

Index-Numbers of Retail Prices in Various Countries, &c.—*continued.*(b) PRICES OF FOODSTUFFS—*continued.*

No. of Towns and Localities.	ITALY.	NORWAY.	POLAND.	SWEDEN.	SWITZERLAND.	IRISH INDIA.	SOUTH AFRICA.	CANADA.	UNITED STATES.	ARGENTINA.	NEW ZEALAND.	SPAIN.
	Milan.	30	Warsaw.	49	23	Dom-bay.	9	60	51	30	25	Madrid.
			<i>d</i>	<i>a</i>	<i>o</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>1,000</i>	<i>g</i>
July 1914 ..	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
" 1915 ..	1,230	1,230	1,230	1,230	1,190	1,190	1,070	1,040	980	1,308	1,121	1,080
" 1916 ..	1,510	1,520	1,340	1,340	1,410	1,410	1,160	1,140	1,090	1,402	1,169	1,100
" 1917 ..	2,100	2,030	1,770	1,790	1,790	1,790	1,230	1,570	1,430	1,263	1,268	1,200
" 1918 ..	3,250	2,710	2,580	2,220	2,220	2,220	1,340	1,750	1,650	1,308	1,393	1,540
" 1919 ..	3,100	2,900	3,180	2,500	2,500	2,500	1,350	1,860	1,800	1,473	1,438	1,740
" 1920 ..	4,450	3,150	2,870	2,300	2,300	2,300	1,970	2,270	2,150	1,942	1,674	1,900
" 1921 ..	5,060	2,920	450,550	2,310	2,070	1,740	1,300	1,480	1,450	1,612	1,637	1,890
" 1922 ..	4,920	2,330	1,298,110	1,780	1,530	1,600	1,160	1,380	1,390	1,482	1,430	1,810
" 1923 ..	4,960	2,180	714	1,580	1,620	1,430	1,160	1,370	1,440	1,644	1,421	1,770
" 1924 ..	5,080	2,480	1,391	1,550	1,640	1,510	1,170	1,340	1,410	1,485	1,483	1,840
" 1925 ..	6,020	2,600	1,739	1,600	1,640	1,520	1,200	1,460	1,560	1,559	1,507	1,890
Jan. 1926 ..	6,810	2,160	1,911	1,620	1,610	1,510	1,160	1,570	1,600	1,549	1,544	1,830

a June. *b* January. *c* First half of the year. *d* Gold mark prices. *e* Since January, 1922, including clothing. *f* December. *g* Averages for years specified. *h* From 1915 for month of August. *i* Figure for the whole country. *j* Average for 1913. *k* May. *l* Including fuel and soap. *m* A average of selected week in the middle of the year. *n* Quarterly indexes, from 1914 to 1919, third quarter of each year. *o* 1st June. *p* December, 1925. *q* February. *r* August. *s* November, 1925. *t* From 1923 "Zloty" prices. *u* Third Quarter of each year specified excepting 1923 which is the first quarter figure. *v* Since 1925 gold prices. *w* Excluding clothing from 1925. *x* This index number is no longer published.

CHAPTER II.—WAGES.

§ 1. Operations Under Arbitration and Wages Board Acts.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and 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, 1925.

*Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 18, pages 568 to 571.

2. **Awards and Determinations Made and Industrial Agreements Filed.**
 —The following table shows the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth Statutes during each quarter of the years 1924 and 1925.*

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1924 and 1925.

State.	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1924.										
New South Wales	11	9	14	20	15	21	13	6	53	56
Victoria	42	..	15	..	21	..	10	..	78	..
Queensland	3	1	8	6	17	6	27	7	55	20
South Australia	10	2	6	..	9	1	24	1	58	4
Western Australia .. .. .	..	12	5	6	..	6	3	13	11	37
Tasmania	1	..	3	1	6	..	3	1	13	2
Commonwealth Court	2	17	7	11	13	8	22	11	44	45
Commonwealth Public Service Arbitrator	1	..	1	..	..	..	2	..	4	..
Total	79	41	59	44	74	40	109	39	321	164
1925.										
New South Wales	1	8	11	8	15	5	5	16	32	35
Victoria	13	..	20	..	12	..	22	..	67	..
Queensland .. .. .	..	7	19	9	26	9	60	8	105	33
South Australia	12	1	9	..	18	1	8	3	47	5
Western Australia .. .. .	..	20	..	16	2	16	2	14	4	64
Tasmania	2	..	1	1	..	..	2	..	5	1
Commonwealth Court	6	11	11	11	4	10	35	10	56	42
Commonwealth Public Service Arbitrator .. .. .	..	..	..	..	2	..	2	..	4	..
Total	34	47	71	43	79	41	136	51	320	182

A comparison of the operations of industrial tribunals during the years 1924 and 1925 shows that during the latter year there was a slight decrease in the number of principal awards made, but a substantial increase in the number of industrial agreements filed. The decrease in the number of awards made was common to all tribunals with the exception of those in Queensland and the Commonwealth Court of Conciliation and Arbitration, which were very active during 1925. Queensland and Western Australia were mainly responsible for the increase in the number of industrial agreements filed. In connexion with the large number of agreements filed in the latter

* Corresponding figures for the years 1914 to 1921 were published in Labour Reports Nos. 9, p. 108; 12, p. 112; and 13, p. 91.

State, it should be noted that many of them have been made "common rules" by order of the Court of Arbitration, and therefore have the effect of an award binding all employers and workers in the industries concerned within the localities specified in the agreements, whether members of an industrial union or association or not.

The figures in the preceding table are exclusive of variations of principal awards, of which a considerable number are made each year. The total variations made by the State and the Commonwealth Courts, Wages and Industrial Boards, and the Commonwealth Public Service Arbitrator, numbered 654 in 1925, compared with 305 in 1924, and were distributed as follows:—New South Wales 302, Queensland 152, South Australia 41, Western Australia 5, Commonwealth Court 107, and the Commonwealth Public Service Arbitrator 47. The great increase in the number of awards which were varied during 1925 was the direct result of alterations to the living wage in New South Wales, Queensland, and South Australia. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and a new determination issued which wholly repeals the old one.

3. Awards, Determinations, and Agreements in Force.—(i.) *General.*—The following table gives particulars for all States—excepting Western Australia, where, prior to the passing of the *Industrial Arbitration Act Amendment Act, 1925*, there was no provision for Wages Boards—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 dates specified to 31st December, 1925.

Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions has taken place during the period under review. Including the operations under the Commonwealth Arbitration Acts * and of the Western Australian Court of Arbitration, the number of awards or determinations and industrial agreements † in force has increased by 606 and 206 respectively over the number in force at the 31st December, 1913.

With reference to the number of industrial awards and registered industrial agreements in force at the end of any period, generally speaking, awards and determinations made by both State and Commonwealth tribunals continue in force after the term of operation mentioned therein has expired, until rescinded or superseded by a subsequent order or award.

