

## SECTION IX.—CURRENT RATES OF WAGE AND HOURS OF LABOUR.

1. **General.**—The collection of material respecting the current rate of wage payable in different callings and in occupations in various industries carried on in each State of the Commonwealth was first undertaken by this Bureau in the early part of the year 1913. The inquiry, which was confined to the rate of wage payable to adult workers only,\* was further limited in a degree to those industries in operation within the metropolitan area of the capital town in each State.† The particulars acquired were obtained primarily from awards, determinations, and industrial agreements under Commonwealth and State Acts, and related to the minimum wage prescribed. In cases where no award, determination or agreement was in force, the ruling union or predominant rate of wage being paid was ascertained from employers and secretaries of trade unions. For convenience of comparison, weekly rates of wage were adopted, though in many instances they were actually based on daily or hourly rates, as specified in awards, determinations, or agreements.‡

The information thus obtained referred to the weekly rate of wage in upwards of 400 industries, and related to 1569 male occupations or callings. These particulars furnished the necessary data for the computation of average rates of wage in various industrial groups,§ and in each State and all States. The average rate of wage thus computed represented the arithmetic average || of the rate of wage payable in all classified occupations. It was not claimed that results obtained by this method are precisely correct, but owing to the difficulty in obtaining any satisfactory data as to the number of persons engaged in each of the occupations for which rates of wage had been obtained, no detailed system of weights could be applied.¶ For final results for each State and for each industrial group throughout the States, however, a careful system of weighting was adopted. For example, in computing the

\* This limitation was necessary owing to the difficulty of ascertaining reliable particulars of the numbers of apprentices, improvers and other juvenile workers, to whom progressive rates of wage, fixed or otherwise, according to increasing age or experience, are payable from year to year.

† In order to make the inquiry a comprehensive one, it was necessary to include certain industries which obviously are not carried on in the capital towns, e.g., Mining, Shipping, Agricultural, and Pastoral.

‡ This precaution was necessary, in view of the fact that it is often in those industries and occupations in which employment is of an exceptionally casual or intermittent nature that wages are fixed and paid at a daily or hourly rate. Hence the average weekly earnings in such occupations will probably fall considerably short of the computed weekly rates.

§ The following industrial classification of industries was adopted :—

### Classification of Industries and Occupations.

I.	Wood, Furniture, Sawmill, Timber-works, &c.	VIII.	Mining, &c.
II.	Engineering, Metal Works, &c.	IX.	Railway and Tramway Services.
III.	Food, Drink, and Tobacco, &c., Manufacture and Distribution.	X.	Other Land Transport.
IV.	Clothing, Hats, Boots, Textiles, &c.	XI.	Shipping, Wharf Labour, &c.
V.	Books, Printing, Bookbinding, &c.	XII.	Pastoral, Agricultural, Rural, Horticultural, &c.
VI.	Other Manufacturing.	XIII.	Domestic, Hotels, etc.
VII.	Building.	XIV.	Miscellaneous.

|| The summation of the weekly rate of wage divided by the number of occupations included.

¶ Though a great deal of information as to the number of persons engaged in different industries and occupations was available from the Census (1911) results, it was found impracticable to bring the classification of these results into line with the detailed classification of occupations in the various industries, as set out in the awards, determinations, etc.

result for any State in any year, the computed average wage in each industrial group was multiplied by a number (weight) representing the relative number of all male workers engaged in that group of industries in the particular State. The sum of the products thus obtained, divided by the sum of the weights, represents the relative aggregate average wage for that State for the particular year.\*

The whole question of weighting was referred to in some detail in Report No. 1 (*Prices, Price Indexes and Cost of Living*) of the Labour and Industrial Branch of this Bureau. With the necessary verbal modifications, many of the statements there made and the problems there considered in regard to the subject of prices, etc., refer equally to the question of weighting in other investigations, such as the present.

The results thus ascertained for the year 1913 were published in Labour Report No. 2, pp. 28-43. In the early part of the year 1914 the scope of the inquiry was considerably extended, and particulars of the weekly rates of wage in 930 specified industries and 4256 adult occupations (3948 male, and 308 female)† were included, and results obtained thereby to the 30th April, 1914, were published in Labour Report No. 5, pp. 44-50. These results were further analysed, and the number of working hours which constituted a full week's work in each occupation was averaged and weighted in a similar manner to the rates of wage. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wage in any specified occupation, owing, in many instances, to a different number of working hours constituting a full week's work in separate States. By dividing the weighted average number of working hours into the weighted average weekly rate of wage, what for some purposes may be considered a more adequate

\* The weights used in the computation of the average wage in male occupations were as follow :—

**Current Rates of Wage for Adult Male Occupations. Weights used for each Industrial Group.**

Particulars.	I.	II.	III.	IV.	V.	VI.	VII.	VIII.	IX.	X.	XI.	XII.	XIII.	XIV
N.S.W. ..	136	228	199	84	65	162	252	343	187	74	137	704	134	902
Victoria ..	118	195	160	95	53	141	190	157	136	54	65	455	95	734
Queensland ..	87	62	108	23	20	34	70	133	73	22	45	352	45	302
S. Australia ..	24	71	45	16	13	40	69	29	48	17	44	182	24	223
W. Australia ..	65	36	32	7	8	16	32	142	40	9	32	118	31	158
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	10	80
Commonwealth ..	435	606	561	231	169	400	632	853	494	182	335	1,915	339	2,399

† The weights used in the computation of the average wage in female occupations were as follow :—

**Current Rates of Wage for Adult Female Occupations. Weights used for each Industrial Group.**

Particulars.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I. II. V. VI. Other Manufactures Combined.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous Shop Assistants, Clerks, etc.
New South Wales ..	23	228	44	104	124
Victoria ..	28	320	57	80	111
Queensland ..	5	80	8	47	40
South Australia ..	3	56	7	22	32
Western Australia ..	1	29	..	29	..
Tasmania ..	1	18	2	8	..
Commonwealth ..	61	731	118	290	307

standard of comparison was ascertained. Results obtained from these computations were given for each industrial group for each State.

Since the 30th April, 1914, the number of occupations included in comparative computations has been kept constant, but the particulars of wages contained in Appendixes IV. and V. to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to that date by industrial tribunals or from agreements registered under Commonwealth or State Acts, or as a result of direct inquiry.

**2. Weekly Rates of Wage and Wage Index-Numbers in States and in Classified Industries, 31st December, 1921.**—The particulars given in the Appendixes referred to above furnish the necessary data for the computation of relative rates of wage in the different States and classified industrial groups at the 31st December, 1921.

(i.) *Weighted Average Nominal Weekly Rate of Wage Payable to Adult Male Workers in each State, 31st December, 1921.*—The following table shews the weighted average nominal weekly rate of wage payable at the 31st December, 1921, to adult male workers for a full week's work in each State and the Commonwealth. These results are based on the rates of wage in a large number of important industries, and serve to indicate with a considerable degree of precision the relative conditions in the several States. For the purposes of comparison as between States it should, however, be observed that the lists of occupations to which the rates of wage refer are not by any means uniform, neither do they necessarily include all industries carried on in each State. An examination of the Appendixes, however, will shew that the rates of wage for all occupations and callings which are common to all States are included. Any conclusions drawn from the tables must be subject to these qualifications. Taking the weighted average rate of wage for the six States as base (= 1000), index-numbers for each State are also shewn.

