.—CAPITAL CITIES, 1901 TO 1922.

City.	1901.	1911.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
Sydney ..	917	989	1,131	1,156	1,396	1,520	1,540	1,549	1,783	2,148	1,898	1,703
Melbourne ..	965	935	1,024	1,091	1,411	1,462	1,412	1,416	1,620	2,056	1,901	1,644
Brisbane ..	965	1,018	1,042	1,078	1,373	1,426	1,406	1,495	1,762	2,052	1,812	1,608
Adelaide ..	1,028	1,020	1,119	1,215	1,487	1,532	1,445	1,554	1,719	2,132	1,906	1,723
Perth ..	1,184	1,346	1,267	1,302	1,483	1,542	1,505	1,486	1,772	2,050	1,995	1,776
Hobart ..	1,011	1,058	1,164	1,212	1,445	1,523	1,544	1,635	1,748	2,162	2,025	1,794
Weighted Average(a) ..	972	1,000	1,095	1,144	1,416	1,495	1,472	1,514	1,716	2,101	1,902	1,684

(a) For all capital cities.

The figures quoted are directly comparable in every respect; thus, the same quantity of food and groceries, which cost £1,000 in the capital cities considered as a whole in 1911, would have cost £917 in Sydney in 1901, £1,346 in Perth in 1911, or £1,644 in Melbourne in 1922.

In 1921 and 1922 decreases were experienced in all the capitals. Comparing the results for 1922 with those for 1911, the extent by which prices increased varied from 77 per cent. in Hobart to 50 per cent. in Perth. Prices, however, were abnormally high in Perth in 1911.

(iii) *Housing.* The following table gives index-numbers computed for the weighted average house rent in each of the capital cities from 1901 to 1922, taking the average rent for the six capitals in 1911 as the base (=1,000). The average rent has been obtained for each city separately by multiplying the average predominant rent for each class of house (i.e., houses having less than 4 rooms, 4 rooms, 5 rooms, 6 rooms, 7 rooms, and over 7 rooms) by a number ("weight") representing the relative number of houses of that class in the particular city. The sum of the products thus obtained, divided by the sum of the weights, gives the weighted average for all houses. The number of houses in each class for each city was obtained from the results of the 1911 census. It should be observed, therefore, that these index-numbers are based on the weighted average rents for all houses, and that they do not refer to any particular class of house. The actual predominant rents for each class were given in appendices to Labour Reports Nos. 1, 2, 5, 6, 7, 8, 9, 10, 11, 12, and 13, and an examination of these figures shows that for some classes of houses the increase has been greater, and in some less, than the general increase indicated in the following table.

INDEX-NUMBERS.—HOUSING, CAPITAL CITIES, 1901 TO 1922.

City.	1901.	1911.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
Sydney ..	858	1,090	1,246	1,279	1,220	1,212	1,215	1,252	1,289	1,415	1,474	1,535
Melbourne ..	733	970	1,089	1,126	1,085	1,089	1,124	1,180	1,283	1,405	1,502	1,597
Brisbane ..	488	767	863	882	859	847	859	905	983	1,061	1,079	1,206
Adelaide ..	629	1,112	1,125	1,040	932	930	959	1,022	1,108	1,216	1,289	1,360
Perth ..	801	810	928	914	848	869	874	885	916	996	1,055	1,092
Hobart ..	667	805	887	914	928	928	951	956	1,134	1,373	1,440	1,445
Weighted Average(a) ..	751	1,000	1,118	1,135	1,081	1,081	1,098	1,143	1,215	1,333	1,404	1,480

(a) For all capital cities.

NOTE.—The above figures are directly comparable in every respect.

A striking feature in the movements of rents, as shown by the weighted average index-numbers given in the foregoing table, is the decline registered in the years 1915 to 1917. This fall was probably, in some measure, due to the circumstance that wives and other dependents of soldiers gave up their separate establishments and shared houses or apartments, thus reducing the demand for house accommodation. The Government regulations forbidding the increase of rents of houses tenanted by soldiers' dependents would, also, have a restraining influence on any tendency for rents to rise. In 1918, rents were again at the 1914 level, and in 1919, 1920, 1921, and 1922 fairly substantial increases occurred.

(iv) *Food, Groceries, and Housing combined.* The weighted averages for all four groups are of importance, as indicating the general results of this investigation so far as the purchasing-power of money is concerned. The following table shows the index-numbers for groceries, food, and house-rent for each capital city, the weighted average cost for the six capitals in 1911 being taken as base (=1,000):—

RETAIL PRICE INDEX-NUMBERS(a)—FOOD, GROCERIES, AND HOUSING.—
CAPITAL CITIES, 1901 TO 1922.

City.	1901.	1911.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
Sydney ..	893	1,031	1,178	1,206	1,323	1,394	1,406	1,427	1,580	1,847	1,724	1,634
Melbourne ..	870	950	1,051	1,105	1,277	1,309	1,294	1,349	1,481	1,788	1,737	1,625
Brisbane ..	769	915	969	997	1,162	1,188	1,181	1,232	1,442	1,645	1,511	1,442
Adelaide ..	884	1,058	1,121	1,143	1,259	1,285	1,245	1,335	1,468	1,756	1,653	1,574
Perth ..	1,027	1,126	1,128	1,143	1,222	1,266	1,246	1,239	1,420	1,617	1,609	1,495
Hobart ..	869	954	1,050	1,090	1,233	1,278	1,301	1,356	1,496	1,837	1,785	1,651
Weighted Average(b) ..	880	1,000	1,104	1,140	1,278	1,324	1,318	1,362	1,510	1,785	1,697	1,600

(a) As the price index-number increases, the purchasing-power of money diminishes.

(b) For all capital cities.

NOTE.—The above figures are directly comparable in every respect.