* The Commonwealth Conciliation and Arbitration Act 1904-21, and the *Arbitration (Public Service) Act 1920*.

† 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.

Prior to the passing of the *Industrial Code Amendment Act 1924*, assented to on the 24th December, 1924, the determinations of industrial boards in South Australia remained in force only for the specified term, and after its expiration had no further legal effect, although, no doubt, their provisions were observed until such time as the Board issued a new determination. All industrial agreements, with the exception of those made under the provisions of the Tasmanian Act, continue in force after the expiration of the term mentioned, until rescinded or superseded by a subsequent agreement or order. The Tasmanian agreements have no legal effect after the term of operation has expired, unless and until revived perhaps by a subsequent agreement.

The above account may be accepted as a brief explanation in general terms of the currency of awards and agreements. There may be exception in certain cases, but they are infrequent.

Particulars of Boards, and of Awards, Determinations, and Industrial Agreements in Force, 1913 to 1925.

Dates.	Boards Authorized.	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force. ^a	Industrial Agreements in Force.
31st December, 1913..	505	501	387 ^c	575 ^b	401
30th September, 1914	549	539	474	599	409
31st December, 1915..	573 ^d	554 ^d	498	663	546
" " 1916..	594	572	525	706	609
" " 1917..	478 ^e	473 ^e	442 ^e	744	732
" " 1918..	267 ^f	260 ^f	445	866	833
" " 1919..	505	498	465	942	843
" " 1920..	475 ^g	470 ^g	440 ^g	1,041	972
" " 1921..	569	557	479	1,047	1,222
" " 1922..	569	561	508	1,042	780
" " 1923..	574	566	523	1,088	740
" " 1924..	575	538 ^h	520	1,111	549
" " 1925..	575	541	524	1,181	607

^a Including awards made by Arbitration Courts and the Commonwealth Public Service Arbitrator.

^b Excluding awards or determinations which expired in New South Wales (under the Act of 1908 on 31st December, 1913).

^c 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.

^d See remarks with respect to re-authorization of Boards in New South Wales Labour Bulletin No. 12, page 47.

^e Reduction in the number of Boards authorized, etc., was due to the dissolution of all Boards appointed under the *Queensland Industrial Peace Act 1912*. The work of these Boards is now undertaken by the Court of Arbitration constituted under the *Industrial Arbitration Act of 1916*.

^f On the 13th December, 1918, an order was made by the New South Wales Court of Industrial Arbitration recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 19th February, 1919, such Boards were constituted.

^g Reduction in the number of Boards authorized, etc., was due to the dissolution on the 9th December, 1920, by the *Industrial Code 1920*, of Wages Boards in South Australia appointed under the *Factories Acts 1907 to 1915*. These have been replaced by Industrial Boards appointed under the *Industrial Code*.

^h During 1924 the majority of the South Australian Boards expired, and all had not been reconstituted at the close of the year.

The following table shows the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agreements in force at the end of the years 1913, 1924, and 1925.

Boards Authorized and Constituted : Awards, Determinations, and Agreements in Force 1913, 1924, and 1925. (d)

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
Boards Authorized, etc. Boards authorized ..	1913	..	..	216	135	75	56	..	23	505
	1924	..	..	274	176	2	75	..	48	575
	1925	..	..	269	180	2	75	..	49	575
Boards constituted	1913	..	..	223	132	74	51	..	21	501
	1924	..	..	274	174	2	46	..	42	533
	1925	..	..	269	175	2	49	..	43	541
Boards which have made Awards of Determinations	1913	..	..	123	123	74	47	..	19	386
	1924	..	..	259	158	..	65	..	38	520
	1925	..	..	253	106	..	66	..	31	524
Awards and Determinations— Awards and Determinations in force	1913	17	..	205	127	73	54	18	21	575
	1924	146	29	320	174	221	81	91	49	1,111
	1925	179	32	321	177	223	101	99	49	1,184
State Awards and Determinations— Applying to Whole State	1913	..	..	32	8	3	..	..	15	58
	1924	..	..	31	65	65	7	5	39	212
	1925	..	..	32	68	66	15	4	40	223
Applying to Metro- politan area	1913	..	..	58	..	28	53	13	1	153
	1924	..	..	90	1	50	66	51	..	242
	1925	..	..	91	1	52	62	56	..	262
Applying to Metropol- itan and Country areas	1913	..	..	49	105	1	..	1	5	161
	1924	..	..	130	94	44	2	8	7	291
	1925	..	..	136	97	45	2	8	7	298
Applying to Country areas	1913	..	..	120	14	41	1	4	..	186
	1924	..	..	63	13	62	22	27	3	191
	1925	..	..	62	13	60	22	31	2	190
Commonwealth Court Awards— Awards in force in each State	1913	..	..	13	17	15	16	9	13	..
	1924	..	..	87	110	32	80	33	62	..
	1925	..	..	115	131	35	99	36	66	..
Commonwealth Public Service Arbitrator— Determinations in force in each State	1924	..	..	28	26	25	25	25	24	..
	1925	..	..	31	27	26	26	26	25	..
	1913	223	..	75	..	5	11	82	..	401
Industrial Agreements— In force	1924	221	..	135	..	62	44	85	2	540
	1925	220	..	142	..	86	46	101	3	607
	1913	..	..	132	129	68	62	57	61	..
Commonwealth Agree- ments in force in each State	1924	..	..	68	96	24	24	11	19	..
	1925	..	..	80	93	27	26	19	24	..

^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 For particulars relating to the years 1914 to 1920, see Labour Reports Nos. 9, p. 113; 11, p. 108; and 13, p. 94.

The number of awards and agreements in force in the Commonwealth at the end of December, 1925, showed an increase of 70 and 58 respectively over the number in force at the same date in 1924. Each State tribunal, as well as the Commonwealth Court and the Public Service Arbitrator, displayed increased activity, with the sole exception of Tasmania, where the number of awards in force remains unchanged, although agreements in force increased from 2 to 3.

Information as to the main provisions of the various Industrial Acts then in force throughout the Commonwealth was given in Labour Bulletin No. 1. In subsequent issues brief reviews were furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1925.

(ii.) *New South Wales*—In pursuance of section 14 of the *Industrial Arbitration Act* 1912, as amended, the Court of Industrial Arbitration in this State has for several years past been exercising the functions of Industrial Boards with the exception of the Board constituted for industries (other than mining and smelting) in the County of Yancowinna (Broken Hill). This Board during the year 1925 made three principal awards, while 29 awards and 302 variations were made by the Court.

