

Manufacturing Industries, Number of Persons included in Wages-Inquiry, and Percentage on Average Number Employed during 1912.

CLASS OF INDUSTRY.	MALE EMPLOYEES.*			FEMALE EMPLOYEES.*		
	Included in Investigation.	Average Number Employed.	Per Cent.	Included in Investigation.	Average Number Employed.	Per Cent.
I.—Treating Raw Materials, etc.	7,587	8,081	93.9	85	88	96.6
II.—Oils and Fat, etc.	1,698	1,541	110.2	251	236	106.4
III.—Stone, Clay, Glass, etc.	11,800	11,478	102.9	08	68	100.0
IV.—Working in Wood	26,489	26,554	99.8	41	22	186.4
V.—Metal Works, Machinery, etc.	60,786	60,714	100.1	443	309	143.4
VI.—Food and Drink, etc.	31,504	32,716	96.3	7,367	7,940	92.8
VII.—Clothing and Textile Fabrics	17,427	18,387	94.8	56,762	60,391	94.0
VIII.—Books, Paper, Printing, etc.	13,760	15,479	88.9	5,352	5,668	94.4
IX.—Musical Instruments, etc.	514	521	98.7	40	41	97.6
X.—Arms and Explosives	478	364	131.3	490	472	103.8
XI.—Vehicles, Harness, Saddlery, etc.	11,288	11,018	102.0	187	173	108.1
XII.—Ship and Boat Building	3,141	3,510	89.5	1	1	100.0
XIII.—Furniture, Bedding, etc.	8,222	8,473	97.0	667	742	89.9
XIV.—Drugs and Chemicals	2,288	2,766	83.1	1,084	1,019	106.4
XV.—Surgical and other Instruments	162	162	100.0	10	23	82.6
XVI.—Timepieces, Jewellery, etc.	1,703	1,820	93.6	147	159	92.4
XVII.—Heat, Light and Power	7,581	7,901	108.3	143	350	40.0
XVIII.—Leatherware, n.e.i.	653	766	85.2	269	317	85.0
XIX.—Minor Wares, n.e.i.	2,078	2,181	95.3	954	779	122.5
TOTAL	209,128	213,532	97.9	74,369	78,707	94.4

* The number of employees are exclusive of managers, overseers, accountants and clerks.

It will be seen that in some cases the number included in the present inquiry is actually greater than the average number employed during the year. This apparent anomaly is, of course, due mainly to the fact that owing to seasonal or some special variations in the activity of industry the number employed in November in these industries was in excess of the average number employed during the whole year.

The three largest classes in respect to the number of males employed are Class V. (Metal Works, Machinery, etc.), 60,714; Class VI. (Food, Drink and Tobacco), 32,716; and Class IV. (Working in Wood), 26,554. These three classes together account for 119,984, or 56 per cent. of the total number of male employees. The next in order of precedence are Classes VII. (Clothing and Textile Fabrics), 18,387; VIII. (Books, Paper, Printing, etc.), 15,479; III. (Stone, Clay, Glass, etc.), 11,478; and XI. (Vehicles, Harness, Saddlery, etc.), 11,018; making a total of 56,362, or 26.4 per cent. of the total number employed. The above seven classes therefore account for no less than 82.4 per cent. of the total average number employed in the whole nineteen classes. Similarly, as regards female employees, three classes account for 94.4 per cent. of the total number; these three classes are:—VII. (Clothing and Textile Fabrics), 60,391; VI. (Food, Drink and Tobacco), 7,940; and VIII. (Books, Paper, Printing, etc.), 5,668, making a total of 73,999.

SECTION II.—DISTRIBUTION OF WAGES.

1. **General.**—For the purpose of tabulating the number of persons employed at various rates of wages sixteen wage-groups have been adopted. The lowest group in order of amount of wages is for persons receiving less than 10s. per week; the next group includes persons receiving as much as 10s., but less than 15s. per week; while the following thirteen groups proceed by gradations of 5s. to the group in-

cluding persons whose wages are as much as 75s., but less than 80s. per week. The last and highest group includes all persons receiving a weekly wage of 80s. and over. Tabulations in these groups have been effected for each of the sub-classes of the nineteen main industrial groups, as well as for each of the main groups, and for each State and the whole Commonwealth. In the body of this report it has been found practicable to publish only summarised results. More detailed tables shewing the results for each State and for each of the main industrial groups have been relegated to appendices. In addition to tabulating the number of persons of each sex falling within each wage group, the weighted average wage of all such persons in each group has been computed.