The abnormal movements of the prices of food and groceries and of house rents during the war years present features of particular interest. On the basis of the weighted averages, prices of food and groceries rose in 1915 by about 24 per cent. over 1914, and continued on a somewhat higher level, whereas the weighted average for housing fell in 1915 by 4.8 per cent., and remained below the 1913 level until 1918. The combination of housing with prices of food and groceries has had the effect of considerably modifying the index of prices, or, in other words, the purchasing-power of money, as compared with the similar index based on food and groceries only. In 1918, 1919, and 1920 there were increases in prices of food and groceries and housing, the combined results for 1920 being an increase of 18.2 per cent. over 1919, 56.6 per cent. over 1914, and 78.5 per cent. over 1911. The increase in the index-number between 1920 and 1914 varied between the capital cities from 41 per cent. in Perth to 69 per cent. in Hobart, while between 1920 and 1911 it varied between 44 per cent. in Perth and 93 per cent. in Hobart. The decrease in cost in 1921 was very slight in Perth compared with the decrease in the remaining cities. In 1922 there was a further decline in the combined cost of food, groceries, and housing in all the cities, the weighted average index-number being 1,600 as compared with 1,697 in 1921.

4. *Retail Price Index-numbers in Terms of Currency.*—The tables in sub-section 3 give the relative cost in the six capital cities of food, groceries, and housing from 1901 to 1922 in the form of index-numbers. The figures have been converted into a monetary basis in the next table, and show the sums which would have to be paid in each city and in each year in order to purchase such relative quantities (indicated by the mass-units) of the several commodities, and to pay such sums for housing as would in the aggregate cost £1, according to the weighted average prices and rents in the six capitals in 1911.

RETAIL PRICES.—AMOUNTS NECESSARY ON THE AVERAGE IN EACH YEAR FROM 1901 TO 1923 (1st QUARTER) TO PURCHASE IN EACH CAPITAL CITY WHAT WOULD COST ON THE AVERAGE £1 IN 1911 IN THE AUSTRALIAN CAPITALS REGARDED AS A WHOLE.

Year.	Sydney.	Melb'ne.	Brisbane.	Adelaide.	Perth.	Hobart.	Weighted Average of 6 Capital Cities.
FOOD AND GROCERIES (46 COMMODITIES).							
1901	18 4	19 4	19 4	20 7	23 8	20 3	19 4
1907	18 9	18 6	18 11	19 0	23 11	20 2	19 1
1911	19 9	18 8	20 4	20 5	26 11	21 2	20 0
1918	31 0	29 4	29 11	31 1	29 9	32 8	30 3
1919	35 8	32 5	35 3	34 5	35 5	35 0	34 4
1920	43 0	41 1	41 1	42 8	41 0	43 3	42 0
1921	38 0	38 0	36 3	38 1	40 0	40 6	38 0
1922	34 1	32 11	32 2	34 6	35 6	35 11	33 8
1922 1st Quarter ..	32 10	31 6	32 3	33 5	34 9	35 10	32 7
1922 2nd	33 6	33 0	31 11	35 7	36 7	36 5	33 8
1922 3rd	35 1	34 0	32 3	35 1	36 3	36 2	34 7
1922 4th	34 9	33 0	32 2	33 10	34 6	35 1	33 10
1923 1st	34 2	32 9	32 4	34 1	34 9	35 6	33 7

HOUSE RENT (WEIGHTED AVERAGE ALL HOUSES).

1901	17 3	14 8	9 9	12 7	16 0	13 4	15 1
1907	18 4	16 1	11 6	16 3	13 8	14 2	16 4
1911	21 10	19 5	15 4	22 3	16 3	16 1	20 0
1918	25 0	23 7	18 1	20 5	17 8	19 1	22 10
1919	25 9	25 8	19 8	22 2	18 4	22 8	24 4
1920	28 4	28 1	21 3	24 4	19 11	27 5	26 8
1921	29 6	30 0	21 7	25 9	21 0	28 10	28 1
1922	30 8	31 11	24 1	27 2	21 10	28 11	29 7
1922 1st Quarter ..	30 3	31 1	23 4	26 10	21 7	28 4	29 0
1922 2nd	30 8	31 11	24 1	27 0	21 10	29 0	29 7
1922 3rd	30 11	32 2	24 5	27 3	21 10	29 0	29 9
1922 4th	31 0	32 8	24 7	27 9	22 0	29 3	30 1
1923 1st	31 8	32 9	24 11	28 6	22 5	30 5	30 4

FOOD, GROCERIES, AND HOUSE RENT COMBINED.

1901	17 10	17 5	15 5	17 3	20 6	17 5	17 7
1907	18 6	17 6	15 11	17 11	19 9	17 9	17 11
1911	20 7	19 0	18 4	21 2	22 6	19 1	20 0
1918	28 6	27 0	25 1	26 8	24 9	27 1	27 3
1919	31 7	29 7	28 10	29 4	28 5	29 11	30 2
1920	36 11	35 9	32 11	35 1	32 4	36 9	35 8
1921	34 6	34 10	30 3	33 1	32 2	35 8	33 11
1922	32 8	32 6	28 10	31 6	29 11	33 0	32 0
1922 1st Quarter ..	31 9	31 4	28 7	30 8	29 4	32 9	31 1
1922 2nd	32 4	32 7	28 8	32 1	30 6	33 4	32 0
1922 3rd	33 4	33 2	29 1	31 11	30 4	33 3	32 7
1922 4th	33 3	32 10	29 1	31 4	29 4	32 9	32 3
1923 1st	33 2	32 9	29 2	31 10	29 8	33 5	32 3

5. Variations in Index-numbers, Retail Prices and Housing, Thirty Australian Towns, 1922.—The index-numbers given in the preceding paragraphs show changes in the cost of food, groceries, and house rent separately for each capital city during the years 1901 to 1922. The figures given in the next table show the relative cost of food and groceries, and of housing in 1922 in the thirty towns for which particulars are now collected. The weighted aggregate expenditure for the six capitals for the year 1911 has been taken as base and made equal to 1,000, hence the columns are comparable both horizontally and vertically. The index-numbers in the last column are the same as in previous tables where the period and town are comparable.

INDEX-NUMBERS.—FOOD AND GROCERIES AND HOUSING, THIRTY TOWNS, 1922.

(NOTE.—Weighted Average Cost all Groups, Capital Cities, 1911, taken as a base = 1,000.)