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a Full Week's Work, and Wage Index-Numbers in each State and Commonwealth, 31st December, 1921.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
Number of Occupations included	874	909	627	567	489	482	3,948
Weighted Average Weekly Rate of Wage	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*
Index-Numbers	1,014	990	1,023	946	1,005	970	1,000*

\* Weighted average.

The results show that the weighted average nominal weekly rate of wage was highest in Queensland, followed in the order named by New South Wales, Western Australia, Victoria, Tasmania, and South Australia.

(ii.) The following table gives particulars in regard to the weighted average nominal weekly rate of wage at the 31st December, 1921, for adult male workers in each of the several industrial groups and to the weighted average for all groups combined. In computing the index-number for each industrial group, the weighted average rate of wage for all groups is taken as base (= 1000).

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a full Week's Work, and Wage Index-Numbers in each Industrial Group, 31st December, 1921.**

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Rate of Wage (for Full Week's Work).		Index-Numbers
		s.	d.	
I. Wood, Furniture, etc. . .	270	98	2	1,039
II. Engineering, Metal Works, etc. . .	636	98	2	1,039
III. Food, Drink, etc. . .	576	93	10	993
IV. Clothing, Boots, etc. . .	124	93	3	986
V. Books, Printing, etc. . .	205	104	7	1,106
VI. Other Manufacturing . .	875	95	0	1,005
VII. Building . . . . .	190	102	5	1,084
VIII. Mining . . . . .	161	105	4	1,115
IX. Rail & Tram Services . .	224	97	5	1,031
X. Other Land Transport . .	70	90	2	954
XI. Shipping, etc. . . . .	198	101	8*	1,076
XII. Pastoral, Agricultural, etc.	72	89	0†	941
XIII. Domestic, Hotels, etc. .	114	84	2‡	890
XIV. Miscellaneous . . . . .	233	91	1	964
All Groups . . . . .	3,948	94	6	1,000§

\* Including the value of victualling and accommodation where supplied. † Including the value of Board and Lodging where supplied. ‡ Including the value of Board and Lodging where supplied as follows:—In Sydney, 10s. 7d. to 23s. (according to class of establishment); in Melbourne, 20s.; in Brisbane, 15s. and 17s.; in Adelaide, 22s. (Restaurants), and 25s. (Hotels and Clubs); in Perth, 24s. 6d.; and in Hobart, 25s. per week. § Weighted average.

It may be seen from the above table that the highest weighted average nominal weekly wage at the end of the year 1921 was paid to employees in the Mining industry (Group VIII.), 105s. 4d. per week, followed by Group V. (Books, Printing, etc.), 104s. 7d., and Group VII. (Building), 102s. 5d. The lowest weighted average nominal weekly wage was that paid to persons engaged in Hotels, Restaurants, etc. (Group XIII.), 84s. 2d. The average wage paid in the Mining industry (Group VIII.) was 11.5 per cent. higher, while the average in Group XIII. (Domestic, Hotels, etc.) was 11 per cent. lower than the average wage for all groups.

(iii.) The following table shows the weighted average nominal weekly rate of wage payable at 31st December, 1921, to adult female workers for a full week's work in each State and the Commonwealth. Taking the weighted average rate of wage for the whole Commonwealth as base (= 1000), index-numbers for each State are given:—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-Numbers in each State and Commonwealth, 31st December, 1921.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wlth.
Number of Occupations included	85	87	37	47	24	28	308
Weighted Average Weekly Rate of 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*
Index-Numbers	1,007	984	1,033	928	1,159	977	1,000*

\* Weighted average.

The highest weighted average nominal weekly rate of wage for female workers was paid in Western Australia, followed in the order named by Queensland, New South Wales, Victoria, Tasmania, and South Australia.

(iv.) The following table gives particulars regarding the weighted average nominal weekly rate of wage of adult females in those industrial groups in which they are mainly employed, and the weighted average for all groups combined. Index-numbers based on the weighted average for all groups (= 1000) are also given :—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-Numbers in Industrial Groups, 31st December, 1921.**

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Rate of Wage (for Full Week's Work).		Index-Numbers.
		s.	d.	
III. Food, Drink, etc. . . . .	35	43	9	899
IV. Clothing, Boots, etc. . . .	114	48	7	999
I., II., V., VI. All Other Manufacturing Combined	84	48	0	987
XIII. Domestic, Hotels, etc.	57	48	6*	998
XIV. Shop Assistants, Clerks, etc	18	50	0	1,028
All Groups . . . . .	308	48	8	1,000†

\* See footnote † to table on preceding page. † Weighted average.

The results set out in the above table shew that the highest weighted average wage was paid in Group XIV. (Shop Assistants, Clerks, etc.), 50s., followed in order by Group IV. (Clothing, Boots, etc.), 48s. 7d., and Group XIII. (Domestic Hotels, etc.), 48s. 6d. The average wage paid to employees in Group III. (Food, Drink, etc.), 43s. 9d., is 10.1 per cent. lower, while that paid in Group XIV. (Shop Assistants, Clerks, etc.), is 2.8 per cent. higher than the average rate of wage for all groups.

**3. Relative Weekly Wages and Wage Index-Numbers in each State and for all States, 1914-21.**—The arithmetic average of the rates of wage given in the appendixes referred to furnishes the basis for the computation of relative weighted wages in different industrial groups and States. In the following tables particulars are given of the results thus obtained of the weighted average nominal weekly rates of wage payable to adult workers, male and female, separately, at the 30th April, 1914, and at the end of the periods specified to the 31st December, 1921, for a full week's work, in each State and for all States.

(i.) *Weighted Average Nominal Weekly Rate of Wage Payable to Adult Male Workers in each State, 1914-21.*—The following table shews the weighted average nominal weekly rate of wage payable to adult male workers for a full week's work, together with index-numbers for each State at each specified interval with the average for all States at the 30th April, 1914, as base (=1000):—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a Full Week's Work, and Wage Index-numbers in each State and Commonwealth, 30th April, 1914, to 31st December, 1921.\***