2. Number of Employees and Wages in Industrial Groups.—A detailed classification according to wage-groups for each industrial class and sub-class may be found in Appendix I., where particulars are given of the number of workers and the percentage in each wage-group, together with the average wage in each case. In these detailed tables particulars for females are given only for the separate Classes VI. (Food, Drink, &c.), VII. (Clothing, &c.), and VIII. (Printing, &c.), which together comprise 69,481, or 93.9 per cent. of the total number of female workers. Other classes are grouped together. It will be seen that the particulars given in this Appendix relate to the whole Commonwealth; owing to limitations of space it has been found impracticable to publish similar information for the individual States. The following summarised results will, however, serve to indicate broadly the differences which exist between the several States:—

Manufacturing Industries, Number of Employees and Average Wage in each State, classified in Industries, November, 1912.

Industrial Class.	N.S.W.		Vic.		Q'land.		S.A.		W.A.		Tas.		C'wth.								
	No.	Avg. Wage	No.	Avg. Wage	No.	Avg. Wage	No.	Avg. Wage	No.	Avg. Wage	No.	Avg. Wage	No.	Avg. Wage							
MALES.																					
I. Raw Material	3,303	47	2,573	45	0	484	47	8	817	45	9	198	48	10	22	38	8	7,587	46	4	
II. Oils and Fat	818	44	7	497	39	10	119	38	3	192	41	10	55	37	11	17	39	3	1,698	42	2
III. Stone, Clay, etc.	5,757	53	7	3,536	48	9	563	45	0	1,237	40	0	510	58	1	206	43	3	11,809	51	3
IV. Wood Working	8,138	49	9	6,027	49	10	3,667	48	3	1,538	49	1	5,353	58	9	1,764	48	2	20,489	51	3
V. Engineering, etc.	24,595	54	2	17,931	48	8	6,196	49	3	7,431	52	4	3,160	58	10	1,473	48	10	60,787	51	1
VI. Food, Drink, etc.	9,662	47	3	8,782	45	2	8,459	46	10	2,489	44	7	1,224	54	11	888	46	10	31,504	46	4
VII. Clothing, etc.	6,095	50	5	7,838	44	5	1,515	43	8	1,107	46	9	423	57	7	449	42	5	17,427	46	10
VIII. Printing, etc.	5,427	49	0	4,707	45	4	1,422	46	6	1,121	48	5	674	59	9	409	43	2	13,760	47	9
IX. Musical Instrts.	337	54	3	159	50	2	..	..	..	18	39	4	..	..	..	..	..	..	514	52	5
X. Arms, Expl. etc.	250	50	3	225	54	3	..	..	..	3	45	8	..	..	..	..	..	..	478	52	2
XI. Vehicles, Saddlery, etc.	3,788	44	7	3,883	41	4	1,330	41	0	1,326	43	3	515	51	11	396	35	10	11,238	42	11
XII. Ship Bldg, etc.	2,457	56	4	160	53	5	312	49	9	146	54	7	22	65	3	44	53	4	3,141	55	5
XIII. Furniture, etc.	3,027	52	7	2,447	47	7	903	42	0	1,056	44	3	483	56	2	308	33	2	8,222	48	4
XIV. Drugs, Chemicals	670	45	4	1,082	45	3	23	39	11	335	46	10	133	52	5	..	..	..	2,298	46	0
XV. Scientific Instrts.	66	49	2	66	36	8	15	35	11	5	64	0	10	41	0	..	..	..	162	42	0
XVI. Jewellery, etc.	565	51	1	1,818	47	10	75	44	1	150	48	10	71	52	4	27	33	3	1,703	48	9
VII. Heat, Light, Power	3,308	54	4	2,248	51	7	725	52	11	658	53	7	339	65	0	308	56	7	7,581	53	10
III. Leatherware, (n.e.i.)	254	41	8	321	36	10	46	37	2	17	46	10	16	40	1	..	..	..	653	39	1
IX. Minor Wares, (n.e.i.)	523	40	7	1,228	45	3	86	23	5	142	36	6	68	43	2	29	26	1	2,078	42	3
TOTAL	79044	51	164523	46	925944	47	019788	48	913302	57	9	65271	44	4209123	49	8					
FEMALES.																					
I. Food, Drink, etc.	2,903	20	8	3,168	21	9	468	16	5	474	18	1	151	17	0	183	17	9	7,367	20	7
II. Clothing, etc.	17457	20	11	26564	19	8	5,710	17	1	3,980	18	2	2,003	23	4	1,048	16	7	56,782	19	9
III. Printing, etc.	1,953	18	2	2,094	18	4	526	15	0	518	15	0	180	18	0	81	12	2	5,352	17	6
IV. All others	2,046	18	10	2,322	21	9	195	17	9	165	14	6	95	20	3	55	13	9	4,888	20	0
TOTAL	24350	20	634178	19	116,809	16	115,137	17	82,429	22	51,367	16	574,369	19	8						