TOWN.	Food and Groceries.	HOUSING.				FOOD, GROCERIES, AND HOUSING.			
		Four-roomed Houses.	Five-roomed Houses.	Six-roomed Houses.	All Houses.	Four-roomed Houses.	Five-roomed Houses.	Six-roomed Houses.	All Houses.
NEW SOUTH WALES—									
Sydney	1,003	513	592	684	631	1,516	1,595	1,687	1,634
Newcastle	1,005	400	558	690	540	1,405	1,563	1,695	1,545
Broken Hill (a) ..	1,046	281	352	438	300	1,327	1,398	1,484	1,346
Goulburn	996	403	520	637	575	1,399	1,516	1,633	1,571
Bathurst	962	247	368	460	390	1,209	1,330	1,422	1,352
Weighted Average ..	1,004	489	570	671	605	1,493	1,580	1,675	1,610
VICTORIA—									
Melbourne	969	457	589	771	656	1,426	1,558	1,740	1,625
Ballarat	974	229	339	444	402	1,203	1,313	1,418	1,376
Bendigo	972	289	378	500	412	1,261	1,350	1,472	1,384
Geelong	967	353	454	588	507	1,320	1,421	1,555	1,474
Warrnambool	937	241	495	594	496	1,278	1,432	1,531	1,433
Weighted Average ..	969	424	550	720	614	1,393	1,519	1,689	1,583
QUEENSLAND—									
Brisbane	947	324	429	562	495	1,271	1,376	1,509	1,442
Toowoomba	907	256	330	428	410	1,163	1,237	1,335	1,317
Rockhampton	952	243	286	394	361	1,195	1,238	1,346	1,313
Charters Towers ..	1,000	254	319	408	312	1,254	1,319	1,408	1,312
Warwick	930	264	325	434	392	1,194	1,255	1,364	1,322
Weighted Average ..	948	301	392	515	455	1,249	1,340	1,463	1,403
SOUTH AUSTRALIA—									
Adelaide	1,015	417	553	685	559	1,432	1,568	1,700	1,574
Moonta, etc.	1,008	268	363	427	350	1,276	1,371	1,435	1,358
Port Pirie(a)	1,016	318	413	496	385	1,334	1,429	1,512	1,401
Mt. Gambier	958	235	303	377	312	1,193	1,261	1,335	1,270
Peterborough	1,038	292	384	446	380	1,330	1,422	1,484	1,418
Weighted Average ..	1,013	397	526	649	530	1,410	1,539	1,662	1,543
WESTERN AUSTRALIA—									
Perth, etc.	1,046	386	483	568	449	1,432	1,529	1,614	1,495
Kalgoorlie, etc. ..	1,175	347	417	487	240	1,522	1,592	1,662	1,515
Mid. Junction, etc. ..	1,094	337	423	518	398	1,428	1,514	1,609	1,489
Bunbury	1,093	340	439	505	339	1,433	1,532	1,598	1,432
Geraldton	1,084	400	490	577	381	1,484	1,574	1,661	1,465
Weighted Average ..	1,077	375	465	547	419	1,452	1,542	1,624	1,496
TASMANIA—									
Hobart	1,057	397	586	711	594	1,454	1,643	1,768	1,651
Launceston	1,007	352	502	635	532	1,359	1,509	1,642	1,539
Zeehan	1,149	157	201	271	156	1,306	1,350	1,420	1,305
Beaconsfield	997	75	97	138	95	1,072	1,094	1,135	1,092
Queenstown	1,085	263	342	369	256	1,348	1,427	1,454	1,341
Weighted Average ..	1,045	350	506	621	512	1,395	1,551	1,663	1,557
Australia, Weighted average, 30 Towns ..	994	426	534	660	570	1,420	1,528	1,654	1,564

(a) See remarks on page 48 of Labour Report No. 12, with reference to house rents.

§ 11. Retail Price Index-Numbers, 150 Towns.

1. General.—To supplement the information collected each month for the 30 towns specified in the preceding paragraph, a special investigation was initiated in November, 1913, into retail price index-numbers in 70 additional towns. This investigation was repeated in November, 1914, and again in November, 1915, when the number of additional towns was increased to 120, and it is intended to carry it out in that month each year, thus making information available annually for 150 towns. The results of the first investigation were published in Labour Bulletin No. 5 (Section IV., pages 26

to 33), where some description was given of the methods adopted in making the investigation and in computing the index-numbers. The results of the succeeding yearly investigations have appeared in the Labour Bulletins and Reports of this Bureau.

2. **Detailed Results, 1920 to 1922.**—The results of the investigation made in November, 1922, are set out in the following tables. The aggregate expenditure on food and groceries separately is shown in the form of index-numbers for each year in column A. In Columns B and C the corresponding aggregate expenditure on food, groceries and rent of 4 rooms, and food, groceries, and rent of 5 rooms are shown for each year for each individual town. The index-number 1,525 represents the weighted average expenditure in 150 towns on food, groceries, and rent of 5-roomed houses; 1,415 represents the average weighted expenditure on food, groceries, and rent of 4-roomed houses in November, 1922. Similarly, in column A, the index-number 998 represents the relative weighted average expenditure on food and groceries only for November, 1922. The figures given in the table are comparable throughout. Thus, taking the average weighted expenditure for all 150 towns on food, groceries, and rent of 5-roomed houses as equal to 1,525, the expenditure on the same items in Melbourne is 1,570, while if 4-roomed houses were substituted for 5-roomed the expenditure in Melbourne would be represented by 1,431.

A change has been made in the basis on which the index-numbers in this table are computed. Previously, the weighted average expenditure on food, groceries, and rent of 5-roomed houses for the 150 towns in each year was taken as base. In the tables on the following pages the same basis is taken as in the case of the tables referring to 30 towns and 6 capital cities given in the preceding section, i.e., the weighted average expenditure on food, groceries, and housing accommodation in the 6 capital cities in 1911 is made equal to 1,000.