The majority of the Industrial Boards expired by effluxion of time on 19th February, 1925. The Boards which had not expired were dissolved on the recommendation of the Court, and on 20th February, 1925, 266 new Boards were constituted. Eleven Boards were not recommended for re-constitution, including nine Boards for employees under the Public Service Act, the employees covered by these Boards having been removed from the scope of the Industrial Arbitration Act by the Amendment Act of 1922. Three Boards, viz., Animal Food Makers (State) Board, Cashiers and Office Assistants, Retail Shops (Northumberland) Board, and Shop Assistants (Northumberland) Board were original constitutions, whilst the remainder were re-constitutions, although in several instances the constitutions of the latter were varied, mainly in the direction of extending their jurisdiction. Following the general re-constitution three additional Boards were constituted, viz., Drug Employees (Cumberland and Northumberland) Board in March, Chaffcutters, &c. (State), Board in November, and Glass Makers (State) Board in December. The constitutions of nine Boards were varied during the year, three prior to, and six after, the general re-constitution.

No additional Conciliation Committees were constituted during 1925.

On 3rd March, 1925, the Board of Trade commenced an inquiry with a view to determining an increase or decrease in the cost of living and assessing living wages. It again examined the contention that a separate wage should be declared for metropolitan and urban areas, and determined that its declaration should apply to the State. The inquiry was completed in July, and by its declaration of 24th August, 1925, the male living wage was increased from 82s. to 84s. per week, and the female living wage from 41s. 6d. to 42s. 6d. per week. The following table shows the movement in the living wages for adult male and adult female workers from 1914 onward. The declarations of 1914 to 1916 are those of the Court of Industrial Arbitration, and from 1918 to 1924 those of the Board of Trade.

New South Wales—Determinations of Male and Female Living Wages, 1914 to 1925.

(Other than Rural Industries.)

Date.	Males.		Females.		
	Weekly Living Wage.	Area.	Date.	Weekly Living Wage.	Area.
	£ s. d.			£ s. d.	
16.2.14	2 8 0	Sydney and Suburbs	17.12.18	1 10 0	Sydney and Suburbs
17.12.15	2 12 6	" "	23.12.19	1 19 0	" "
18.8.16	2 15 0	" "	23.12.20	2 3 0	State except County of Yancowinna
5.9.18	3 0 0	" "			
8.10.19	3 17 0	" "	3.3.21	2 3 0	Whole State
19.4.20	3 16 6	Newcastle District	22.12.21	2 1 0	State except County of Yancowinna
11.5.20	3 17 6	South Coast			
8.7.20	3 18 0	Central Tablelands	9.10.22	1 19 8	" "
8.10.20	4 5 0	State except Newcastle, South Coast, Central Tablelands and the County of Yancowinna	10.4.23	2 0 0	Whole State " "
			7.9.23	2 1 6	" "
			7.3.24	2 1 6	" "
			1.8.24	2 1 0	" "
15.12.20	4 5 0	State except County of Yancowinna	24.8.25	2 2 6	" "
3.3.21	4 5 0	Whole State			
8.10.21	4 2 0	State except County of Yancowinna			
12.5.22	3 18 0	" " " "			
26.5.22	3 18 0	County of Yancowinna			
29.9.22	3 18 0	State except County of Yancowinna			
10.4.23	3 10 0	Whole State			
7.9.23	4 2 0	" "			
7.3.24	4 2 0	" "			
1.8.24	4 2 0	" "			
24.8.25	4 4 0	" "			

The Board of Trade has at various dates since June, 1923, issued determinations governing the terms and conditions of apprenticeship in 24 industries or crafts. During 1925, the regulations governing the conditions of apprenticeship in the furniture-making, piano, and musical instrument-making trades were amended by including (1) loose cover cutting and furnishing drapery and (2) carpet cutting and planning as trades to which minors may be apprenticed. In an amending regulation gazetted during August it is provided that the penalty for a breach of the terms of any

regulation shall be a sum not exceeding £50. The principal conditions prescribed by the regulations relate to the term of apprenticeship, rates of wage, period of probation, proportion of adult workers, transference from one employer to another, registration of contract of apprenticeship with the Board of Trade, and provision for technical training.

Legislation of an industrial character passed during 1925 included the Coal Mines Regulation (Amendment) Act (No. 2 of 1925), the Mines Rescue Act (No. 3 of 1925), and the Forty-four Hours Week Act (No. 16 of 1925).

The Coal Mines Regulation (Amendment) Act, assented to on 28th September, 1925, repealed the *Coal Mines Regulation (Amendment) Act 1917*, and amended the 1912 Act with respect to persons without experience working in the face of the workings of a mine.

The Mines Rescue Act, also assented to on 28th September, 1925, provides for rescue operations in coal and shale mines; for the establishment, equipment, maintenance, and control of rescue stations and rescue corps; for the payment of contributions by mine-owners towards Mines Rescue Funds; and for the establishment of rescue brigades at mines and the training of men in the use of rescue apparatus.

The most important legislative enactment in the industrial sphere during the year was the passing of the Forty-four Hours Week Act, assented to on 16th December, 1925. This Act amended the *Industrial Arbitration Act 1912*, and repealed the *Eight Hours Act 1916*, and the *Eight Hours (Amendment) Act 1922*. The Act provides, *inter alia*, that the ordinary working hours in all industries other than coal mining and shipping, with respect to vessels trading beyond the limits of a port, shall not exceed—(1) eight hours during any consecutive twenty-four hours; or (2) forty-four hours per week; or (3) eighty-eight hours in fourteen consecutive days; or (4) one hundred and thirty-two hours in twenty-one consecutive days; or (5) one hundred and seventy-six hours in twenty-eight consecutive days. Overtime may be permitted by the terms of any award or agreement. Wages on a weekly basis shall not be reduced by reason only of any reduction of hours under this Act, and where daily or hourly rates are in operation they shall be increased to such amounts as will provide the employee working full time the same wages as he would have received for working full time prior to this Act. In industries governed by Commonwealth Court Awards or Agreements, the hours prescribed by this Act must not be exceeded, and the wages paid must be increased by an amount sufficient to counteract the loss occasioned by any reduction in hours. Rural workers are exempted from the Act, but provision is made that the *Industrial Arbitration Act 1912* and this Act shall bind the Crown and be construed as having reference to the direct and all other employees of the Crown. By proclamation, the 4th January, 1926, was fixed as the day upon which the provisions of this Act should operate. (Developments resulting from this Act will be dealt with in Report No. 17.)

(iii.) *Victoria*.—During the year 1925, four new Wages Boards were authorized. In February, the Farriers (Country) Board, and the Hospital Attendants (Country) Board were authorized, and from the dates on which their first determinations came into force, 5th November, 1925, and 27th September, 1925, respectively, the area over which the determinations of the existing Boards operated (the whole State) was reduced to the urban area. On 21st April, 1925, the Tanners (Furred Skins) Board was authorized, depriving the Tanners Board of jurisdiction over persons employed in the trade of a tanner of all kinds of furred skins or a dresser or dyer of such skins. The Tramway Conversion Board was authorized on 24th December, 1925, to determine the lowest prices or rates which may be paid to persons employed in the occupation of Converting Cable Tramway Lines to Electric Traction, but not including persons subject to the jurisdiction of the Carters and Drivers Board.