The above results shew that the average nominal rate of wage in November, 1912, for employees in manufacturing industries in the Commonwealth was 49s. 3d. per week for males, and 19s. 8d. for females. As regards individual States the average wage for males was highest in Western Australia (57s. 9d.), followed in the order named by New South Wales (51s. 1d.), South Australia (48s. 9d.), Queensland (47s.), Victoria (46s. 9d.), and Tasmania (44s. 4d.) being lowest. For females the average wage was also highest in Western Australia (22s. 5d.), followed by New South Wales (20s. 6d.), and lowest in Tasmania (16s. 5d.), but the averages for South Australia (17s. 8d.), and Queensland (16s. 11d.) were both lower than that for Victoria (19s. 11d.). The order of the States in this respect was therefore the same for males and females, except that in Victoria the average wage for males was lower than in South Australia and Queensland, but for females was higher than in both these States. This displacement of Victoria is, no doubt, due mainly to the facts that in that State industries in which females are largely employed have been highly developed and organised, and that a greater number of these industries have come under wages boards than in the other States. The only classes in which the average wage for males exceeds £3 per week are XII. and XVII. (in Western Australia), and XV. (in South Australia), but as the total number of male employees comprised in these groups and States amounts to only 366, these instances may be regarded as relatively unimportant. Among the three principal classes in which females are employed, an average wage of 20s. per week for females is exceeded in four instances only, viz., in Class VI. in New South Wales and Victoria, and in Class VII. in New South Wales and Western Australia.

The fact that the average rate of wage paid in any one State is higher than that in any other State does not, of course, necessarily indicate that there is any difference as between those two States in the rate paid to journeymen or adult workers, or indeed, to any particular class or grade of employees, since the relative distribution of the employees in the respective wage-groups influences the amount of the average wage computed for all groups. This is evident when it is considered that, although the rates of wages in any industry for each particular grade or class of worker may be identical, the fact that in the one State a larger proportion of the lower paid grades is employed than in another State, would result in a smaller average wage in the former State than in the latter. Thus the figures in the preceding table shew that the average wage for males was higher in South Australia (48s. 9d.) than in Victoria (46s. 9d.). An analysis of the distribution into wage groups and of the average wage in each group shews, however, that this difference is due not so much to the relatively higher wages paid to the several grades of workers in South Australia, as to the preponderating influence of the different distribution in the several groups. This question of distribution in wages groups is, however, more fully dealt with in a later part of this report.

As regards the various industrial groups, the average rate of wages of male employees was highest in Group XII., Shipbuilding (55s. 5d.), followed by XVII., Heat, Light and Power (53s. 10d.), IX., Musical Instruments (52s. 5d.), and X. Arms and Explosives (52s. 2d.). Groups III., IV., and V. are practically equal, then follows Groups XVI. and XIV., and so on, until we reach Groups XIX., Minor Wares (42s.

3d.), and II., Oils and Fats (42s. 2d.), and finally, Group XVIII., Leatherware, n.e.i., with an average wage of 39s. 1d. In the three industrial groups specified separately for females the average wage was highest in Group VI., Food and Drink (20s. 7d.). Analogous remarks to those given above in regard to comparisons between the average rates of wages in different States apply equally to any comparisons that can be drawn between the average rates in industrial groups, that is to say, regard must be paid not only to the rates paid to particular grades or class of workers, but also to the relative distribution of low and high paid workers in the several industries.

3. Number of Employees in each State classified according to Wage Groups.—In Appendix II. particulars are given for each of the nineteen main industrial groups of the number of employees in each State, and the average wage classified in wage-groups by gradations of 5s. from under 10s. to 80s. and over. The final results for all nineteen groups taken together are shewn in the following table:—

Manufacturing Industries, Rates of Wages, Classification of Employees in Wage-Groups, November, 1912.