INDEX-NUMBERS.—COST OF FOOD, GROCERIES AND HOUSING IN 150 TOWNS FOR NOVEMBER, 1920, 1921, AND 1922 COMPARED WITH THE WEIGHTED AVERAGE COST OF FOOD, GROCERIES, AND RENT FOR ALL HOUSES IN THE SIX CAPITAL CITIES IN 1911 AS BASE (=1000).

State and Town.	1920.			1921.			1922.		
	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.
	A	B	C	A	B	C	A	B	C
NEW SOUTH WALES—									
Sydney	1,291	1,772	1,853	1,015	1,506	1,589	1,034	1,553	1,641
Newcastle	1,330	1,707	1,868	1,029	1,408	1,574	1,008	1,419	1,574
Broken Hill	1,504	1,785	1,857	1,023	1,305	1,376	1,050	1,331	1,402
Goulburn	1,347	1,690	1,793	1,001	1,373	1,490	986	1,409	1,527
Bathurst	1,347	1,594	1,689	985	1,232	1,328	940	1,187	1,309
Adelong	1,319	1,722	1,815	1,035	1,106	1,235	1,046	1,230	1,283
Albury	1,293	1,722	1,815	1,003	1,431	1,521	986	1,519	1,594
Armidale	1,306	1,649	1,742	1,031	1,314	1,411	974	1,332	1,404
Bega	1,318	1,568	1,663	1,073	1,300	1,398	983	1,259	1,358
Bourke	1,375	1,533	1,585	1,066	1,211	1,277	1,055	1,232	1,285
Bowral	1,332	1,684	1,766	1,060	1,461	1,524	1,061	1,495	1,594
Casino	1,264	1,540	1,659	1,086	1,431	1,516	1,011	1,373	1,439
Cobar	1,391	1,489	1,522	1,133	1,232	1,265	1,043	1,141	1,174
Cooma	1,427	1,707	1,773	1,101	1,393	1,509	1,006	1,292	1,390
Coonamble	1,413	1,720	1,808	1,049	1,365	1,474	1,045	1,352	1,435
Cootamundra	1,412	1,805	1,916	1,053	1,472	1,562	921	1,337	1,440
Corrimal	1,356	1,600	1,652	1,052	1,328	1,387	1,013	1,309	1,381
Cowra	1,250	1,593	1,731	967	1,312	1,434	974	1,372	1,484
Deniliquin	1,360	1,625	1,697	997	1,298	1,364	1,008	1,309	1,378
Dubbo	1,364	1,751	1,876	1,045	1,426	1,557	1,018	1,445	1,542
Forbes	1,331	1,630	1,745	1,016	1,385	1,477	1,014	1,398	1,569
Glen Innes	1,225	1,549	1,637	958	1,285	1,384	957	1,266	1,400
Grafton	1,341	1,600	1,692	1,070	1,360	1,455	1,006	1,359	1,478
Grenfell	1,326	1,672	1,804	1,014	1,422	1,560	977	1,444	1,569
Gunnedah	1,335	1,651	1,723	1,024	1,320	1,432	990	1,296	1,358
Hay	1,381	1,631	1,748	1,066	1,342	1,476	1,004	1,280	1,405