There were, in addition, variations of the constitutions and powers of Boards, totalling 11 for the year, mainly in respect of the area or locality over which the determinations of the Wages Boards should have effect.

During the early portion of the year, the Railways Classification Board was engaged in hearing evidence regarding the claims of certain grades of employees for allowances for work performed under special conditions, as well as numerous matters arising out of existing awards which had been submitted by the various organizations for interpretation by the Board. Orders covering such cases, in addition to those relating to disputes as to the payment of Wages Board rates to certain grades of employees, were issued at various times throughout the year.

The claims of secondary grades for increased classification were dealt with during the latter part of the year, the grades submitted by the Australian Railways Union being those which were not the subject of a Federal dispute between the Union and the Victorian Railways Commissioners.

At the close of the year an award operative as from 1st January, 1925, was issued covering all grades of the Service coming within the jurisdiction of the Board, the principal increases provided in the award being from £10 to £15 per annum to Telegraphists and from £10 to £17 to Professional Officers in the grades of Engineering Assistant and Assistant Engineer, in addition to higher rates for a number of individual grades, while an entirely new classification was provided for Foremen, introducing an additional class with consequential increases from £30 to £55 per annum.

In addition, an award was issued prescribing that officers coming within the jurisdiction of the Board when called upon to perform the duties of a higher position should be paid an allowance to bring their salary up to the minimum of the higher position, subject to a maximum of £600 per annum unless a higher rate be sanctioned by the Commissioners.

In accordance with the amending Act passed in December, 1923, the Board has determined that for the purpose of any award to be made by it during the year 1926, the basic wage shall be the same as that prescribed in the interim award of 22nd December, 1925, of the Commonwealth Court of Conciliation and Arbitration made in respect of the claim submitted by the Australian Railways Union against the Victorian Railways Commissioners and others, which means that for the first quarter a wage of 14s. 5d. per day, or 9d. per day in excess of that fixed for the year 1924, shall be paid subject to quarterly adjustments in accordance with the cost of living index figures as prescribed in such interim award.

(iv.) *Queensland*.—In connexion with the reconsideration of the basic wage, which was held in 1925, the Court of Industrial Arbitration at the close of December, 1924, appointed a Commission, consisting of Mr. J. T. Sutcliffe, of this Bureau (Chairman), with Professor Mills, of the University of Sydney, and Professor Bridgen, of the University of Tasmania, to inquire into and report on the following matters:—(a) The productivity of Queensland year by year from 1913 to 1924, and the estimated productivity for 1925. (b) Real wages compared with productivity for the same periods. (c) To what extent is it practicable in adjusting wages to have regard to variations in productivity. (d) Whether an increase in wages would be likely to affect adversely the growth of any, and what, Queensland industries. (e) What would be the probable reactions of an increase in the basic wage. (f) Such other matters of an economic nature as in the opinion of the Commission, may be of assistance to the Court in determining the basic wage.

The Commission presented its Report on the 21st February, 1925, making recommendations to the Court which may be summarized as follows:—The chief guide to be followed in declaring a basic wage should be the capacity of industry to pay, which should be measured by variations in the value of production per head. This should be the principal guide, but the Court should also take into account variations in the cost of living, productive efficiency, unemployment, and rates of wages in other States.

The Commission also recommended a continuance of the practice of the Court in making departures from the basic wage so fixed, in the case of industries of more or less than average prosperity. Further recommendations had reference to the extension of piece-work and the establishment of a scheme of discrimination according to family needs.

The Full Bench of the Arbitration Court sat in April to fix the basic wage for the year, but before it had considered its finding, the President, Chief Justice, McCawley, died suddenly, and the other members of the Court, on 8th May, 1925, decided to take no action to give effect to the recommendations of the Commission and found no justification for an increase in the basic wage, which remained at £4 per week.

The Industrial Arbitration Act Amendment Act of 1924 providing for the introduction of a general 44-hour week came into operation on 1st July, 1925.

On 28th September, 1925, assent was given to the Basic Wage Act of 1925 providing a basic wage of £4 5s. per week for males and £2 3s. per week for females. The Act will remain in force for twelve months after its passing, and until the coming into force of any declaration of the Court in variance of its provisions, after the expiration of such period of twelve months.

The most important action of the Legislature having industrial significance was the passing of the Industrial Arbitration Act Amendment Act of 1925, assented to on 26th October, 1925, providing for the abolition of the Court of Industrial Arbitration and the establishment of a Board of Trade and Arbitration in its stead, consisting of a President, who shall be a Judge of the Supreme Court, and two other persons. In addition to judicial functions, provision is made for the exercise by the Board of administrative functions, which include the following:—To administer the Profiteering Prevention Act of 1920; to collect and publish information and statistics of vital, social, and industrial matters, and on labour, employment, and unemployment in specific industries; to report upon the productivity of industries, the industrial efficiency of the community, the organization of the labour market, the better housing of the people, and the insurance of employees against loss or injury caused by unemployment, sickness, accident, or industrial diseases; and finally, to encourage and assist industrial and social welfare.

(v.) *South Australia*.—During the year 1925 three Industrial Boards were constituted, viz., the Government Railway Platelaying Board and the Government Running Locomotive Board in January, and the Government Hospitals, etc., Board in March.

The Board of Industry, appointed under the Industrial Code, 1920, which, amongst other matters, is charged with the fixation of the living wage, made a declaration on the 29th July, 1925, of 14s. 3d. per day as the living wage for adult males in the metropolitan area. This represented an increase of 7d. per day. The adult female living wage of 38s. per week, declared in October, 1924, was increased, on the 17th August, 1925, to 39s. 6d.

The following table shows the movement in the declared living wages for adult males and adult females since the appointment of the Board of Industry.

South Australia.—Determinations of Male and Female Living Wages, 1921 to 1925.

Males.			Females.		
Date.	Weekly Living Wage.	Area.	Date.	Weekly Living Wage.	Area.
	£ s. d.			£ s. d.	
15.7.21	3 19 6	Metropolitan Area	11.8.21	1 15 0	Metropolitan Area
11.4.22	3 17 6	"	22.10.24	1 18 0	"
19.10.23	3 18 6	"	17.8.25	1 19 6	"
30.4.24	4 2 0	"			
29.7.25	4 5 6	"			

The *Industrial Code Amendment Act 1925*, amending the Industrial Acts 1920 to 1924, was assented to on 6th January, 1926. It provides, *inter alia*, for the extension of the principal Act to clubs and their employees, for the alteration of the jurisdiction of Boards in certain circumstances, and limits the period of operation which may be specified in determinations to three years.

A determination will, however, continue in force, notwithstanding the expiry of the specified term, until a new determination has been made, unless it has been previously cancelled by the Minister, rescinded by the Court, or suspended by the Governor, as provided in the Act.