NOTE.—Index-numbers based on the average wage for the Commonwealth at the 30th April, 1914 (55s. 1d.) as base (=1000). The index-numbers in this table are comparable throughout.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
No. of Occupations Included.	874	909	627	567	489	482	3,948
30th April, 1914.	Weighted average weekly rate of wage 55 9	54 3	52 8	54 4	62 2	52 6	55 1
	Index-numbers 1,011	984	955	986	1,123	952	1,000
30th June, 1914.	Weighted average weekly rate of wage 55 11	54 4	52 10	54 4	62 9	52 7	55 3
	Index-numbers 1,014	985	958	986	1,130	954	1,003
31st Dec., 1914.	Weighted average weekly rate of wage 56 2	54 7	53 5	54 5	62 10	52 8	55 7
	Index-numbers 1,019	990	969	988	1,140	956	1,008
30th June, 1916.	Weighted average weekly rate of wage 56 8	54 8	53 4	54 3	63 1	52 9	55 7
	Index-numbers 1,028	992	967	984	1,145	957	1,012
31st Dec., 1915.	Weighted average weekly rate of wage 57 7	55 3	54 4	54 8	63 4	53 3	56 6
	Index-numbers 1,044	1,002	986	992	1,149	958	1,023
30th June, 1916.	Weighted average weekly rate of wage 58 11	57 0	56 5	56 1	63 4	54 4	57 11
	Index-numbers 1,069	1,035	1,024	1,018	1,149	980	1,051
31st Dec., 1916.	Weighted average weekly rate of wage 61 11	58 10	60 4	59 0	65 2	57 0	60 8
	Index-numbers 1,123	1,067	1,095	1,071	1,182	1,034	1,100
30th June, 1917.	Weighted average weekly rate of wage 63 5	61 2	62 4	61 0	66 4	57 7	62 5
	Index-numbers 1,151	1,109	1,131	1,107	1,203	1,044	1,139
31st Dec., 1917.	Weighted average weekly rate of wage 64 6	63 0	65 3	63 1	68 11	59 7	64 2
	Index-numbers 1,168	1,143	1,183	1,144	1,250	1,081	1,164
30th June, 1918.	Weighted average weekly rate of wage 64 9	63 4	65 7	63 3	69 5	60 2	64 6
	Index-numbers 1,175	1,149	1,190	1,147	1,259	1,092	1,171
31st Dec., 1918.	Weighted average weekly rate of wage 65 11	65 6	69 6	65 6	70 4	61 2	66 5
	Index-numbers 1,196	1,189	1,261	1,188	1,276	1,110	1,205
31st Mar., 1919.	Weighted average weekly rate of wage 68 0	66 7	70 0	65 10	70 7	61 10	67 8
	Index-numbers 1,234	1,209	1,270	1,194	1,281	1,122	1,228
30th June, 1919.	Weighted average weekly rate of wage 68 9	67 5	71 6	66 9	71 2	62 0	68 7
	Index-numbers 1,248	1,224	1,298	1,211	1,291	1,130	1,244
30th Sept., 1919.	Weighted average weekly rate of wage 69 0	68 5	72 6	68 3	73 11	63 11	69 0
	Index-numbers 1,266	1,241	1,315	1,237	1,341	1,160	1,285
31st Dec., 1919.	Weighted average weekly rate of wage 76 9	72 0	78 7	70 5	77 8	69 0	74 11
	Index-numbers 1,393	1,306	1,426	1,277	1,409	1,251	1,359
31st Mar., 1920.	Weighted average weekly rate of wage 81 2	74 3	81 6	72 0	78 10	74 4	78 0
	Index-numbers 1,472	1,348	1,479	1,306	1,431	1,331	1,415
30th June, 1920.	Weighted average weekly rate of wage 82 9	77 5	86 10	73 4	81 0	74 2	80 7
	Index-numbers 1,502	1,404	1,575	1,331	1,470	1,345	1,462
30th Sept., 1920.	Weighted average weekly rate of wage 87 0	83 1	89 5	78 9	85 9	79 3	85 1
	Index-numbers 1,578	1,507	1,622	1,429	1,556	1,438	1,544
31st Dec., 1920.	Weighted average weekly rate of wage 94 0	86 1	91 6	82 8	89 9	85 9	89 10
	Index-numbers 1,706	1,561	1,659	1,500	1,628	1,556	1,629
31st Mar., 1921.	Weighted average weekly rate of wage 95 2	90 9	95 7	84 10	92 10	86 11	92 7
	Index-numbers 1,726	1,647	1,734	1,540	1,685	1,576	1,680
30th June, 1921.	Weighted average weekly rate of wage 95 3	92 0	90 5	85 8	93 6	88 3	93 3
	Index-numbers 1,728	1,670	1,749	1,555	1,690	1,601	1,692
30th Sept., 1921.	Weighted average weekly rate of wage 95 4	93 1	96 6	88 0	94 2	90 10	94 0
	Index-numbers 1,729	1,689	1,751	1,597	1,708	1,648	1,705
31st Dec., 1921.	Weighted average weekly rate of wage 95 10	93 7	90 8	89 5	95 10	91 8	94 0
	Index-numbers 1,738	1,697	1,753	1,623	1,723	1,603	1,715

\*Particulars for the quarters omitted from this table will be found in Labour Report No. 10, p. 79.

In the preceding table it will be seen that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th April, 1914, in two States, viz., New South Wales and Western Australia, exceeded the weighted average wage for the Commonwealth. This feature remained constant in varying degrees of excess throughout the period under review until the end of September, 1917, when the index-number representing the average wage for Queensland was also higher than the weighted average wage index-number for the Commonwealth.

At the end of the year 1918, the index-number for New South Wales was lower than that for the Commonwealth, while those for Queensland and Western Australia were higher. During 1919, the average rates of wage in New South Wales and Queensland increased more rapidly than in the other States, and at the end of the year the index-numbers for these States and also for Western Australia were higher than the Commonwealth average. The average rate of wage increased considerably in all States during the year 1920. At the close of that year the wage for Western Australia dropped, for the first time since 30th April, 1914, below that for the Commonwealth. There was an increase in the average wage in all States during 1921, although much less than in the preceding year. The weighted average rate for the Commonwealth at the end of 1921 was 94s. 6d., as compared with 89s. 10d. at the end of 1920, and 74s. 11d. at the end of 1919. The States in which the greatest increases occurred during 1921 were Victoria, South Australia and Tasmania.

Toward the close of 1921, certain decreases of wages occurred, particularly in New South Wales, but the weighted average wage in each State shewed an increase at the end of the period.

The rates for New South Wales, Queensland and Western Australia were higher at the end of 1921 than the average weekly rate for the Commonwealth, while those for Victoria, South Australia and Tasmania were lower.

(ii.) *Weighted Average Weekly Rate of Wage payable to Adult Female Workers in each State, 1914-21.*—The following table shews the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and the Commonwealth at the 30th April, 1914, and at the intervals specified to the 31st December, 1921. The table shews also index-numbers 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 (= 1000).

From the following table it will be seen that the general upward movement in the average weekly wage for adult female workers, as indicated for the whole Commonwealth, was comparatively small during 1914 and 1915. From the beginning of the year 1916, the average wage has increased rapidly, the increase during the year 1920 being the largest which has been recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. The weighted average wage for the Commonwealth was 48s. 8d. at the end of 1921, as compared with 27s. 2d. at 30th April, 1914. The advance during the whole period under review has been 79.0 per cent.; this increase has practically taken place since the beginning of 1916.

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-numbers in each State and Commonwealth, 30th April, 1914, to 31st December, 1921.\***

NOTE.—Index-numbers based on the average wage for the Commonwealth at the 30th April, 1914 (27s. 2d.) as base (= 1000). The index-numbers in this table are comparable throughout.