INDEX-NUMBERS.—COST OF FOOD, GROCERIES, AND HOUSING IN 150 TOWNS, ETC.—*continued.*

State and Town.	1920.			1921.			1922.		
	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.
	A	B	C	A	B	C	A	B	C
NEW SOUTH WALES—<i>continued.</i>									
Inverell	1,365	1,704	1,768	1,044	1,395	1,463	1,001	1,363	1,407
Junee	1,303	1,659	1,744	1,042	1,453	1,555	991	1,418	1,517
Katoomba	1,349	1,777	1,895	1,110	1,631	1,752	1,060	1,584	1,771
Kempsey	1,269	1,550	1,651	1,042	1,421	1,519	961	1,290	1,427
Lismore	1,290	1,634	1,738	1,110	1,453	1,574	1,047	1,402	1,563
Lithgow	1,315	1,655	1,729	1,035	1,416	1,486	1,018	1,355	1,472
Maitland	1,314	1,624	1,683	1,001	1,349	1,415	994	1,350	1,402
Moree	1,429	1,785	1,890	1,073	1,395	1,481	1,079	1,487	1,605
Moss Vale	1,360	1,778	1,887	1,026	1,470	1,569	999	1,394	1,559
Mudgee	1,311	1,651	1,719	1,031	1,411	1,483	995	1,414	1,504
Narrabri	1,324	1,676	1,758	1,036	1,370	1,443	992	1,292	1,395
Nowra	1,369	1,698	1,764	1,073	1,402	1,468	1,052	1,578	1,657
Orange	1,259	1,542	1,691	991	1,318	1,411	955	1,307	1,410
Parkes	1,318	1,670	1,778	1,019	1,420	1,503	1,000	1,434	1,559
Queanbeyan	1,382	1,652	1,709	1,044	1,343	1,395	1,014	1,376	1,468
Temworth	1,277	1,603	1,700	952	1,368	1,498	921	1,339	1,497
Temora	1,369	1,731	1,797	1,062	1,424	1,523	1,006	1,467	1,532
Wagga Wagga	1,243	1,594	1,679	986	1,385	1,447	951	1,357	1,477
Wellington	1,283	1,553	1,661	1,032	1,319	1,412	944	1,226	1,313
Wollongong	1,339	1,678	1,734	1,051	1,387	1,472	1,018	1,399	1,465
Wyalong	1,364	1,625	1,725	1,110	1,389	1,449	983	1,329	1,445
Yass	1,478	1,797	1,867	1,093	1,411	1,483	1,069	1,385	1,448
Young	1,295	1,618	1,703	1,014	1,310	1,387	950	1,306	1,408
Weighted Average for State	1,308	1,740	1,828	1,020	1,463	1,553	1,024	1,493	1,589
VICTORIA—									
Melbourne	1,285	1,707	1,837	972	1,418	1,543	967	1,431	1,570
Ballarat	1,305	1,508	1,596	977	1,178	1,284	976	1,217	1,320
Bendigo	1,245	1,487	1,576	968	1,710	1,315	977	1,284	1,381
Geelong	1,238	1,552	1,652	991	1,330	1,432	959	1,322	1,439
Warrnambool	1,322	1,654	1,765	999	1,335	1,484	932	1,273	1,431
Ararat	1,355	1,640	1,761	1,084	1,327	1,426	1,002	1,303	1,395
Bairnsdale	1,322	1,607	1,728	1,048	1,377	1,504	1,009	1,371	1,494
Beechworth	1,335	1,632	1,589	979	1,196	1,262	996	1,223	1,275
Benalla	1,283	1,566	1,629	1,004	1,304	1,406	947	1,276	1,385
Bright	1,326	1,497	1,563	1,077	1,258	1,307	1,052	1,230	1,305
Camperdown	1,258	1,557	1,646	982	1,324	1,426	963	1,339	1,539
Castlemaine	1,333	1,547	1,658	1,001	1,241	1,360	997	1,280	1,375
Colac	1,332	1,676	1,743	1,028	1,489	1,604	973	1,500	1,582
Creswick	1,310	1,408	1,445	970	1,075	1,121	921	1,053	1,092
Daylesford	1,332	1,510	1,582	1,013	1,221	1,329	995	1,247	1,329
Dunolly	1,183	1,334	1,361	939	1,058	1,097	934	1,092	1,131
Echuca	1,346	1,595	1,676	1,020	1,260	1,365	973	1,235	1,327
Euroa	1,320	1,553	1,570	982	1,226	1,259	1,011	1,243	1,296
Hamilton	1,292	1,616	1,698	1,050	1,395	1,487	1,018	1,402	1,534
Horsham	1,354	1,663	1,782	1,053	1,458	1,623	987	1,417	1,536
Korumburra	1,277	1,576	1,633	1,013	1,338	1,362	939	1,273	1,376
Kyneton	1,298	1,546	1,631	1,012	1,271	1,381	951	1,273	1,331
Maldon	1,271	1,406	1,429	972	1,110	1,133	950	1,093	1,137
Maryborough	1,299	1,477	1,569	1,022	1,200	1,302	977	1,154	1,270
Mildura	1,343	1,940	2,074	1,155	1,711	1,856	1,102	1,757	1,829
Mill	1,269	1,532	1,585	1,078	1,341	1,405	1,006	1,348	1,409
Omoo	1,413	1,571	1,637	1,131	1,276	1,336	1,024	1,182	1,228
Orbost	1,311	1,577	1,688	1,042	1,371	1,437	1,020	1,415	1,547
Portland	1,279	1,520	1,598	1,057	1,374	1,480	1,023	1,346	1,467
St. Arnaud	1,289	1,582	1,674	1,046	1,335	1,457	976	1,244	1,325
Sale	1,276	1,540	1,650	972	1,233	1,335	936	1,252	1,360
Shepparton	1,238	1,570	1,672	1,040	1,405	1,517	1,010	1,454	1,569
Stawell	1,379	1,626	1,725	1,067	1,307	1,425	1,070	1,331	1,423
Swan Hill	1,268	1,696	1,762	1,008	1,436	1,567	982	1,574	1,739
Walhalla	1,367	1,433	1,472	1,106	1,172	1,212	1,086	1,165	1,191
Wandiligong	1,335	1,440	1,467	1,097	1,202	1,229	1,051	1,156	1,183
Wangaratta	1,386	1,706	1,778	1,031	1,351	1,445	1,014	1,350	1,431
Warracknabeal	1,249	1,533	1,611	998	1,298	1,367	973	1,335	1,400
Wonthaggi	1,393	1,702	1,788	996	1,360	1,435	1,000	1,439	1,527
Yackandandah	1,344	1,568	1,620	1,058	1,282	1,335	996	1,180	1,207
Weighted Average for State	1,287	1,660	1,778	980	1,376	1,493	971	1,389	1,517