(vi.) *Western Australia*.—Assent was given on 31st December, 1925, to a most important measure, the *Industrial Arbitration Act Amendment Act 1925*, amending the *Industrial Arbitration Act 1912*. Many of its comprehensive provisions are new so far as Western Australia is concerned. Industrial Boards may be constituted, on the recommendation of the Court, for the making of an award in any dispute remitted by the Court, and for inquiry and report on any matters on which the Court desires information. Provision is also made for the appointment of Boards of Reference and Conciliation Committees. The President of the Court of Arbitration shall be a person qualified to be appointed as a Judge of the Supreme Court. The jurisdiction of the Court is considerably enlarged and it is given power to deal with and determine, *on its own motion*, all industrial matters and to prevent, settle and determine all industrial disputes, *irrespective of whether the parties thereto are registered unions or not*, if a cessation of work has occurred. The Court shall, of its own motion, before the 14th June, in each year, determine and declare a basic wage, operating from 1st July of each year, to be paid to male and female workers. Notwithstanding the expiry of the term of an award it shall, subject to a variation ordered by the Court, continue in force until a new award has been made. Domestic servants employed in establishments having more than six boarders or lodgers are brought within the scope of the Act.

The *Workers' Compensation Act Amendment Act 1925*, assented to on 4th November, 1925, excludes from the operation of the 1912 Act persons employed under articles of agreement as "pearl fishers" and introduced into the State by permission of the Commonwealth Government, subject to the obligation of the employer to return such persons to the places whence they came on the cessation of their employment.

During the year 30 industrial agreements were declared "common rule" by the Court of Arbitration and are thereby given the force of awards.

(vii.) *Tasmania*.—One new Wages Board, the Sweep Promoters', was established during the year, and its first determination was issued on 21st December, 1925.

The constitution of the Cement Workers' Wages Board was varied on 1st December, 1925, extending its jurisdiction from the area of Maria Island only, to the whole State.

(viii.) *Commonwealth Court*.—Awards and variations of awards made during 1925 considerably outnumbered those made in the previous year, and at the close of the period 31 additional awards were in force. Several industries were for the first time regulated by awards of the Court, including printing industry employees, ironworkers, railway employees, and agricultural implement workers.

On 1st May, 1925, Deputy President Sir John Quick, at the request of the Commonwealth Steamship Owners' Association and the Australian Commonwealth Shipping Board, granted orders *nisi* calling upon the Federated Seamen's Union of Australasia to show cause why its registration should not be cancelled. On the 1st May and 5th May, 1925, applications were

lodged by the above parties to vary the awards made in favour of the Seamen's Union so as to determine them. These actions were the outcome of the alleged adoption by the Union of "job control" methods. The High Court decided on the 29th May, 1925, that the Court had jurisdiction to deal with these matters, and on 5th June, 1925, Mr. Deputy President Webb determined the awards and cancelled the registration of the Union.

(ix.) *Commonwealth Public Service Arbitrator*.—In 1925 determinations were made for the first time by the Arbitrator for Storemen and Packers employed in Naval Stores, for the same class of worker employed at the Cockatoo Island Dockyard, and for Postal Overseers.

(x.) *Industrial Peace Acts 1920*.—The Special Tribunals appointed under the provisions of these Commonwealth Acts, made several awards in settlement of minor disputes at various collieries. There has been no general revision of wages and working conditions in the coal-mining industry since 1920.

(xi.) *Industrial Board—Territory for the seat of Government*.—This tribunal authorized by the *Industrial Board Ordinances 1922*, having power to fix rates of pay, hours and other conditions of employment in respect of workmen engaged upon Commonwealth Works in the Territory, made a new award on the 19th March, 1925, superseding the award made in the previous year. Subsequently, three variations of this award were made.

§ 2. Changes in Rates of Wage.

1. **General.**—(i.) *History of Collection*.—The collection of information regarding changes in rates of wage throughout Australia dates from 1st January, 1913, and the statistical results of the first complete year (1913) were published in Labour Report No. 5. Annual figures for subsequent years have been given in Labour Reports Nos. 5 to 15, while details for the year 1925 are furnished herein.

(ii.) *Definition of Change in Rate*.—For the purposes herein a change in rate of wage has been taken to mean an alteration in the weekly rates of remuneration of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of change are excluded. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes all changes to workers in that industry, irrespective of the occupations or trades affected. 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. In a few instances, separate arrangements, some of which may not have affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course has been adopted to obviate the necessity for separately recording changes affecting a small number of workers.

(iii.) *Sources of Information.*—Information regarding changes in rate of wage is obtained through the following channels:—(a) The Commonwealth and State Industrial Registrars, and the Chief Inspector of Factories in each State; (b) Reports from Labour Agents and Correspondents; (c) Quarterly reports from Secretaries of Trade Unions; (d) Returns relating to industrial disputes which resulted in changes in rates of wage; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iv.) *Collection of Data.*—On the occurrence of a change, forms prescribed under the *Census and Statistics Act 1905* are issued to employers' associations and trade unions affected. In certain cases forms are also issued to individual employers. The particulars asked for in these forms relate to (a) the occupations of the workers affected; (b) the number of workers in each occupation; (c) the rates of wage paid before and after the change; (d) the locality affected; and (e) the date on which the change took effect. Information is also required regarding employers and employers' associations concerned, and the method by which the change was effected.

On receipt of the completed forms at this Bureau, the particulars are checked and compared with each other and with copies of awards, determinations, and agreements. In all cases in which the information supplied is incomplete or otherwise unsatisfactory, further inquiries are made, and the figures are checked by reference to census results, industrial statistics, factory reports, etc.

(v.) *Tabulation of Returns.*—Net change in wage is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling. In cases of changes in the minimum rates of wage payable under awards or determinations of industrial tribunals, it has generally been assumed (in the absence of any definite information to the contrary) that the whole of the workers in each designated occupation received an increase or decrease equal to the change in the minimum rate of wage. It should be noted, moreover, that there is overstatement as regards "persons affected," since in the quarterly adjustments of wages the same persons figure on four occasions. The difficulty of eliminating this factor has, however, been found too great to justify the labour involved. A further complication is introduced by the overlapping of Commonwealth and State awards.

The computations (amount of change per week) do not relate to the actual change in earnings per week, but to the change 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 is employed during the whole of that week. The aggregate effect per annum cannot therefore be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. Since unemployment and activity in all branches of industry vary from year to year, and in many branches from season to season, 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.

2. **Effect of Changes in 1925.**—During the year 1925 the decreases in rates of wage recorded were very much less than in 1924. The following table shows the effect of increases and decreases in rates of wage in each State during the year :—

Changes in Rates of Wage—Effect in each State, 1925.