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
No. of Occupations Included.		85	87	37	47	24	28	308
30th April, 1914.	Weighted average weekly rate of wage	s. d. 26 9	s. d. 27 4	s. d. 26 11	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 2
	Index-numbers	984	1,006	989	885	1,373	950	1,000
30th June, 1914.	Weighted average weekly rate of wage	s. d. 26 9	s. d. 27 4	s. d. 27 0	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 2
	Index-numbers	984	1,006	993	885	1,373	950	1,000
31st Dec., 1914.	Weighted average weekly rate of wage	s. d. 26 10	s. d. 27 9	s. d. 27 1	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 5
	Index-numbers	987	1,022	996	885	1,371	950	1,008
30th June, 1915.	Weighted average weekly rate of wage	s. d. 27 2	s. d. 28 11	s. d. 27 2	s. d. 24 0	s. d. 37 5	s. d. 26 3	s. d. 27 2
	Index-numbers	908	989	999	883	1,370	984	1,000
31st Dec., 1915.	Weighted average weekly rate of wage	s. d. 27 5	s. d. 28 11	s. d. 28 11	s. d. 24 0	s. d. 37 5	s. d. 28 0	s. d. 27 4
	Index-numbers	1,007	990	990	901	1,376	1,031	1,005
30th June, 1916.	Weighted average weekly rate of wage	s. d. 27 7	s. d. 27 11	s. d. 28 11	s. d. 24 0	s. d. 37 5	s. d. 27 9	s. d. 27 9
	Index-numbers	1,013	1,027	991	902	1,376	1,019	1,021
31st Dec., 1916.	Weighted average weekly rate of wage	s. d. 28 7	s. d. 28 6	s. d. 37 4	s. d. 24 11	s. d. 38 10	s. d. 28 4	s. d. 28 6
	Index-numbers	1,050	1,047	1,004	915	1,429	1,041	1,047
30th June, 1917.	Weighted average weekly rate of wage	s. d. 29 3	s. d. 28 10	s. d. 27 9	s. d. 27 9	s. d. 38 10	s. d. 28 4	s. d. 29 1
	Index-numbers	1,078	1,061	1,021	1,004	1,430	1,042	1,071
31st Dec., 1917.	Weighted average weekly rate of wage	s. d. 30 5	s. d. 30 4	s. d. 30 5	s. d. 27 9	s. d. 38 10	s. d. 28 5	s. d. 30 5
	Index-numbers	1,119	1,116	1,120	1,020	1,430	1,045	1,121
31st Dec., 1918.	Weighted average weekly rate of 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 0
	Index-numbers	1,173	1,151	1,208	1,084	1,430	1,059	1,168
31st Mar., 1919.	Weighted average weekly rate of wage	s. d. 33 6	s. d. 32 2	s. d. 33 0	s. d. 29 5	s. d. 38 10	s. d. 28 9	s. d. 32 8
	Index-numbers	1,234	1,183	1,215	1,084	1,430	1,059	1,204
30th June, 1919.	Weighted average weekly rate of wage	s. d. 33 7	s. d. 32 2	s. d. 33 2	s. d. 29 7	s. d. 38 11	s. d. 28 9	s. d. 32 9
	Index-numbers	1,231	1,184	1,222	1,089	1,434	1,059	1,200
30th Sept., 1919.	Weighted average weekly rate of wage	s. d. 34 0	s. d. 32 3	s. d. 33 10	s. d. 29 7	s. d. 38 11	s. d. 28 9	s. d. 33 0
	Index-numbers	1,251	1,186	1,247	1,089	1,434	1,059	1,216
31st Dec., 1919.	Weighted average weekly rate of 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
	Index-numbers	1,474	1,268	1,412	1,225	1,605	1,215	1,365
31st Mar., 1920.	Weighted average weekly rate of wage	s. d. 41 8	s. d. 35 11	s. d. 41 3	s. d. 35 0	s. d. 47 6	s. d. 33 5	s. d. 39 0
	Index-numbers	1,533	1,323	1,519	1,317	1,740	1,231	1,494
30th June, 1920.	Weighted average weekly rate of wage	s. d. 41 9	s. d. 37 0	s. d. 41 7	s. d. 35 9	s. d. 48 0	s. d. 39 11	s. d. 39 10
	Index-numbers	1,536	1,388	1,530	1,317	1,767	1,400	1,467
30th Sept., 1920.	Weighted average weekly rate of wage	s. d. 43 8	s. d. 40 9	s. d. 44 1	s. d. 40 1	s. d. 48 0	s. d. 41 4	s. d. 42 5
	Index-numbers	1,607	1,500	1,622	1,476	1,767	1,520	1,581
31st Dec., 1920.	Weighted average weekly rate of 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
	Index-numbers	1,695	1,586	1,652	1,496	1,947	1,540	1,637
31st Mar., 1921.	Weighted average weekly rate of wage	s. d. 48 6	s. d. 45 6	s. d. 49 6	s. d. 43 5	s. d. 54 10	s. d. 44 2	s. d. 47 2
	Index-numbers	1,784	1,674	1,820	1,508	2,017	1,626	1,736
30th June, 1921.	Weighted average weekly rate of wage	s. d. 48 6	s. d. 46 2	s. d. 49 10	s. d. 43 7	s. d. 54 11	s. d. 46 0	s. d. 47 7
	Index-numbers	1,785	1,700	1,835	1,605	2,022	1,721	1,751
30th Sept., 1921.	Weighted average weekly rate of wage	s. d. 48 9	s. d. 47 4	s. d. 50 3	s. d. 45 0	s. d. 56 4	s. d. 47 1	s. d. 48 4
	Index-numbers	1,796	1,742	1,849	1,655	2,074	1,734	1,780
31st Dec., 1921.	Weighted average weekly rate of 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
	Index-numbers	1,803	1,761	1,849	1,661	2,074	1,740	1,790

\* Particulars for the quarters omitted from this table will be found in Labour Report No. 10, p. 51.



(iii.) *Weighted Average Weekly Rate of Wage Payable to Adult Male Workers in each Industrial Group, 1914-1921.*—The following table gives particulars in regard to (a) the average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, as at 30th April, 1914, at 31st December, 1914 to 1920, and at 30th June and 31st December, 1921. Index-numbers for each industrial group and all groups, based on the average wage for all groups at 30th April, 1914 (= 1000), are given :—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a Full Week's Work, and Wage Index-numbers in each Industrial Group, 30th April, 1914, to 31st December, 1921.\***

NOTE.—Index-numbers for each industrial group and all industrial groups, based on the average wage for all groups at 30th April, 1914 (55s. 1d.), as base (= 1000). The index-numbers in this table are comparable throughout.