INDEX-NUMBERS.—COST OF FOOD, GROCERIES, AND HOUSING IN 150 TOWNS, ETC.—*continued.*

State and Town.	1920.			1921.			1922.		
	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.
QUEENSLAND—	A	B	C	A	B	C	A	B	C
Brisbane	1,176	1,466	1,557	1,006	1,298	1,385	942	1,275	1,385
Toowoomba	1,123	1,373	1,458	942	1,199	1,285	927	1,183	1,262
Rockhampton	1,185	1,403	1,457	1,000	1,225	1,270	946	1,194	1,239
Charters Towers	1,255	1,495	1,560	1,034	1,300	1,353	993	1,243	1,312
Warwick	1,198	1,408	1,500	986	1,253	1,315	919	1,175	1,230
Bundaberg	1,211	1,422	1,507	953	1,170	1,263	940	1,192	1,278
Cairns	1,385	1,749	1,846	1,127	1,474	1,544	1,044	1,452	1,538
Charleville	1,287	1,660	1,817	1,138	1,565	1,697	1,072	1,466	1,624
Chillagoe	1,313	1,418	1,445	1,230	1,494	1,625	1,050	1,313	1,379
Cloncurry	1,458	1,805	1,950	1,169	1,572	1,660	1,115	1,488	1,585
Cooktown	1,430	1,550	1,583	1,224	1,325	1,360	1,126	1,233	1,270
Cunnamulla	1,272	1,548	1,601	1,102	1,312	1,391	1,047	1,363	1,441
Goondiwindi	1,230	1,464	1,566	997	1,234	1,326	1,016	1,271	1,367
Gympie	1,201	1,405	1,491	1,036	1,247	1,313	998	1,251	1,336
Hamilton	1,184	1,579	1,710	1,008	1,403	1,475	975	1,370	1,442
Hughenden	1,323	1,777	1,879	1,172	1,665	1,797	1,092	1,586	1,750
Ipswich	1,183	1,433	1,519	1,048	1,361	1,458	951	1,241	1,326
Longreach	1,294	1,564	1,639	1,094	1,375	1,452	1,098	1,385	1,487
Mackay	1,327	1,639	1,718	1,106	1,453	1,567	962	1,327	1,436
Maryborough	1,175	1,399	1,466	1,006	1,245	1,364	962	1,231	1,363
Mt. Morgan	1,206	1,470	1,535	1,000	1,211	1,250	965	1,183	1,222
Roma	1,195	1,524	1,590	1,058	1,420	1,535	1,009	1,371	1,450
Townsville	1,310	1,732	1,840	1,138	1,529	1,663	1,079	1,493	1,632
Winton	1,435	1,863	1,961	1,168	1,607	1,738	1,090	1,551	1,715
Weighted Average for State	1,201	1,478	1,564	1,019	1,303	1,386	963	1,272	1,368
SOUTH AUSTRALIA—									
Adelaide	1,291	1,671	1,795	991	1,381	1,527	987	1,418	1,548
Moonta, etc.	1,296	1,561	1,638	996	1,248	1,344	990	1,245	1,351
Port Pirie	1,305	1,648	1,723	1,020	1,346	1,418	978	1,297	1,391
Mt. Gambier	1,264	1,490	1,650	972	1,198	1,259	950	1,185	1,252
Peterborough	1,267	1,564	1,659	1,050	1,343	1,442	1,013	1,303	1,373
Gawler	1,237	1,497	1,574	1,003	1,266	1,329	955	1,294	1,389
Kapunda	1,248	1,406	1,459	985	1,157	1,249	947	1,184	1,260
Murray Bridge	1,276	1,675	1,776	988	1,361	1,457	947	1,348	1,416
Pt. Augusta	1,313	1,642	1,749	1,049	1,376	1,465	1,023	1,348	1,451
Pt. Lincoln	1,252	1,562	1,611	1,048	1,325	1,404	1,061	1,337	1,410
Pt. Victor (Victor Harbour)	1,245	1,551	1,692	991	1,340	1,451	975	1,502	1,633
Renmark	1,356	1,784	1,905	1,104	1,617	1,740	1,059	1,652	1,783
Weighted Average for State	1,289	1,652	1,767	995	1,364	1,498	986	1,392	1,515
WESTERN AUSTRALIA—									
Perth and Fremantle	1,172	1,527	1,623	1,058	1,440	1,530	998	1,389	1,577
Kalgoorlie and Boulder	1,341	1,694	1,772	1,179	1,535	1,611	1,154	1,493	1,557
Midland Junction and Guildford	1,221	1,481	1,563	1,110	1,403	1,512	1,034	1,368	1,449
Bunbury	1,220	1,509	1,556	1,105	1,422	1,485	1,046	1,397	1,497
Geraldton	1,222	1,604	1,690	1,086	1,488	1,576	1,065	1,462	1,548
Albany	1,290	1,603	1,678	1,153	1,461	1,547	1,099	1,395	1,467
Broome	1,488	.. .. .	.. .. .	1,402	.. .. .	.. .. .	1,308	1,966	2,098
Carnarvon	1,387	1,821	1,854	1,297	1,659	1,745	1,237	1,730	1,779
Cue	1,423	1,633	1,719	1,341	1,519	1,604	1,312	1,507	1,602
Katanning	1,164	1,540	1,595	1,019	1,397	1,476	1,009	1,388	1,549
Leonora	1,469	1,732	1,798	1,267	1,399	1,465	1,269	1,427	1,467
Menzies	1,649	1,781	1,807	1,343	1,474	1,488	1,314	1,446	1,472
Northam	1,205	1,537	1,659	1,104	1,420	1,558	1,081	1,432	1,542
Ravensthorpe	1,359	1,457	1,523	1,268	1,367	1,432	1,158	1,257	1,323
Weighted Average for State	1,220	1,565	1,654	1,095	1,458	1,546	1,045	1,416	1,506

INDEX-NUMBERS.—COST OF FOOD, GROCERIES, AND HOUSING IN 150 TOWNS, ETC.—*continued.*

State and Town.	1920.			1921.			1922.		
	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.	Food and Groceries only.	Food, Groceries and Rent of 4-Roomed Houses.	Food, Groceries and Rent of 5-Roomed Houses.
	A	B	C	A	B	C	A	B	C
TASMANIA—									
Hobart	1,362	1,827	1,923	1,081	1,520	1,631	1,013	1,416	1,592
Launceston .. .	1,339	1,658	1,793	1,009	1,331	1,475	1,007	1,374	1,536
Zeehan	1,419	1,603	1,669	1,167	1,325	1,358	1,116	1,281	1,327
Beaconsfield ..	1,238	1,299	1,323	1,049	1,110	1,113	995	1,069	1,091
Queenstown .. .	1,274	1,537	1,616	1,134	1,397	1,476	1,092	1,356	1,435
Burnie	1,290	1,652	1,738	1,017	1,379	1,484	1,028	1,454	1,586
Campbelltown ..	1,214	1,336	1,378	1,066	1,206	1,277	979	1,129	1,183
Devonport .. .	1,291	1,650	1,715	1,074	1,434	1,518	1,010	1,421	1,490
Franklin	1,328	1,564	1,643	1,088	1,335	1,398	1,024	1,257	1,327
Oatlands	1,250	1,408	1,441	1,075	1,223	1,269	990	1,151	1,178
Scottsdale .. .	1,255	1,483	1,540	998	1,261	1,327	1,051	1,315	1,380
Weighted Average for State	1,338	1,704	1,802	1,063	1,416	1,525	1,020	1,375	1,519
Weighted Average for Australia	1,282	1,662	1,763	1,011	1,405	1,507	998	1,415	1,525

By deducting the index-number in column A from those in columns B and C, the relative aggregate expenditure on housing accommodation can be ascertained. Thus for November, 1922, the index-number for food and groceries in Melbourne (column A) is 967. Subtracting this from 1,431 (column B) gives a difference of 464, which is the relative cost of house rent for houses of 4 rooms, and from 1,570 (column C) gives a difference of 603, which is the relative cost of house rent for houses of 5 rooms. Similarly the relative cost of housing accommodation can be ascertained for each of the towns included.

A table showing the retail price index-numbers (food and groceries) for each of the thirty towns for various months in the year since July, 1914, appeared in previous issues, but consideration of space precludes its repetition in the present issue. This table is, however, given in Labour Report No. 13, issued by this Bureau.