State.	Increases.		Decreases.		Total Result of all Changes.		
	Work-people Affected.	Increase per Week.	Work-people Affected.	Decrease per Week.	Work-people Affected.	Net Increase per Week.	Average Increase per Week.
New South Wales	493,080	41,751	21,043	971	514,123	40,780	s. d. 1 7
Victoria ..	271,642	27,146	71,481	7,178	343,123	19,968	1 2
Queensland ..	180,940	44,126	3,655	151	184,505	43,975	4 9
South Australia ..	84,334	11,530	20,387	1,837	113,721	9,695	1 8
Western Australia ..	36,276	3,398	3,876	190	40,152	3,190	1 7
Tasmania ..	10,604	675	7,062	382	18,566	292	0 4
N. Territory ..	16	..	10	9	26	9(a)	6 11 (a)
Federal Capital Territory ..	243	133	..	..	243	133	10 11
Common to all States ..	46,960	1,461	700	60	47,600	1,395	0 7
Total ..	1,124,095	130,220	138,114	10,793	1,262,200	119,427	1 11

(a) Decrease.

The changes in wages include all those which have occurred through the operations of wage tribunals, or as the result of direct negotiations between employers and employees. 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 variations in all States during the year.

3. **Effect of Changes, Australia, 1921 to 1925.**—The following table gives separate particulars of the effect of increases and decreases in rates of wage in Australia during the years 1921 to 1925 :—

Changes in Rates of Wage—Number and Effect in Australia, 1921 to 1925.

Year.	Increases.		Decreases.		Total Result of all Changes.		
	Work-people Affected.	Increase per Week.	Work-people Affected.	Decrease per Week.	Work-people Affected.	Net Increase per Week.	Average Increase per Head per Week.
1921 ..	605,205	205,086	120,970	19,428	732,265	185,658	s. d. 5 1
1922 ..	156,017	22,412	472,069	92,974	628,116	70,562a	2 3a
1923 ..	320,856	125,370	160,094	21,361	900,852	104,618	3 0
1924 ..	337,823	85,916	609,932	44,250	847,655	41,366	1 0
1925 ..	1,124,095	130,220a	138,114	10,793	1,262,200	119,427	1 11

(a) Decrease.

4. **Changes in each State, 1921 to 1925.**—The following table gives particulars relating to changes in rates of wage recorded during the years specified. The net amount of increase per week, as tabulated, is subject to the qualifications mentioned in 1 (v.) *ante* :—

Changes in Rates of Wage—Number and Effect of Changes, States, etc., 1921 to 1925.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States.	Aust.	
Persons Affected	1921	272,782	238,084	115,722	44,606	22,605	14,783	..	..	23,503	732,265
	1922	363,909	90,172	78,791	35,722	13,547	16,036	..	337	24,600	628,116
	1923	519,440	276,094	30,051	63,200	32,057	25,918	71	1,002	43,010	990,852
	1924	196,066	338,761	52,975	111,261	40,698	26,144	35	30	81,785	847,655
	1925	514,123	343,123	184,595	113,721	46,152	18,566	36	243	47,660	1,262,269
Net Increase per week	1921	£ 38,371	£ 77,425	£ 30,790	£ 13,409	£ 11,395	£ 6,370	£ ..	£ ..	£ 7,868	£ 185,658
	1922	642,930	66,625	614,336	62,687	61,589	61,701	..	656	6135	670,562
	1923	53,868	36,934	62,177	9,784	669	1,755	620	298	3,645	104,018
	1924	7,860	7,312	13,908	7,835	1,879	1,325	15	1	1,136	41,366
	1925	40,780	19,868	43,975	9,693	3,199	293	68	133	1,325	119,427
Average Increase per head	1921	s. d. 2 10	s. d. 6 6	s. d. 5 4	s. d. 6 0	s. d. 10 1	s. d. 8 7	s. d. ..	s. d. ..	s. d. 0 9	s. d. 5 1
	1922	62 4	61 6	63 9	61 6	61 9	62 1	..	63 4	60 1	62 3
	1923	2 9	2 3	61 5	3 11	20 1	1 4	65 8	6 11	1 0	3 0
	1924	0 10	0 5	5 3	1 5	0 11	1 0	3 7	0 8	0 3	1 0
	1925	1 7	1 2	4 9	1 8	1 7	0 4	68 11	10 11	0 7	1 11

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, & Decrease.

Note.—See sub-section v on page 59.

The relative position of the States in point of the numbers of workers affected in each year depends, of course, mainly on differences in population and on the magnitude of the different industries and callings in which changes took place.

The large increase in 1924 in this respect is entirely due to changes in the basic wage which took place in the States of New South Wales, Queensland, and South Australia, the effect in each State being shown by the table.

5. **Changes in Industrial Groups, 1925.**—The following table shows the effect of changes in rates of wage during 1925 in each State, classified according to the industrial groups adopted. Particulars of changes in rates of wage in the industrial groups during 1913 and subsequent years to 1924 have been published in Labour Reports Nos. 5 to 15.

Changes in Rates of Wage—Industrial Groups, 1925.

Particulars.	Industrial Group.														All Groups.
	I. Wood, Furniture, etc.	II. Engi- neering, Metal Works, etc	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Build- ing.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Trans- port.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscel- laneous ^a	
New South Wales—															
Persons Affected	48,589	61,541	30,161	23,928	7,030	51,118	42,558	14,506	70,834	4,624	16,949	6,708	22,849	112,685	514,123
Increase per week	£ 3,249	4,638	2,248	721	868	4,305	3,168	1,853	5,584	468	1,302	1,128	1,752	9,436	40,780
Victoria—															
Persons Affected	25,338	32,114	14,421	1,800	4,380	41,426	49,142	5,400	66,241	14,500	4,047	12,600	5,270	66,425	343,123
Increase per week	£ 3,024	1,500	636	(b)50	(b)757	2,584	1,807	306	4,151	1,569	409	1,248	963	2,578	19,968
Queensland—															
Persons Affected	3,187	9,851	15,763	7,658	2,775	4,735	10,376	7,142	29,424	3,804	7,394	29,197	2,877	50,412	184,595
Increase per week	£ 797	2,492	4,001	668	631	892	2,594	1,766	7,143	929	1,850	7,924	568	11,601	43,975
South Australia—															
Persons Affected	3,656	14,710	6,120	5,146	1,600	15,953	17,639	625	10,502	2,510	7,741	6,099	5,771	15,658	113,721
Increase per week	£ 149	818	426	23	186	407	2,467	97	1,012	236	619	275	701	2,187	9,693
Western Australia—															
Persons Affected	13,150	2,755	1,376	1,222	402	1,763	..	..	9,460	761	2,606	900	600	4,801	40,152
Increase per week	£ 666	98	168	96	192	217	..	..	291	153	198	2	165	953	3,199
Tasmania—															
Persons Affected	1,800	2,663	745	450	28	697	1,626	3,700	2,269	1,050	1,704	..	..	1,834	18,566
Increase per week	£ 20	(b)65	49	(b)14	8	?	(c)1	68	15	80	107	..	..	28	292
Northern Territory—															
Persons Affected	..	..	10	..	..	..	..	..	16	..	..	..	..	..	26
Increase per week	£ ..	..	(b)9	..	..	..	..	..	..	..	..	..	..	..	(b)9
Federal Capital Territory—															
Persons Affected	..	35	..	..	..	..	208	..	..	..	..	..	..	..	243
Increase per week	£ ..	19	..	..	..	..	114	..	..	..	..	..	..	..	133
All States (c)—															
Persons Affected	..	..	..	..	..	..	..	..	..	..	36,644	..	..	11,016	47,660
Increase per week	£ ..	..	..	..	..	..	..	..	..	..	1,102	..	..	239	1,395
Total Australia—															
Persons Affected	95,720	123,669	68,596	40,202	16,224	115,092	121,549	31,373	188,752	27,240	77,285	55,495	37,472	262,981	1,262,209
Increase per week	£ 7,905	9,560	7,600	1,444	1,128	8,407	10,140	4,103	18,196	3,435	5,656	10,577	4,259	27,074	119,427

CHANGES IN RATES OF WAGE.