Industrial Group.		Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—									
		30th April, 1914.	31st Dec., 1914.	31st Dec., 1915.	31st Dec., 1916.	31st Dec., 1917.	31st Dec., 1918.	31st Dec., 1919.	31st Dec., 1920.	30th June, 1921.	31st Dec., 1921.
I. Wood, Furniture, etc.	Wage .. Index-No.	s. d. 58 6 1,062	s. d. 59 6 1,080	s. d. 60 2 1,092	s. d. 63 10 1,159	s. d. 66 0 1,198	s. d. 68 11 1,251	s. d. 75 9 1,375	s. d. 95 1 1,725	s. d. 97 8 1,772	s. d. 98 2 1,781
II. Engineering, etc.	Wage .. Index-No.	s. d. 57 0 1,085	s. d. 57 9 1,048	s. d. 60 2 1,092	s. d. 62 1 1,127	s. d. 65 0 1,180	s. d. 68 8 1,245	s. d. 77 6 1,405	s. d. 92 5 1,677	s. d. 97 11 1,777	s. d. 98 2 1,781
III. Food, Drink, etc.	Wage .. Index-No.	s. d. 55 0 999	s. d. 55 8 1,011	s. d. 57 9 1,048	s. d. 61 2 1,111	s. d. 63 7 1,154	s. d. 66 0 1,198	s. d. 75 6 1,369	s. d. 89 3 1,620	s. d. 92 7 1,679	s. d. 93 10 1,703
IV. Clothing, Boots, etc.	Wage .. Index-No.	s. d. 52 3 949	s. d. 53 0 962	s. d. 53 2 965	s. d. 56 7 1,027	s. d. 59 7 1,082	s. d. 61 5 1,114	s. d. 73 5 1,332	s. d. 86 6 1,568	s. d. 91 2 1,654	s. d. 93 3 1,691
V. Books, Printing, etc.	Wage .. Index-No.	s. d. 63 3 1,150	s. d. 63 10 1,159	s. d. 64 6 1,171	s. d. 68 1 1,236	s. d. 70 6 1,280	s. d. 74 1 1,344	s. d. 80 9 1,466	s. d. 99 6 1,805	s. d. 102 0 1,850	s. d. 104 7 1,897
VI. Other Manufacturing	Wage .. Index-No.	s. d. 55 1 1,000	s. d. 56 0 1,017	s. d. 57 8 1,047	s. d. 61 8 1,120	s. d. 63 10 1,159	s. d. 66 1 1,199	s. d. 75 4 1,367	s. d. 88 11 1,614	s. d. 93 8 1,700	s. d. 95 0 1,724
VII. Building	Wage .. Index-No.	s. d. 65 0 1,180	s. d. 65 5 1,188	s. d. 65 10 1,195	s. d. 69 8 1,265	s. d. 72 5 1,315	s. d. 74 3 1,348	s. d. 79 8 1,445	s. d. 95 7 1,734	s. d. 101 4 1,839	s. d. 102 5 1,859
VIII. Mining	Wage .. Index-No.	s. d. 65 1 1,182	s. d. 65 2 1,183	s. d. 66 7 1,209	s. d. 72 9 1,321	s. d. 78 4 1,422	s. d. 88 4 1,424	s. d. 103 10 1,603	s. d. 105 8 1,884	s. d. 105 4 1,916	s. d. 105 4 1,912
IX. Railways, etc.	Wage .. Index-No.	s. d. 59 8 1,083	s. d. 59 8 1,083	s. d. 60 10 1,104	s. d. 63 4 1,150	s. d. 66 11 1,197	s. d. 68 11 1,251	s. d. 78 6 1,425	s. d. 93 1 1,639	s. d. 97 8 1,772	s. d. 97 5 1,767
X. Other Land Transport	Wage .. Index-No.	s. d. 51 0 926	s. d. 52 8 956	s. d. 53 4 968	s. d. 57 10 1,050	s. d. 62 0 1,126	s. d. 63 5 1,150	s. d. 73 4 1,331	s. d. 87 3 1,583	s. d. 90 10 1,647	s. d. 90 2 1,636
XI. Shipping, etc.†	Wage .. Index-No.	s. d. 48 10 887	s. d. 49 10 905	s. d. 52 7 955	s. d. 59 1 1,073	s. d. 61 2 1,111	s. d. 64 5 1,169	s. d. 77 9 1,411	s. d. 83 0 1,596	s. d. 95 3 1,728	s. d. 101 8 1,845
XII. Agricultural, etc.†	Wage .. Index-No.	s. d. 49 5 897	s. d. 49 5 897	s. d. 49 8 902	s. d. 55 0 999	s. d. 61 1 1,109	s. d. 63 1 1,145	s. d. 70 3 1,274	s. d. 87 1 1,579	s. d. 88 0 1,597	s. d. 80 0 1,614
XIII. Domestic, etc.†	Wage .. Index-No.	s. d. 47 0 853	s. d. 47 11 870	s. d. 48 7 882	s. d. 51 0 926	s. d. 53 11 979	s. d. 56 7 1,027	s. d. 68 7 1,244	s. d. 80 6 1,460	s. d. 82 1 1,489	s. d. 84 2 1,526
XIV. Miscellaneous	Wage .. Index-No.	s. d. 53 7 973	s. d. 54 0 980	s. d. 54 7 991	s. d. 58 3 1,058	s. d. 60 9 1,103	s. d. 63 3 1,147	s. d. 71 3 1,292	s. d. 84 11 1,540	s. d. 89 3 1,619	s. d. 91 1 1,653
All Industrial Groups	Wage .. Index-No.	s. d. 55 1 1,000	s. d. 55 7 1,008	s. d. 56 6 1,023	s. d. 60 8 1,100	s. d. 64 2 1,164	s. d. 68 5 1,205	s. d. 74 11 1,350	s. d. 89 10 1,629	s. d. 93 3 1,692	s. d. 94 6 1,715

\* Particulars for the quarters omitted from this table will be found in Labour Reports Nos. 6 to 11.

† See footnotes to table on page 86.

The foregoing table shews that the rate of increase in the weighted average weekly wage in occupations and callings classified in the fourteen industrial groups during the period 30th April, 1914, to 31st December, 1921, was greatest in Group XI. (Shipping), 108.0 per cent., followed in the order named by Groups XII. (Agricultural, etc.), 79.9 per cent., and XIII. (Domestic, etc.), 78.9 per cent. In seven of the groups the increase was less, and in seven groups more than the increase in the weighted average for all groups.

(iv.) *Weighted Average Weekly Rate of Wage Payable to Adult Female Workers in Industrial Groups, 1914-21.*—The following table gives particulars of the weighted average weekly rate of wage payable to adult female workers at the 30th April, 1914, at 31st December, 1914 to 1920, and at 30th June and 31st December, 1921, 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 (= 1000), index-numbers are given, computed on the average rate of wage ruling at the end of each period indicated.

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-numbers in each Industrial Group 30th April, 1914, to 31st December, 1921.\***

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 (= 1000). The index-numbers in this table are comparable throughout.

Industrial Group.	Weighted Average Nominal Weekly Rate of Wage and Index-Number at—									
	30th April, 1914.	31st Dec., 1914.	31st Dec., 1915.	31st Dec., 1916.	31st Dec., 1917.	31st Dec., 1918.	31st Dec., 1919.	31st Dec., 1920.	30th June, 1921.	31st Dec., 1921.
III. Food, Drink, etc. { Wage Index-No.	s. d. 22 6 828	s. d. 23 5 862	s. d. 24 5 899	s. d. 25 4 932	s. d. 26 4 969	s. d. 29 3 1,078	s. d. 34 8 1,277	s. d. 41 10 1,638	s. d. 43 0 1,584	s. d. 43 9 1,609
IV. Clothing, Boots, etc. { Wage Index-No.	s. d. 24 9 911	s. d. 24 11 917	s. d. 25 1 923	s. d. 26 11 991	s. d. 29 7 1,089	s. d. 30 9 1,131	s. d. 37 4 1,373	s. d. 43 5 1,597	s. d. 47 7 1,752	s. d. 48 7 1,789
I., II., V. & VI. All Other Manufactg. { Wage Index-No.	s. d. 26 11 991	s. d. 27 0 994	s. d. 27 4 1,006	s. d. 29 5 1,083	s. d. 30 4 1,116	s. d. 32 0 1,178	s. d. 36 9 1,353	s. d. 44 0 1,619	s. d. 46 10 1,725	s. d. 48 0 1,796
XIII. Domestic, Hotels, etc. f. { Wage Index-No.	s. d. 31 1 1,144	s. d. 30 2 1,110	s. d. 30 9 1,132	s. d. 31 2 1,147	s. d. 33 5 1,230	s. d. 34 1 1,255	s. d. 38 2 1,403	s. d. 46 3 1,701	s. d. 47 10 1,761	s. d. 48 0 1,787
XIV. Miscellaneous { Wage Index-No.	s. d. 30 2 1,110	s. d. 31 4 1,153	s. d. 30 1 1,107	s. d. 29 10 1,098	s. d. 30 6 1,123	s. d. 32 4 1,189	s. d. 36 2 1,332	s. d. 46 2 1,700	s. d. 48 5 1,783	s. d. 50 0 1,841
All Groups { Wage Index-No.	s. d. 27 2 1,000	s. d. 27 5 1,008	s. d. 27 4 1,005	s. d. 28 6 1,047	s. d. 30 5 1,121	s. d. 31 9 1,168	s. d. 37 1 1,365	s. d. 44 6 1,637	s. d. 47 7 1,751	s. d. 48 8 1,790

\* Particulars for the quarters omitted from this table will be found in Labour Reports Nos. 6 to 11.  
† See footnote † to table on page 86.