Rates of Wages.*	N.S.W.		Vic.		Q'land.		S.A.		W.A.		Tas.		Total.	
	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.
Under 10s.	1107	6 10	1570	6 11	712	7 1	352	7 5	43	5 10	306	5 11	4090	7 0
10s. to 15s.	2493	11 5	3346	11 4	1049	11 4	948	11 5	296	11 5	349	11 4	8481	11 5
15s. " 20s.	2960	16 3	3051	16 3	906	16 1	785	16 4	345	16 1	257	16 1	8284	16 3
20s. " 25s.	3501	21 0	2665	21 0	877	21 3	737	21 5	199	20 10	282	21 3	7241	21 1
25s. " 30s.	2155	25 10	2335	26 0	630	26 0	533	26 3	246	25 8	180	26 1	6149	25 11
30s. " 35s.	2946	30 9	2430	30 9	1689	30 9	701	30 10	245	30 10	272	30 8	8183	30 2
35s. " 40s.	2112	35 11	2057	36 2	1193	36 6	580	36 3	178	36 1	233	36 5	6505	36 2
40s. " 45s.	3778	41 3	3772	41 5	2876	42 0	756	41 5	284	40 11	756	41 10	12202	41 6
45s. " 50s.	11519	47 2	10645	46 9	4320	46 10	3214	47 5	1798	47 11	1282	47 2	32781	47 6
50s. " 55s.	12907	52 1	9991	52 1	3021	51 9	3567	52 6	2066	52 11	805	51 10	31757	52 2
55s. " 60s.	7154	56 4	3601	56 7	1749	56 5	1246	56 7	1006	56 8	491	57 11	15247	56 4
60s. " 65s.	10317	61 2	5892	60 6	3285	61 2	2885	60 11	1858	60 7	733	60 9	27470	60 10
65s. " 70s.	8285	66 2	6089	66 2	1292	66 5	2155	66 10	1629	67 2	276	65 11	17060	67 1
70s. " 75s.	6210	71 0	1099	71 2	632	71 1	674	71 1	1407	71 6	164	71 0	11386	71 4
75s. " 80s.	1883	75 11	708	76 7	399	76 6	238	76 3	880	76 6	58	76 8	4205	76 3
80s. and over	3337	92 8	1709	92 11	1071	91 3	447	90 6	1056	89 8	123	92 4	7743	92 0
All Persons	79044	51 1	64523	46 9	25044	47 0	19788	48 9	13302	57 9	6527	44 4	209123	49 3

FEMALES.

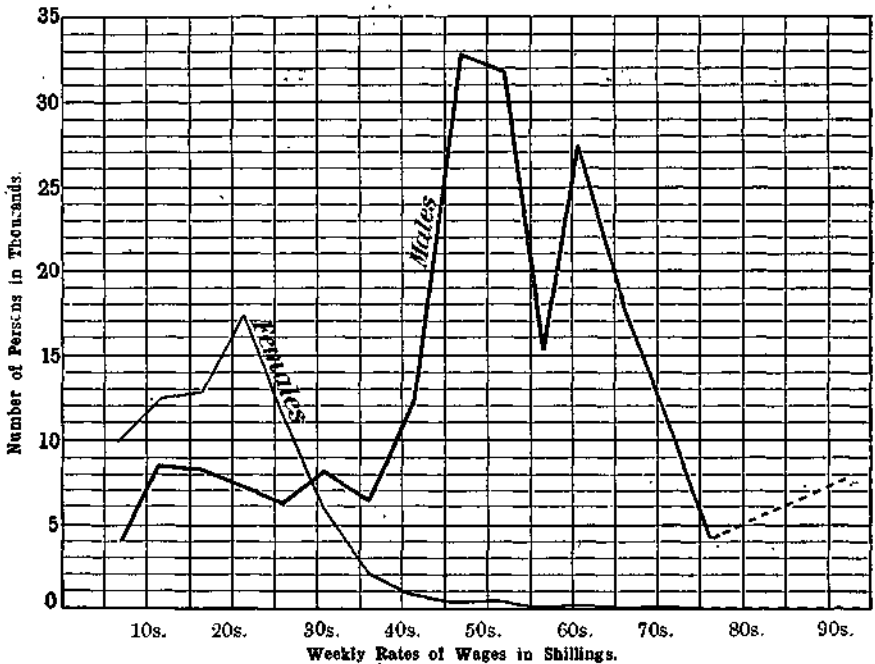
Rates of Wages.*	N.S.W.		Vic.		Q'land.		S.A.		W.A.		Tas.		Total.	
	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.	No.	Average Wage.
Under 10s.	2228	6 10	4926	6 11	1564	6 9	1092	6 9	346	5 11	356	5 11	9912	6 6
10s. to 15s.	4454	11 5	5322	11 4	1837	11 6	852	11 9	380	11 6	258	11 6	12503	11 10
15s. " 20s.	4722	16 5	5182	16 9	1440	16 7	901	16 9	393	16 5	282	16 4	12849	16 7
20s. " 25s.	5033	21 0	6140	21 10	1319	21 4	1200	21 6	371	21 3	308	21 1	17379	21 0
25s. " 30s.	3747	26 1	6136	25 11	872	25 11	577	26 0	283	25 10	82	25 3	11407	26 0
30s. " 35s.	2424	31 1	2639	30 6	310	30 9	297	30 10	202	30 9	48	30 7	5926	30 4
35s. " 40s.	322	35 9	792	36 9	130	35 9	131	35 5	154	35 6	45	36 0	2074	36 1
40s. " 45s.	429	40 6	283	40 7	76	40 3	50	40 5	141	40 5	20	40 9	979	40 6
45s. " 50s.	189	45 5	105	45 6	28	45 4	16	45 5	58	45 3	3	45 8	399	45 6
50s. " 55s.	118	50 6	218	51 10	23	51 4	7	50 7	38	50 3	12	50 2	416	51 3
55s. " 60s.	24	55 7	21	55 2	5	55 6	1	55 0	12	55 0	1	59 6	64	55 5
60s. " 65s.	79	60 4	59	60 3	12	60 5	2	60 0	15	60 1	3	61 0	170	60 4
65s. " 70s.	14	65 3	3	65 0	2	67 6	2	65 0	2	65 0	..	..	29	65 4
70s. " 75s.	20	70 6	19	70 2	2	70 0	5	70 0	7	70 0	..	..	53	70 3
75s. " 80s.	6	75 4	2	77 7	..	..	..	..	5	75 0	..	..	13	75 7
80s. and over	50	93 10	37	80 3	..	..	..	..	15	105 4	..	..	116	93 11
All Persons	24350	20 6	34178	10 11	6399	10 11	5137	17 8	2429	22 5	1367	16 5	74369	19 8