§ 12. Variations in the Cost of Food, Groceries, Rent, Clothing and Miscellaneous Expenditure.

1. **General.**—The index-numbers in the preceding paragraphs show the variations in the cost of food, groceries, and house rent. The expenditure on these items covers approximately 60 per cent. of the total expenditure of the ordinary household. The balance is expended on clothing, boots, fuel, light, and such miscellaneous items as renewals of furniture, furnishings, drapery, crockery, lodge dues, trade union dues, recreation, newspapers, etc. The Royal Commission on the Basic Wage recommended in its Report that a method should be adopted of ascertaining from time to time the rise and fall in the purchasing-power of money in its relation to the total household expenditure. The Government adopted the recommendation, and the duty of carrying out the necessary investigations was entrusted to the Bureau of Census and Statistics, and the methods hereafter described have been adopted for the purpose of measuring variations in the cost of the whole household expenditure.

2. **Methods Adopted.**—The Commission was concerned principally with the ascertainment of variations in the cost of the regimen described in the Indicator Lists published in the Report. It is clear, however, that restriction of the investigations of the Bureau of Census and Statistics in the way suggested by the Commission, would limit their usefulness. It was decided, therefore, to apply to the extended investigation

the method of index-numbers already used in the investigations into variations in the cost of food, groceries, and rent. The index-numbers may be used to determine accurately 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 as outlined by the Commission, as well as for the determination of variations in any standard fixed by previous investigators, or which may be fixed in the future.

After careful investigation it was decided to adopt for food, groceries, and house rent the commodities, method, and weighting already in use for the investigations which have been and are being made by this Bureau. The commodities and quantities adopted for food and groceries conform very closely to those given in the Indicator Lists of the Commission. With regard to rent, the Commission adopted a certain type of five-roomed house as its standard for determining the amount allowed for house rent. The investigations made by this Bureau were not confined to any particular type, but to the predominant house rent, and can with safety be used to show variations in the rent being paid for the type of house described by the Commission.

The investigations of this Bureau advisedly had been confined to food, groceries, and house rent,* and it was necessary, therefore, to make investigations into the cost of clothing and miscellaneous expenditure. With regard to clothing, the Basic Wage Commission collected a great deal of information as to prices and life of articles, and these have been utilized in computing the index-numbers given in the following tables. Forms were sent out to retailers on which the prices of the articles at November, 1920, were given. These prices, so far as the capital cities are concerned (being in general the prices quoted by the firms to whom the forms were sent), are the predominant prices, *i.e.*, the price of the grade of the articles which is most in demand. The retailers were asked to quote for November, 1921, and for May, 1922, the prices of the same articles. In order to ascertain the change in expenditure, the quantities and life as given in the Indicator Lists of the Basic Wage Commission were used for "weighting" purposes to arrive at a weekly expenditure for clothing. This weekly expenditure is then multiplied by weights in the same manner as is the weekly expenditure on rent, thus giving an aggregate expenditure comparable with the aggregate expenditure on food and groceries and on rent.

With regard to Miscellaneous Expenditure, which covers a very wide field, inquiries were made as to variations in cost of fuel and light, household utensils, drapery, crockery, etc., and also with regard to other items included in the Indicator Lists for Miscellaneous Expenditure, and the aggregate expenditure on these items has been computed in the same manner as that for clothing.

The item Groceries (not Food) has been omitted from Miscellaneous Expenditure, though it was so described by the Commission, as the index-numbers already published by this Bureau cover the items allowed for, such as soap, starch, blue, etc.

3. Period Selected as Base.—For the purpose of making comparisons, it was necessary to fix some period as the base. In the case of index-numbers for food, groceries, and rent, already published, the base period is the year 1911. For the new index-numbers covering all the items of household expenditure, November, 1914, was adopted owing to the difficulty of securing information with regard to prices of clothing and miscellaneous items for earlier years. While the index-numbers for 1914 in the following tables relate to the month of November, they may be accepted as typical of immediately pre-war conditions. As in the case of the base period, 1911, the weighted average cost of the six capital cities has been taken, and the aggregate expenditure in November, 1914, made equal to 1,000.

4. Variations in Cost in the Capital Cities.†—The following table shows, by means of index-numbers, the variations in the cost of the commodities and services included in the investigation. The cost in November, 1914, in the six capital cities considered as a whole has been taken as the basis of the table and made equivalent to 1,000. The index-numbers are comparable and show the variations not only in each city from period

* See pages 22–25 of Labour Report No. 12.

† In Labour Report No. 13, pp. 54 to 59, index-numbers are given showing the relative cost from November, 1921, to November, 1922, in 30 of the principal towns in Australia.

to period, but also as between the various cities at any given period. Thus, the increase in cost in the six capital cities from November, 1914, was greatest in November, 1920, when it amounted to 66.5 per cent. The increase in November, 1922, compared with November, 1914, was 40.2 per cent. Further, in November, 1922, the cost of the commodities and services included was greatest in Hobart (1,452) and least in Brisbane (1,275).

INDEX-NUMBERS, TOTAL HOUSEHOLD EXPENDITURE, CAPITAL CITIES.— 1914 TO 1922.

(NOTE.—Weighted average cost in November, 1914, for all articles in capital cities taken as base = 1,000).

Cities.	November.								
	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.
Sydney	1,037	1,159	1,187	1,266	1,328	1,505	1,681	1,477	1,440
Melbourne	986	1,117	1,124	1,194	1,294	1,437	1,704	1,475	1,417
Brisbane	898	1,046	1,016	1,114	1,222	1,408	1,511	1,330	1,275
Adelaide	997	1,114	1,140	1,186	1,265	1,447	1,657	1,411	1,370
Perth	1,001	1,059	1,123	1,166	1,238	1,404	1,552	1,409	1,301
Hobart	997	1,110	1,121	1,253	1,311	1,489	1,724	1,536	1,452
Weighted Average..	1,000	1,123	1,140	1,213	1,295	1,461	1,665	1,454	1,402

§ 13. Wholesale Prices.