(a) Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others. (c) Decrease.
 (c) Changes recorded in these columns are common to all States, as the particulars relating to the number of workpeople affected and the net amount of decrease per week in each State were not ascertainable.

6. **Changes in Industrial Groups, 1923 to 1925.**—(i.) *All Employees.*—The following table shows the number of work-people affected, and the total increase in wages per week in industrial groups during the three years 1923-25 :—

Changes in Rates of Wage—Industrial Groups, Australia, 1923 to 1925.

Industrial Group	1923.		1924.		1925.	
	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.
I. Wood, Furniture, Timber, etc.	60,724	£ 6,200	62,728	(a)2,506	65,720	£ 7,905
II. Engineering, Metal Works, etc.	102,475	12,258	79,067	(a)2,270	124,069	9,509
III. Food, Drink, Tobacco, etc.	72,851	3,594	43,685	2,713	68,596	7,609
IV. Clothing, Hats, Boots, etc.	19,593	(a)333	55,155	4,109	40,202	1,444
V. Books, Printing, etc.	10,445	1,021	8,803	4,246	16,224	1,128
VI. Other Manufacturing	82,785	9,144	78,843	(a)1,881	115,092	8,497
VII. Building	79,685	13,094	66,596	7,806	121,649	10,149
VIII. Mines, Quarries, etc.	18,223	828	12,100	580	31,873	4,108
IX. Rail and Tram Services	155,330	11,990	86,961	6,544	188,752	18,196
X. Other Land Transport	23,510	227	43,343	1,555	27,249	3,435
XI. Shipping, etc.	79,406	6,873	94,110	(a)5,350	77,285	5,656
XII. Pastoral, etc.	24,720	9,647	13,989	4,749	55,496	10,577
XIII. Domestic, Hotels, etc.	21,724	3,117	7,607	1,834	37,472	4,259
XIV. Miscellaneous	238,821	26,399	194,668	10,243	262,931	27,074
All Groups	990,852	104,018	847,655	41,866	1,262,200	119,427

(a) Decrease. Note.—See paragraph (v.), page 59.

During the year 1925 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net increase in all the groups.

(ii.) *Female Employees, 1925.*—The next table shows the number of female employees affected, classified according to the industrial groups in which the changes took place in each State during the year 1925. Similar information for the years 1913 to 1924 was published in Labour Reports Nos. 5 to 15 :—

Changes in Rates of Wage—Female Occupations in Industrial Groups, 1925.

Particulars.	Industrial Group.													
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	IX. Rail and Tram Services.	XI. Shipping.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	All Groups.		
New South Wales—														
Persons Affected	60	565	10,300	10,800	3,200	5,983	..	..	1,800	13	11	30,055	84,823
Increase per week	£ 3	19	395	530	125	247	..	..	87	577	..	1,817	3,300
Victoria—														
Persons Affected	..	..	4,100	1,600	125	3,023	728	..	6,300	3,570	1,599	21,048	..
Increase per week	£ ..	..	104	(a)40	5	201	54	..	624	585	(a)13	1,520	..
Queensland—														
Persons Affected	..	..	2,250	5,560	656	362	1,378	..	..	..	..	..	..
Increase per week	£ ..	..	234	245	56	29	138	..	..	..	..	..	..
South Australia—														
Persons Affected	..	..	905	4,580	600	408	..	..	2,700	4,231	1,870	15,384	..
Increase per week	£ ..	..	40	..	36	13	..	..	83	571	196	945	..
Western Australia—														
Persons Affected	..	..	..	1,160	50	172	75	..	450	2,334	1,334	3,501	..
Increase per week	£ ..	..	..	87	13	14	8	..	1	65	244	432	..
Tasmania—														
Persons Affected	..	..	300	350	..	..	..	..	..	..	68	718	..
Increase per week	£ ..	..	8	(a)9	..	..	..	..	..	..	1	..	..
Common to all States—														
Persons Affected	..	..	..	..	..	..	..	..	..	..	..	6,386	6,806
Increase per week	£ ..	..	..	..	..	..	..	..	..	..	..	170	182
Australia—														
Persons Affected	60	565	17,801	39,080	4,531	10,043	2,170	420	11,950	22,127	51,779	153,004	..	
Increase per week	£ 3	19	787	813	235	504	209	12	795	1,913	3,180	8,461	..	

(a) Decrease.

7. Changes according to Sex of Employees, 1921 to 1925.—The next table gives particulars of changes in rates of wage for male and female workers separately for the years 1920 to 1924 :—

Changes in Rates of Wage—Male and Female Employees, 1921 to 1925.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States. (a)	AUST.
MALE EMPLOYEES AFFECTED.										
1921 ..	219,813	185,895	90,918	37,062	19,988	13,484	..	..	21,710	588,870
1922 ..	322,813	85,005	64,473	34,085	18,248	14,473	..	337	24,600	564,034
1923 ..	465,446	256,666	27,421	60,967	31,507	24,931	71	1,002	42,830	910,841
1924 ..	181,779	295,591	38,271	95,743	37,185	24,100	35	30	76,994	749,728
1925 ..	429,300	322,075	162,971	98,337	36,651	17,848	26	243	40,854	1,108,305

NET INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1921 ..	26,735	68,087	26,649	12,079	10,737	6,119	..	..	6,891	157,297
1922 ..	540,245	66,943	613,965	62,626	61,640	61,818	..	556	6138	667,431
1923 ..	50,954	33,902	62,290	9,270	6123	1,893	620	298	3,654	97,538
1924 ..	6,947	2,600	11,869	7,010	1,457	1,086	15	1	356	31,341
1925 ..	37,480	18,448	41,893	8,748	2,767	293	69	133	1,213	110,966

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1921 ..	2 5	7 4	5 10	66 6 10 9	9 1	..	..	6 4	5 4	..
1922 ..	62 6	61 8	64 4	1 6 61 10	62 6	..	63 4	60 1	62 5	..
1923 ..	2 2	2 8	1 8	3 1 60 1	1 6	65 8	5 11	1 9	2 2	..
1924 ..	0 9	0 2	6 2	1 6 0 9	0 11	8 7	0 8	0 1	0 10	..
1925 ..	1 9	1 2	5 2	1 10 1 6	0 4	66 11	10 11	0 7	2 0	..