*For constitution of Wage-groups see pages 6 and 7

The significance of these results may be better appreciated by reference to the graph below, showing the number of persons employed in each wage-group in relation to the average wage in each group. The figures are shown for the whole Commonwealth only (last two columns of preceding table), separate graphs being given for males and females.

As regards the graph for male employees the most noticeable features are the aggregations of workers in the 45s. to 55s. groups, followed by a heavy fall in the 55s. to 60s. group, and a rapid increase in the 60s. to 65s. group. In addition there are two further divisions which are fairly well defined, by the decline in the 25s. to 30s. and the 35s. to 40s. groups, respectively. These wages groups probably

Manufacturing Industries, Graph, showing Number of Male and Female Employees in Wage-Groups, November, 1912.



correspond fairly closely with the division of workers into (a) boys and junior apprentices, (b) senior apprentices and improvers, (c) unskilled workers and those occupations requiring a moderate degree of skill, and (d) highly skilled artisans. It will be seen later that the first division (up to 30s.) includes 16.4 per cent. of the total number of male employees, the second division (30s. and under 45s.) 12.8 per cent., the third (45s. and under 60s.) 38.1 per cent., and the fourth (60s. and over) 32.7 per cent. The apparent increase shewn by the broken line is due to the aggregation in one group of all males whose wages were 80s. and over.

As regards females, the graph shews the large aggregation of numbers in the groups from 15s. to 25s. The groups under 15s. include 30.1 per cent. of the total number of female employees; 40.7 per cent. are included in the 15s. to under 25s. groups, the remaining 29.2 per cent. receiving 25s. or over.

4. **Percentage of Employees in each State in Wage-Groups.**—The relative distribution of employees in the respective States and wage-groups may be more clearly seen by shewing the absolute numbers given in the table on page 7 in the form of percentages. These are given separately for males and females in the following tables:—

Manufacturing Industries. Rates of Wages, Percentage of Employees in States, and Wage-Groups, November, 1912.

RATE OF WAGES.	N.S.W.	Vic.	Q'land.	S A.	W.A.	Tas.	C'with.
MALES.							
	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.	per cent.
Under 10s	1.4	2.4	2.8	1.8	0.3	4.7	1.9
10s. and under 15s.	3.1	5.2	4.0	4.8	2.2	5.3	4.0
15s. and under 20s.	3.7	4.7	3.5	4.1	2.6	3.6	4.0
20s. and under 25s.	3.1	4.2	3.4	3.7	1.5	4.1	3.5
25s. and under 30s.	2.7	3.6	2.6	2.8	1.8	2.7	2.9
30s. and under 35s.	3.7	3.7	6.1	3.5	1.3	4.2	3.0
35s. and under 40s.	2.7	3.2	4.6	2.7	1.3	3.6	3.0
40s. and under 45s.	4.8	5.8	11.1	3.8	2.0	11.6	6.0
45s. and under 50s.	14.6	16.5	10.7	16.2	13.6	19.6	15.7
50s. and under 55s.	15.6	15.5	11.6	18.0	15.6	12.3	15.2
55s. and under 60s.	9.1	5.6	6.7	6.3	7.5	7.5	7.3
60s. and under 65s.	13.1	13.3	12.7	14.6	12.5	11.2	13.1
65s. and under 70s.	7.9	9.3	5.0	10.9	12.3	4.3	8.4
70s. and under 75s.	7.9	3.2	3.6	3.4	10.6	2.5	5.4
75s. and under 80s.	2.4	1.2	1.5	1.2	6.5	0.9	2.0
80s. and over	4.2	2.6	4.1	2.2	7.9	1.9	3.7
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES.							
Under 10s.	9.0	12.7	22.7	21.3	14.2	26.1	13.3
10s. and under 15s.	18.3	15.1	19.4	16.6	15.6	18.9	16.8
15s. and under 20s.	19.4	15.2	20.4	17.5	16.2	17.0	17.3
20s. and under 25s.	20.7	26.8	19.1	23.4	15.2	22.4	23.4
25s. and under 30s.	15.4	18.0	9.7	11.2	11.7	6.0	15.5
30s. and under 35s.	10.0	7.7	4.5	5.8	8.6	3.5	8.0
35s. and under 40s.	3.4	2.3	2.0	2.6	6.3	3.3	2.8
40s. and under 45s.	1.8	0.8	1.1	1.0	5.9	1.5	1.3
45s. and under 50s.	0.8	0.3	0.4	0.3	2.4	0.2	0.5
50s. and under 55s.	0.5	0.6	0.3	0.1	1.6	0.9	0.6
55s. and under 60s.	0.1	†	0.1	†	0.5	†	0.1
60s. and under 65s.	0.3	0.2	0.2	†	0.6	0.2	0.2
65s. and under 70s.	†	†	†	†	0.1	..	†
70s. and under 75s.	0.1	†	†	0.1	0.3	..	0.1
75s. and under 80s.	†	†	..	..	0.2	..	†
80s. and over	0.2	0.1	0.1	0.1	0.6	†	0.1
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0