It may be seen from the preceding table that the greatest increase in the weekly rate of wage has occurred in Group IV. (Clothing, Boots, etc.), 96.4 per cent., followed in the order named by Group III. (Food, Drink, etc.), 94.3 per cent.; I., II., V. and VI. (All Other Manufacturing), 78.2 per cent., 56.2 per cent. The weighted average weekly rate of wage for all cent.; XIV. (Miscellaneous), 65.9 per cent., and XIII. (Domestic, Hotels, groups was 79.0 per cent. higher at the end of 1921 than on the 30th April, 1914.

**4. Hours of Labour and Hourly Rates of Wage, 31st December, 1921.**—The rates of wage referred to in the preceding paragraphs of this Section 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 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, the results given in the preceding paragraphs are herein reduced to a common basis, viz., the rate of wage per hour, classified according to industrial groups in each State and all States. In Appendixes IV and V. of this Report, particulars in detail regarding the number of hours worked per week in the various industries in the several States are shown. It will there be seen that the specified number of hours of labour per week covers a very wide range. In the following tables the average number of hours per week for each State, according to industrial groups, is given.

The tables on pages 94 and 95 shew (a) the average weekly wage, (b) the average number of working hours per week for a full week's work, and (c) the average hourly wage for adult male and female workers in each State and industrial group except Groups XI. (Shipping, etc.), and XII. (Pastoral, Agricultural, etc.). 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 are not generally regulated either by awards or determinations of industrial tribunals or otherwise, the necessary particulars for the computation of average working time and hourly rates of wage are not available.

The general effect of reducing the weighted average 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.

(i.) The following table gives particulars in regard to the weighted average nominal weekly and hourly rates of wage payable to adult male workers and weekly hours of labour at the 31st December, 1921 :—

**Weighted Average Nominal Weekly and Hourly Rates of Wage Payable to Adult Male Workers, and Weekly Hours of Labour, 31st December, 1921.**

Industrial Groups.	Particulars.†	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Average for Six Capital Towns.
I. Wood, Furniture, etc.	Weekly Wage	101/-	96/6	101/1	92/6	95/7	95/2	99/2
	Working Hours	44 22	46 23	44 11	45 64	47 87	45 50	45 45
	Hourly Wage	2/3½	2/1	2/3½	2/0½	2/-	2/1	2/2
II. Engineering, Metal Works, etc.	Weekly Wage	98/7	99/7	96/4	94/2	96/10	102/6	98/2
	Working Hours	44 00	47 50	44 00	47 47	45 05	47 08	45 70
	Hourly Wage	2/3	2/1½	2/2½	1/11½	2/1½	2/2½	2/1½
III. Food, Drink, etc.	Weekly Wage	95/2	93/6	95/10	90/1	91/8	84/-	93/10
	Working Hours	46 77	47 14	45 54	47 17	47 28	47 94	46 74
	Hourly Wage	2/0½	1/11½	2/1½	1/11	1/11½	1/9	2/-
IV. Clothing, Boots, etc.	Weekly Wage	91/10	92/2	99/4	99/4	94/11	87/1	93/3
	Working Hours	44 36	45 85	41 00	44 00	44 00	40 29	44 95
	Hourly Wage	2/0½	2/0½	2/3	2/3	2/2	1/10½	2/1
V. Books, Printing, etc.	Weekly Wage	106/3	105/-	100/4	90/4	110/8	98/8	104/7
	Working Hours	43 05	44 93	44 00	47 53	43 10	46 00	44 47
	Hourly Wage	2/6½	2/4	2/3½	2/1	2/0½	2/1½	2/4½
VI. Other Manufacturing	Weekly Wage	97/7	93/-	93/5	93/4	95/6	92/-	95/-
	Working Hours	46 24	47 61	45 27	48 00	47 05	47 58	46 90
	Hourly Wage	2/1½	1/11½	2/0½	1/11½	2/-	1/11½	2/0½
VII. Building ...	Weekly Wage	104/7	100/3	109/9	94/1	99/8	104/2	102/5
	Working Hours	43 72	43 37	44 00	44 00	45 42	44 30	43 81
	Hourly Wage	2/4½	2/3½	2/6	2/1½	2/2½	2/4½	2/4
VIII. Mining† ...	Weekly Wage	105/4	100/4	112/6	77/5	113/1	96/4	105/4
	Working Hours	43 83	44 94	43 08	43 82	43 87	45 42	44 01
	Hourly Wage	2/4½	2/2½	2/7½	1/9½	2/7	2/1½	2/4½
IX. Rail & Tram Services	Weekly Wage	95/5	99/2	102/3	93/1	96/11	98/5	97/5
	Working Hours	48 21	47 49	47 80	48 50	48 15	48 00	47 98
	Hourly Wage	1/11½	2/1	2/1½	1/11	2/0½	2/0½	2/0½
X. Other Land Transport	Weekly Wage	92/-	87/0	80/3	80/1	93/-	92/9	90/2
	Working Hours	48 75	48 56	48 33	48 00	48 00	48 00	48 51
	Hourly Wage	1/10½	1/9½	1/10½	1/10½	1/11½	1/11½	1/10½
XI. Shipping, etc. ...	Weekly Wage	100/5	104/8	101/2	103/4	101/4	102/5	101/8
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage	92/-	85/1	90/3	85/5	85/5	91/4	89/-
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage	89/-	78/-	87/-	84/3	83/7	86/4	84/2
	Working Hours	48 14	48 43	48 00	49 60	48 00	54 00	48 47
	Hourly Wage	1/10½	1/7½	1/9½	1/8½	1/9	1/2½	1/8½
XIV. Miscellaneous ...	Weekly Wage	91/5	93/6	93/3	86/-	84/7	85/2	91/1
	Working Hours	46 30	47 97	46 67	47 80	46 08	47 40	47 08
	Hourly Wage	1/11½	1/11½	2/-	1/9½	1/9½	1/9½	1/11½
All Groups ...	Weekly Wage	95/10	93/7	96/8	89/5	95/-	91/8	94/6
	Working Hours	90/7	95/1	98/9	89/8	90/7	91/3	95/8
	Hourly Wage	45 66	46 95	45 52	47 07	46 24	46 84	46 22
All Groups excepting XI. and XII. ...	Weekly Wage	95/10	93/7	96/8	89/5	95/-	91/8	94/6
	Working Hours	90/7	95/1	98/9	89/8	90/7	91/3	95/8
	Hourly Wage	2/1½	2/0½	2/2	1/10½	2/1	1/11½	2/0½

\* † Particulars relate to the Weighted Average weekly wage, working hours and hourly wage, respectively. † Average rates of wage and hours prevailing at the principal mining centres in each State. † Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation, where provided, at 90/8 per month, but do not include value of commission on bar sales to stewards. In the recent award for Seamen, the annual value of victualling and accommodation, which was estimated in 1907 at £27, was computed to be £54 8s. 0d. § See footnotes to table on page 86.