1. *General.*—The results of an investigation into wholesale prices in Melbourne from 1871 to the end of September, 1912, were given in some detail in Report No. 1 of the Labour and Industrial Branch. Summarized results for later years are included in later Reports of the same Branch.

The index-numbers up to the year 1911 are based on the prices of eighty commodities, but since that year the number has been increased to ninety-two.* The methods followed for the computation of the wholesale price index-numbers are the same as those adopted in regard to retail prices. The commodities included, the units of measurement for which the prices are taken, and the mass-units, indicating the relative extent to which each commodity is used or consumed, are shown in a tabular statement in Labour Report No. 11 (page 68).

2. *Index Numbers.*—(i) *Index-Numbers.* Index-numbers have been computed for each group of commodities, as well as for all groups together. The index-numbers for the several groups, and for all groups together, are shown in the following table, and in each case were computed with the prices in the year 1911 as base. They show, for each of the years specified, the expenditure necessary, if distributed in purchasing the relative quantities (indicated by the mass-units) of the several commodities concerned, to purchase what would have cost £1,000 in 1911. Thus, from the last column it will be seen that the cost of the relative quantities of the various commodities was 1,229 in 1871, and 974 in 1901, as compared with 1,000 in 1911, 1,934 in 1918, 2,055 in 1919, and 2,480 in 1920. In other words, prices were lower in 1911 than in either 1871, 1914, 1918, or 1920, and the purchasing-power of money in 1911 was, accordingly, greater. Again, prices were lower in 1901 than in 1911, and the purchasing-power of money in the former year was, therefore, greater.

* In the computation of the index-numbers for years prior to 1911, the aggregate expenditure on 80 commodities in 1911 is taken as base (= 1,000), while for later years the aggregate expenditure on 92 commodities is taken.

INDEX-NUMBERS.—WHOLESALE PRICES, MELBOURNE, 1861 TO 1922.

Year.	I. Metals. and Coal.	II. Jute, Leather, etc.	III. Agri- cultural Produce, etc.	IV. Dairy Produce.	V. Gro- ceries.	VI. Meat.	VII. Building Mate- rials.	VIII. Chem- icals.	All Com- modities together.
1861 ..	1,438	1,881	1,583	1,008	1,963	..	1,070	2,030	1,538
1871 ..	1,096	1,257	1,236	864	1,586	..	1,044	1,409	1,229
1881 ..	1,178	1,115	1,012	935	1,421	..	1,091	1,587	1,121
1891 ..	895	847	1,024	995	1,032	888	780	1,194	945
1901 ..	1,061	774	928	1,029	1,048	1,345	841	917	974
1902 ..	1,007	756	1,193	1,215	945	1,447	837	881	1,051
1903 ..	923	834	1,209	1,059	936	1,443	875	921	1,049
1904 ..	821	885	754	878	916	1,427	845	875	890
1905 ..	772	850	894	980	942	1,209	801	859	910
1906 ..	882	978	916	972	923	1,110	896	864	948
1907 ..	1,037	1,017	973	1,020	948	1,294	968	961	1,021
1908 ..	1,033	901	1,312	1,198	968	1,335	935	891	1,115
1909 ..	1,014	907	1,000	1,119	978	1,088	911	815	993
1910 ..	1,004	1,052	969	1,100	999	1,008	996	898	1,003
1911 ..	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
1912 ..	1,021	991	1,370	1,206	1,052	1,357	1,057	978	1,170
1913 ..	1,046	1,070	1,097	1,054	1,024	1,252	1,128	995	1,088
1914 ..	1,099	1,032	1,207	1,137	1,021	1,507	1,091	1,253	1,149
1915 ..	1,284	1,017	2,162	1,530	1,133	2,435	1,275	1,528	1,604
1916 ..	1,695	1,423	1,208	1,485	1,322	2,515	1,491	1,760	1,504
1917 ..	2,129	2,008	1,157	1,423	1,343	2,403	1,884	2,171	1,662
1918 ..	2,416	2,360	1,444	1,454	1,422	2,385	2,686	3,225	1,934
1919 ..	2,125	2,363	1,985	1,651	1,516	2,348	2,851	2,898	2,055
1920 ..	2,298	2,624	2,439	2,209	1,918	3,279	3,226	2,825	2,480
1921 ..	2,173	1,862	1,767	2,000	1,976	2,158	2,733	2,303	1,903
1922 ..	1,942	1,681	1,628	1,648	1,869	1,787	2,005	1,965	1,758

NOTE.—The figures given in this table are comparable in the vertical columns, but are not directly comparable horizontally. The index-numbers are reversible.

3. Fluctuations, July, 1914, to June, 1923.—Since the outbreak of war, prices of many commodities have increased considerably. This is shown in the following table in which the index-numbers are given for each group for the months of July, 1921 and 1922, and June, 1923, taking July, 1914, the last month before the outbreak of war, as base (=1,000) for each group:—

INDEX-NUMBERS.—WHOLESALE PRICES, MELBOURNE, JULY, 1914, 1921, 1922, AND JUNE, 1923.

Particulars.	I. Metals. and Coal.	II. Jute. Leather, etc.	III. Agri- cultural Produce, etc.	IV. Dairy Produce.	V. Gro- ceries.	VI. Meat.	VII. Building Mate- rials.	VIII. Chem- icals.	All Groups.
July, 1914 ..	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
July, 1921 ..	1,945	1,107	1,579	1,655	1,881	1,191	2,377	2,198	1,589
July, 1922 ..	1,764	1,555	1,532	1,564	1,810	1,185	1,681	1,991	1,569
June, 1923 ..	1,652	1,946	1,679	1,730	1,705	2,001	1,849	1,856	1,783

§ 14. Control of Trade, Prices, and House Rents.

In previous issues of the Year Book information was given as to the legislative measures enacted by Federal and State Parliaments for the control of trade, prices, and house rents.

In Queensland the Profiteering Prevention Act 1920, and the Fair Rents Act 1920, and in New South Wales the Fair Rents Act 1915, amended in 1920, are still in force. Similar legislative measures enacted by the other States and by the Federal Parliament have been repealed or allowed to expire by effluxion of time.