† Less than 0.1 per cent.

The number of persons and the average wage in each of the above groups are shewn in the table on page 9. Of the male wage-earners in all industries 34,245, or 16.4 per cent., earned less than 30s. per week; 26,688, or 12.8 per cent., were paid rates ranging from 30s. to under 45s.; 79,785, or 38.1 per cent., received from 45s. to under 60s., and the remainder 68,410, or 32.7 per cent., 60s. per week and upwards. On applying these divisions of the several States the following results are obtained:—

Manufacturing Industries.—Rates of Wages, Number and Percentage of Male Employees in Wage Divisions, November, 1912.

STATE.	UNDER 30S.			30S. AND UNDER 45S.			45S. AND UNDER 60S.			60S. AND OVER.		
	No.	Average Wage.	Per cent. of all Males.	No.	Average Wage.	Per cent. of all Males.	No.	Average Wage.	Per cent. of all Males.	No.	Average Wage.	Per cent. of all Males.
N.S.W. . .	11,210	<i>s. d.</i> 17 2	14.2	8,836	<i>s. d.</i> 36 6	11.2	30,980	<i>s. d.</i> 51 3	30.2	28,012	<i>s. d.</i> 60 2	35.4
Vic. . .	12,967	16 7	20.1	8,259	36 11	12.8	24,240	50 5	37.6	19,057	66 11	29.5
Q'land . .	4,224	16 7	16.3	5,658	37 8	21.8	9,090	50 3	35.0	6,072	68 11	26.9
S.A. . .	3,375	16 9	17.1	1,987	36 4	10.0	8,027	51 0	40.6	6,399	66 7	32.3
W.A. . .	1,120	17 5	8.5	687	36 1	5.1	4,870	51 10	36.0	6,616	71 3	49.8
Tas. . .	1,334	15 1	20.4	1,261	38 5	19.3	2,578	50 8	30.5	1,364	66 7	20.8
C'WLTH	34,245	16 8	16.4	26,688	37 0	12.8	79,785	50 10	38.1	68,410	68 5	32.7

Of the female wage-earners in all industries 22,415, or 30.1 per cent., earned less than 15s. per week, the average wage being 9s. 5d.; 30,218, or 40.7 per cent., were paid rates ranging from 15s. to under 25s., the average being 19s. 5d.; 17,423, or 23.5 per cent., received from 25s. but less than 35s., with an average of 27s. 7d., the remainder being paid at a rate of 35s. and upwards, the average being 42s. 11d. On applying these divisions to the several States, the following results are obtained:—

Manufacturing Industries, Rates of Wages, Number and Percentage of Female Employees in Wage Divisions, November, 1912.