(ii.) The following table gives particulars in regard to the weighted average nominal weekly and hourly rates of wage payable to adult female workers and weekly hours of labour at the 31st December, 1921:—

**Weighted Average Nominal Weekly and Hourly Rates of Wage payable to Adult Female Workers, and Weekly Hours of Labour, 31st December, 1921.**

Industrial Groups	Particulars.*	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Average for Six Capital Towns.
III. Food, Drink, etc.	Weekly Wage	44/1	44/10	42/7	36/5	32/6	42/9	43/9
	Working Hours	47.90	48.00	46.11	48.00	44.00	48.00	47.74
	Hourly Wage	-/11	-/11½	-/11	-/9	-/8½	-/10½	-/11
IV. Clothing, Boots, etc.	Weekly Wage	49/5	47/4	49/10	50/5	51/10	45/3	48/7
	Working Hours	44.57	45.29	44.13	44.00	44.00	45.11	44.78
	Hourly Wage	1/11	1/0½	1/1½	1/1½	1/2½	1/-	1/1
I. II. V. & VI. All other Manufacturing	Weekly Wage	46/9	49/8	45/5	46/-	..	45/-	48/-
	Working Hours	44.30	47.10	44.07	47.50	..	48.00	45.89
	Hourly Wage	1/0½	1/0½	1/0½	-/11½	..	-/11½	1/0½
XIII. Domestic, Hotels, etc.	Weekly Wage†	47/8	45/4	48/6	45/1	61/8	53/11	48/6
	Working Hours	47.08	47.09	47.33	48.00	48.00	54.00	47.64
	Hourly Wage	1/0½	-/11½	1/0½	-/11½	1/3½	1/-	1/0½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	51/1	50/11	55/-	36/6	..	..	50/-
	Working Hours	44.00	46.00	47.00	48.00	..	..	45.53
	Hourly Wage	1/2	1/11	1/2	-/9½	..	..	1/1½
All Groups	Weekly Wage	49/-	47/10	50/3	45/2	56/4	47/6	48/8
	Working Hours	45.06	46.04	45.66	46.10	45.97	47.86	45.69
	Hourly Wage	1/1	1/0½	1/11	-/11½	1/2½	1/-	1/0½

\* The particulars relate to the Weighted Average weekly rates of wage, working hours and hourly wage, respectively. † See footnote † to table on page 86.

5. **Relative Hours of Labour and Hourly Rates of Wage, 1914 to 1921.**—Particulars are given in the following table, classified according to States for male and female occupations separately at 30th April, 1914, and at the end of December, 1914 to 1921 relating to (a) the weighted average 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 classes 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 classes 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.

‡ See footnotes to table on page 86.

Weighted Average Nominal Weekly and Hourly Rates of Wage payable to Adult Workers, and Weekly Hours of Labour, 30th April, 1914, and at the end of the years, 1914 to 1921.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
MALE WORKERS.								
30th April, 1914.	Weekly Wage*	55 9	54 3	52 8	54 4	62 2	52 6	55 1
	Working Hours†	49.42	48.80	48.78	48.60	47.78	48.62	48.93
	Hourly Wage†	1/2	1 1/4	1 1/4	1 1/4	1 1/4	1 1/4	1 1/2
31st Dec., 1914.	Weekly Wage*	56 2	54 7	53 5	54 5	62 10	52 8	55 7
	Working Hours†	49.35	48.66	48.64	48.59	48.18	48.62	48.87
	Hourly Wage†	1/2	1 1/4	1 1/4	1 1/4	1 1/4	1 1/4	1 1/2
31st Dec., 1915.	Weekly Wage*	57 7	55 3	54 4	54 8	63 4	53 2	56 6
	Working Hours†	49.28	48.50	48.56	48.50	48.12	48.66	48.77
	Hourly Wage†	1 1/4	1 1/4	1 1/4	1 1/4	1 1/4	1 1/4	1 1/2
31st Dec., 1916.	Weekly Wage*	61 11	58 10	60 4	59 0	65 2	67 0	60 8
	Working Hours†	48.51	48.22	48.27	48.14	48 11	48 55	48.33
	Hourly Wage†	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4
31st Dec., 1917.	Weekly Wage*	64 5	63 0	65 3	63 1	68 11	59 7	64 2
	Working Hours†	48.41	48.14	47.19	47.82	48 10	48.48	48 10
	Hourly Wage†	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4	1 3/4
31st Dec., 1918.	Weekly Wage*	65 11	65 6	69 6	65 6	70 4	61 2	66 5
	Working Hours†	48.16	47.98	46.00	47.77	47.60	48.39	47.88
	Hourly Wage†	1 4/4	1 4/4	1 5/4	1 4/4	1 5/4	1 3/4	1 5/4
31st Dec., 1919.	Weekly Wage*	76 9	72 0	78 7	70 5	77 8	69 0	74 11
	Working Hours†	47.77	47.36	46.10	47 55	47.60	47.89	47.41
	Hourly Wage†	1 7/4	1 6/4	1 9/4	1 5/4	1 7/4	1 5/4	1 7/4
31st Dec., 1920.	Weekly Wage*	94 0	86 1	91 6	82 8	89 9	85 9	89 10
	Working Hours†	47.51	47.19	45.63	47.29	46.53	47.33	47.07
	Hourly Wage†	2/-	1 10/4	2 0/4	1 8/4	1 11/4	1 10/4	1 11/4
31st Dec., 1921.	Weekly Wage*	95 10	93 7	96 8	89 5	95 0	91 8	94 6
	Working Hours†	45.66	46.95	45.52	47.07	46.24	46.84	46.22
	Hourly Wage†	2 1/4	2 0/4	2 2/4	1 10/4	2 1/4	1 11/4	2 0/4
FEMALE WORKERS.								
30th April, 1914.	Weekly Wage	26 9	27 4	26 11	24 1	37 4	25 10	27 2
	Working Hours	49.34	48.54	49.32	49.33	48.69	50.76	49.08
	Hourly Wage	-/6 1/2	-/6 1/2	-/6 1/2	-/5 3/4	-/9 1/2	-/6	-/6 1/2
31st Dec., 1914.	Weekly Wage	26 10	27 9	27 1	24 1	37 4	25 10	27 5
	Working Hours	49.34	48.54	49.32	49.33	49.44	50.76	49.11
	Hourly Wage	-/6 1/2	-/6 1/2	-/6 1/2	-/5 3/4	-/9 1/2	-/6	-/6 1/2
31st Dec., 1915.	Weekly Wage	27 5	26 11	26 11	24 6	37 5	28 0	27 4
	Working Hours	49.45	48.46	49.84	49.35	49.86	50.14	49.12
	Hourly Wage	-/6 1/2	-/6 1/2	-/6 1/2	-/6	-/9	-/6 1/2	-/6 1/2
31st Dec., 1916.	Weekly Wage	28 7	28 5	27 3	24 10	38 10	28 3	28 5
	Working Hours	49.44	48.36	49.85	49.02	49.08	49.83	49.02
	Hourly Wage	-/7	-/7	-/6 1/2	-/6	-/9 1/2	-/6 1/2	-/7
31st Dec., 1917.	Weekly Wage	30 5	30 4	30 5	27 9	38 10	28 5	30 5
	Working Hours	48.98	48.32	48.99	48.73	48.78	49.83	48.71
	Hourly Wage	-/7 1/2	-/7 1/2	-/7 1/2	-/6 1/2	-/9 1/2	-/6 1/2	-/7 1/2
31st Dec., 1918.	Weekly Wage	31 10	31 3	32 10	29 5	38 10	28 9	31 9
	Working Hours	48.35	48.32	48.37	48.73	48.78	49.83	48.42
	Hourly Wage	-/8	-/7 1/2	-/8 1/2	-/7 1/2	-/9 1/2	-/7	-/7 1/2
31st Dec., 1919.	Weekly Wage	40 0	34 5	38 4	33 3	43 7	33 0	37 1
	Working Hours	47.53	47.83	46.76	47.67	48.12	49.23	47.54
	Hourly Wage	-/10	-/8 1/2	-/9 1/2	-/8 1/2	-/11	-/8	-/9 1/2
31st Dec., 1920.	Weekly Wage	46 0	43 1	44 11	40 7	52 11	41 10	44 6
	Working Hours	46.83	46.23	46.09	46.51	46.20	47.86	46.47
	Hourly Wage	-/11 1/2	-/11 1/2	-/11 1/2	-/10 1/2	-/11 1/2	-/10 1/2	-/11 1/2
31st Dec., 1921.	Weekly Wage	49 0	47 10	50 3	45 2	56 4	47 0	48 8
	Working Hours	45.06	46.04	45.66	46.10	45.97	47.86	45.69
	Hourly Wage	1/1	1 0/4	1 1/4	-/11 1/2	1 2/4	1/-	1 0/4