STATE.	UNDER 15S.			15S. AND UNDER 25S.			25S. AND UNDER 35S.			35S. AND OVER.		
	No.	Average Wage.	Per cent. of all Females.	No.	Average Wage.	Per cent. of all Females.	No.	Average Wage.	Per cent. of all Females.	No.	Average Wage.	Per cent. of all Females.
N.S.W. . .	6,682	<i>s. d.</i> 10 1	27.3	9,755	<i>s. d.</i> 18 10	40.1	6,171	<i>s. d.</i> 28 1	25.4	1,751	<i>s. d.</i> 42 9	7.2
Vic. . .	9,548	10 5	28.0	14,331	20 0	42.0	8,775	27 4	25.7	1,524	43 3	4.3
Q'land . .	2,901	8 11	42.1	2,729	18 11	39.5	982	27 7	14.2	237	42 9	4.2
S.A. . .	1,944	8 10	37.9	2,101	19 5	40.9	874	27 7	17.0	218	40 3	4.2
W.A. . .	726	8 11	29.8	764	18 9	31.4	491	27 11	20.3	448	44 5	18.5
Tas. . .	614	8 3	45.0	538	19 0	30.4	130	27 6	9.5	85	41 4	9.1
C'WLTH	22,415	9 5	30.1	30,218	19 5	40.7	17,423	27 7	23.5	4,313	42 11	5.7

—5. **Percentage of Employees in Industrial Classes and Wage-Groups.** In the preceding paragraphs the distribution of wage-earners has been dealt with firstly, according to industrial classes and States (paragraph 2), and secondly, according to wage-groups and States (paragraphs 3 and 4). It now remains to shew the percentage distribution in industrial classes according to wage-groups. The absolute figures, from which these percentages are computed, have been referred to in paragraph 2, and detailed results for each industrial class and sub-class are given in Appendix I. The following table shews accordingly the percentage of wage-earners in each wage-group, classified according to industrial class:—

Manufacturing Industries, Rates of Wages, Percentage of Employees in Industrial Classes and Wage-Groups, November, 1912.

Class No.*	Percentage of Employees whose Weekly Wages fall within the undermentioned Limits—															
	Under 10s.	10s. and under 15s.	15s. and under 20s.	20s. and under 25s.	25s. and under 30s.	30s. and under 35s.	35s. and under 40s.	40s. and under 45s.	45s. and under 50s.	50s. and under 55s.	55s. and under 60s.	60s. and under 65s.	65s. and under 70s.	70s. and under 75s.	75s. and under 80s.	80s. and over.
MALES.																
I.	0.05	0.58	1.75	2.04	2.57	5.08	5.36	11.28	35.52	18.86	6.59	5.61	1.05	0.99	0.42	1.65
II.	0.59	5.31	5.83	4.83	4.35	4.23	3.53	77.73	25.14	10.77	2.89	6.65	2.72	3.95	0.65	0.83
III.	0.28	1.21	2.12	2.64	2.69	4.11	4.44	6.55	18.03	17.66	12.15	11.57	5.98	5.35	1.36	3.84
IV.	1.05	2.12	2.09	2.20	2.13	2.44	1.99	5.19	25.07	18.81	5.22	12.20	10.32	4.48	2.18	2.42
V.	2.11	3.52	3.62	3.06	2.25	2.02	2.22	3.62	15.78	13.44	6.40	13.16	13.10	8.15	2.89	3.58
VI.	0.49	2.88	4.49	4.22	3.78	6.78	5.01	11.15	17.83	16.96	6.72	8.23	4.06	2.53	0.90	3.95
VII.	2.68	6.19	4.99	4.42	4.07	4.21	3.17	6.42	4.53	21.68	13.35	11.45	3.31	3.49	1.00	5.09
VIII.	4.03	10.00	6.34	4.74	4.16	3.31	2.22	3.74	5.44	5.68	5.68	22.40	6.76	4.50	1.95	9.16
IX.	2.14	5.25	6.42	3.30	4.08	2.72	1.94	2.72	4.09	9.34	3.71	17.32	13.82	9.34	5.45	8.84
X.	3.56	3.56	3.56	2.93	2.03	6.90	0.22	3.97	3.13	38.70	5.44	4.82	3.13	7.74	7.74	5.23
XI.	6.29	8.00	6.63	5.28	4.18	4.41	2.71	5.32	6.25	10.58	7.46	18.95	6.69	4.08	0.92	1.67
XII.	1.72	3.85	1.91	1.85	1.69	1.72	0.96	2.29	6.36	25.18	4.93	11.97	9.42	19.72	5.06	1.37
XIII.	3.43	0.92	5.50	3.44	2.88	3.03	2.75	2.99	5.93	7.14	8.76	29.72	10.48	4.52	1.24	1.87
XIV.	0.18	2.91	4.87	3.70	3.32	5.00	5.74	6.61	28.94	16.19	2.87	8.66	5.44	2.92	1.20	1.80
XV.	2.47	13.68	7.42	9.26	3.70	6.17	1.85	4.94	1.85	6.17	4.94	13.58	7.41	9.26	1.85	5.55
XVI.	5.99	8.75	6.17	6.05	3.95	3.40	1.53	1.70	1.64	5.69	11.33	14.56	8.00	9.52	2.32	10.80
XVII.	1.56	1.61	2.22	1.58	1.57	3.04	1.66	3.83	20.32	16.31	6.44	12.54	11.61	7.27	5.20	3.18
XVIII.	3.98	10.26	7.35	7.90	4.50	5.67	4.29	5.05	9.81	13.16	15.32	6.23	2.76	2.61	0.15	0.76
XIX.	0.67	3.90	7.38	6.22	4.67	7.46	5.49	3.95	22.04	20.64	5.05	6.30	3.13	1.25	1.20	0.67
	1.06	4.05	3.96	3.46	2.94	3.92	3.02	5.83	15.68	15.18	7.29	13.13	8.42	5.44	2.02	3.70
FEMALES.																
VI.	3.06	21.87	26.39	25.24	9.28	6.96	4.76	0.38	0.46	1.55	0.01	0.02	0.02	0.02	0.02	0.20
VII.	15.82	15.12	14.73	23.04	16.99	8.06	2.84	1.55	0.62	0.50	0.10	0.28	0.05	0.08	0.02	0.04
VIII.	9.09	25.67	23.54	27.67	9.05	3.49	0.54	0.56	0.11	0.13	0.11	0.11	0.02	0.02	0.02	0.02
All others	4.46	19.25	28.06	19.71	14.03	13.29	1.66	0.90	0.20	0.13	0.16	0.04	0.02	0.02	0.02	0.02
TOTAL	13.33	10.80	17.26	23.37	15.46	7.97	2.70	1.31	0.54	0.56	0.08	0.23	0.04	0.07	0.02	0.16

* For classification of industries see page 4. The total of the percentages given in each horizontal line is, of course, equal to 100.0.

These figures show that among the males the largest proportion of highly-paid workers (in receipt of 60s. per week and upwards) are found in the following Classes in order of precedence:—IX. Musical Instruments, 54.29 per cent.; XII. Ship and Boat Building and XIII. Furniture, Bedding, etc., 47.83 per cent. each; XVI. Timepieces, Jewellery, etc., 45.70 per cent.; VIII. Books, Printing, etc., 44.86 per cent., and V. Metals, Machinery, etc., 40.97 per cent. This percentage of highly-paid workers ranges down to as low as 9.72 in Class I., Treating Raw Materials. On the other hand the Classes in which the largest percentage of low-paid male workers (in receipt of less than 30s. per week) are found are as follows:—XV. Surgical and other Scientific Instruments, 36.43 per cent.; XVIII. Leatherware, n.e.i., 34.14 per cent.; XI. Vehicles, Harness, etc., 30.36 per cent.; VIII. Books, Printing, etc., 29.27 per cent., and XVI. Timepieces, Jewellery, etc., 29.01 per cent. This proportion ranges down to 6.99 per cent. in Class I., Treating Raw Materials, so that that class has at the same time the lowest percentage of both highly-paid and low-paid workers. On the other hand, in Classes VIII. and XVI. the percentage of both high and low-paid workers is peculiarly large, leaving only about 25 per cent. of the employees in these classes in the two middle divisions.

6. **Effective Wages in various States.** On page 7 hereinbefore particulars were given of the average rate of wage for male and female workers, respectively, in each State. These particulars refer, of course, to nominal rates in which no allowance is made for relative cost of living, unemployment, overtime, and short time, etc. In the following table particulars are given of effective wages, allowance having been made for the difference in cost of living as between the several States:—

**Manufacturing Industries, Nominal and Effective Wages in each State,
November, 1912.**

STATE.	COST OF LIVING INDEX, NOS.	MALES.				FEMALES.			
		Nominal Wage.		Effective Wage.		Nominal Wage.		Effective Wage.	
		s.	d.	s.	d.	s.	d.	s.	d.
New South Wales ..	1,056	51	1	48	4	20	6	19	5
Victoria	960	46	9	48	8	19	11	20	9
Queensland	885	47	0	53	1	16	11	19	1
South Australia ..	1,022	48	9	47	8	17	8	17	3
Western Australia ..	1,061	57	9	54	5	22	5	21	2
Tasmania	961	44	4	46	2	16	5	17	1
COMMONWEALTH ..	1,000	49	3	49	3	19	8	19	8

The above results show that for males the rates of wages, both nominal and effective, are highest in Western Australia, and lowest in Tasmania. New South Wales, which comes second in respect to nominal wage, is exceeded in effective wage by both Queensland and Victoria, while the effective wage in South Australia is lower than in any other State except Tasmania. For female workers, both nominal and effective wages are again highest in Western Australia, and lowest in Tasmania. Victoria occupies second place in regard to effective wages, and is followed, in the order named, by New South Wales, Queensland, and South Australia.