\* Weighted average weekly wage in all industrial groups combined.

† 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.

From the foregoing table it may be seen that there has been a diminution in each of the States, during the period 1914 to 1921, in the number of working hours constituting a full week's work for male and female occupations. 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 the Commonwealth at the 30th April, 1914 (= 1000).

**Relative Index-numbers for Weekly and Hourly Weighted Average Wage, 30th April, 1914, 31st December, 1914 to 1921.**

NOTE.—Weighted Average for the Commonwealth at 30th April, 1914, as base (= 1000).

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
MALE WORKERS.								
30th April, 1914.	Weekly Wage ..	1,011	984	955	986	1,128	952	1,000
	Hourly Wage ..	998	980	963	991	1,170	933	1,000
31st Dec., 1914.	Weekly Wage ..	1,019	990	969	988	1,140	956	1,008
	Hourly Wage ..	1,010	980	955	983	1,173	936	1,003
31st Dec., 1915.	Weekly Wage ..	1,044	1,002	986	992	1,149	965	1,023
	Hourly Wage ..	1,039	1,006	1,008	1,001	1,182	946	1,030
31st Dec., 1916.	Weekly Wage ..	1,123	1,067	1,095	1,071	1,182	1,034	1,100
	Hourly Wage ..	1,127	1,074	1,097	1,075	1,206	1,011	1,105
31st Dec., 1917.	Weekly Wage ..	1,163	1,143	1,183	1,144	1,250	1,081	1,164
	Hourly Wage ..	1,162	1,138	1,209	1,145	1,252	1,079	1,164
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	1,600	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
FEMALE WORKERS.								
30th April, 1914.	Weekly Wage ..	984	1,006	989	885	1,373	950	1,000
	Hourly Wage ..	980	1,021	976	881	1,386	920	1,000
31st Dec., 1914.	Weekly Wage ..	987	1,022	996	885	1,373	950	1,008
	Hourly Wage ..	983	1,035	983	881	1,364	920	1,009
31st Dec., 1915.	Weekly Wage ..	1,007	990	990	901	1,376	1,031	1,003
	Hourly Wage ..	1,002	1,005	976	898	1,357	1,011	1,009
31st Dec., 1916.	Weekly Wage ..	1,050	1,047	1,004	915	1,420	1,041	1,047
	Hourly Wage ..	1,044	1,063	991	916	1,431	1,027	1,048
31st Dec., 1917.	Weekly Wage ..	1,119	1,116	1,120	1,020	1,430	1,046	1,121
	Hourly Wage ..	1,122	1,134	1,122	1,027	1,440	1,029	1,120
31st Dec., 1918.	Weekly Wage ..	1,173	1,151	1,208	1,084	1,430	1,050	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	1,665
	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

6. **Weighted Average Nominal Hours of Labour.**—The following table shews the weighted average nominal hours of labour (exclusive of overtime) in a full working week for male workers in each State and the Commonwealth at the 30th April, 1914, and at 31st December, 1914 to 1921. There are shewn also index-numbers for each State based on the average weekly hours at the end of each of the periods specified, computed with the weighted average hours of labour for all States at the 30th April, 1914, as base (= 1000).

**Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week and Hours Index-Numbers in Each State and the Commonwealth, 30th April, 1914, 31st December, 1914 to 1921.**

NOTE.—Index-Numbers based on the Average Hours of Labour for the Commonwealth at the 30th April, 1914 (48.93) as base (= 1000). The index-numbers in this table are comparable throughout.

Particulars.		N.S.W.	Vic.	Q'land.	S. A.	W.A.	Tas.	C'wth.
30th April, 1914.	{ Weighted average weekly hours of labour*	40.42	48.80	48.78	48.60	47.78	48.62	48.93
	{ Index-numbers ..	1,010	997	997	993	976	994	1,000
31st Dec., 1914.	{ Weighted average weekly hours of labour*	49.35	48.66	48.64	48.59	48.18	48.62	48.87
	{ Index-numbers ..	1,009	994	994	993	985	994	999
31st Dec., 1915.	{ Weighted average weekly hours of labour*	49.28	48.50	48.56	48.50	48.12	48.50	48.77
	{ Index-numbers ..	1,007	991	992	991	983	992	997
31st Dec., 1916.	{ Weighted average weekly hours of labour*	48.51	48.22	48.27	48.14	48.11	48.55	48.33
	{ Index-numbers ..	991	985	987	984	983	992	988
31st Dec., 1917.	{ Weighted average weekly hours of labour*	48.41	48.14	47.19	47.82	48.10	48.48	48.10
	{ Index-numbers ..	989	984	964	977	983	991	983
31st Dec., 1918.	{ Weighted average weekly hours of labour*	48.16	47.98	46.90	47.77	47.69	48.39	47.68
	{ Index-numbers ..	984	981	959	976	975	989	979
31st Dec., 1919.	{ Weighted average weekly hours of labour*	47.77	47.36	46.19	47.58	47.60	47.80	47.41
	{ Index-numbers ..	976	968	944	972	973	979	969
31st Dec., 1920.	{ Weighted average weekly hours of labour*	47.51	47.10	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*	45.66	46.05	45.52	47.07	46.24	46.84	46.22
	{ Index-numbers ..	933	960	930	962	945	957	945

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

It will be seen from the foregoing table that there has been a considerable diminution in each State during the period 1914 to 1921 in the number of working hours constituting a full week's work for male occupations. The weighted average weekly hours index-number for the Commonwealth at the 31st December, 1921, was 945, as compared with 1000 at 30th April, 1914, a reduction of 5.5 per cent. The lowest weighted average nominal weekly hours index-number at the 31st December, 1921, was that for Queensland (930), followed in the order named by New South Wales (933), Western Australia (945), Tasmania (957), Victoria (960), and South Australia (962). During the period under review the percentage reduction in hours was greatest in New South Wales (7.6), followed by Queensland (6.7), Victoria and Tasmania (3.7), Western Australia (3.2), and South Australia (3.1). The greatest reduction in hours during 1921 took place in New South Wales, the result of the recommendations of a special court of inquiry constituted under the provision of the "Eight Hours (Amendment) Act, 1920." As a result of the adoption of these recommendations, the hours of labour in many industries were reduced to 44 per week.