FEMALE EMPLOYEES AFFECTED.

1921 ..	52,969	52,189	24,804	7,634	2,707	1,299	..	..	1,793	143,305
1922 ..	41,096	5,167	14,318	1,637	299	1,565	..	..	..	64,082
1923 ..	53,994	19,428	2,630	2,242	550	987	..	..	180	80,011
1924 ..	14,287	43,170	14,704	15,518	3,413	2,044	..	..	4,791	97,927
1925 ..	84,823	21,048	21,024	15,384	3,501	718	..	..	6,806	153,904

NET INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1921 ..	11,636	9,338	4,141	1,330	658	251	..	..	1,007	28,361
1922 ..	62,685	318	6671	661	51	117	..	..	..	63,131
1923 ..	2,914	3,032	113	514	54	6138	..	..	69	6,480
1924 ..	913	4,712	2,124	325	422	249	..	..	780	10,025
1925 ..	3,300	1,520	2,082	945	432	..	..	..	182	8,461

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

1921 ..	4 5	3 7	3 4	3 6	4 10	3 10	..	..	11 3	3 11
1922 ..	61 4	1 3	61 4	60 9	3 5	1 6	..	..	..	61 0
1923 ..	1 1	3 2	60 10	4 7	2 0	0 3	..	..	1 0	1 8
1924 ..	1 3	2 2	2 11	1 1	2 6	2 5	..	..	3 3	2 1
1925 ..	0 9	1 5	1 11	1 3	2 6	..	0 6	..	..	1 1

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

(b) Decrease.

Note.—See paragraph (v.) on page 50.

8. Methods by which changes were Effected, 1925.—(i.) States.—The following table shows the methods by which changes were effected in 1925. For information for the years 1913 to 1924 see Labour Reports, Nos. 5 to 15:—

Changes in Rates of Wage—Methods by which effected—States, 1925.

METHODS.	WITHOUT STOPPAGE OF WORK.		AFTER STOPPAGE OF WORK.		ALL CHANGES.	
	Workpeople Affected.	Net Increase per week.	Work-people Affected.	Net Increase per week.	Workpeople Affected.	Net Increase per week.
New South Wales—		£		£		£
By direct negotiation ..	1,504	904	109	105	1,613	1,009
By negotiation, intervention or assistance of third party ..	23,083	1,918	..	..	23,083	1,918
By award of court under Commonwealth Act ..	183,130	9,900	..	..	183,130	9,900
By agreement registered under Commonwealth Act ..	16,340	2,255	..	..	16,340	2,255
By award under State Act ..	289,506	25,667	..	..	289,506	25,667
By agreement registered under State Act ..	451	31	..	..	451	31
Total	514,014	40,675	109	105	514,123	40,780
Victoria—						
By direct negotiation ..	1,308	(a)200	..	..	1,308	(a)200
By negotiation, intervention or assistance of third party ..	53	11	..	..	53	11
By award of court under Commonwealth Act ..	240,116	16,837	15	5	240,131	16,892
By agreement registered under Commonwealth Act ..	40,342	1,771	..	..	40,342	1,771
By determination under State Act ..	41,384	3,939	..	..	41,384	3,999
By agreement registered under State Act ..	19,905	(a)1,525	..	..	19,905	(a)1,525
Total	343,108	19,943	15	5	343,123	19,948
Queensland—						
By direct negotiation ..	60	9	..	..	60	9
By negotiation, intervention or assistance of third party ..	30	21	..	..	30	21
By award of court under Commonwealth Act ..	5,212	73	..	..	5,212	73
By agreement registered under Commonwealth Act ..	178	29	..	..	178	29
By award under State Act ..	177,100	43,094	..	..	177,100	43,094
By agreement registered under State Act ..	2,015	749	..	..	2,015	749
Total	184,595	43,875	..	..	184,595	43,875
South Australia—						
By direct negotiation ..	517	165	..	..	517	165
By negotiation, intervention or assistance of third party ..	106	2	..	..	106	2
By award of court under Commonwealth Act ..	69,606	1,438	..	..	69,606	1,438
By agreement registered under Commonwealth Act ..	5,476	440	..	..	5,476	440
By award or determination under State Act ..	36,639	7,352	..	..	36,639	7,352
By agreement registered under State Act ..	1,377	296	..	..	1,377	296
Total	113,721	9,693	..	..	113,721	9,693

Changes in Rates of Wage—Methods by which effected—States, 1925—continued.

METHODS.	WITHOUT STOPPAGE OF WORK.		AFTER STOPPAGE OF WORK.		ALL CHANGES.	
	Workpeople Affected.	Net Increase per week.	Work-people Affected	Net Increase per week.	Workpeople Affected.	Net Increase per week.
		£		£		£
Western Australia—						
By direct negotiation ..	11,577	878	..	..	11,577	878
By negotiation, intervention or assistance of third party ..	18	5	..	..	18	5
By award of court under Commonwealth Act ..	19,739	987	..	..	19,789	987
By agreement registered under Commonwealth Act ..	170	36	..	..	170	36
By award under State Act (b) ..	2,755	98	..	..	2,755	98
By agreement registered under State Act ..	5,893	1,195	..	..	5,893	1,195
Total	40,152	3,199	..	..	40,152	3,199
Tasmania—						
By direct negotiation ..	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	11	2	..	..	11	2
By award of court under Commonwealth Act ..	16,520	143	..	..	16,520	143
By agreement registered under Commonwealth Act ..	1,433	38	..	..	1,433	38
By determination under State Act ..	602	112	..	..	602	112
Total	18,566	295	..	..	18,566	295
Northern Territory—						
By negotiation, intervention or assistance of third party ..	16	0	..	..	16	0
By agreement registered under Commonwealth Act ..	10	9	..	..	10	9
Total	26	9	..	..	26	9
Federal Capital Territory—						
By direct negotiation ..	35	19	..	..	35	19
By award of Court under Commonwealth Act ..	208	114	..	..	208	114
Total	243	133	..	..	243	133
All States—						
By award of court under Commonwealth Act ..	46,760	1,449	..	..	46,760	1,449
By agreement registered under Commonwealth Act ..	900	(a)54	..	..	900	(a)54
Total	47,660	1,395	..	..	47,660	1,395
Australia—						
By direct negotiation ..	15,001	1,775	109	105	15,110	1,880
By negotiation, intervention or assistance of third party ..	23,317	1,959	..	..	23,317	1,959
By award of court under Commonwealth Act ..	581,201	29,991	15	5	581,306	29,996
By agreement registered under Commonwealth Act ..	64,849	4,524	..	..	64,849	4,524
By award or determination under State Acts ..	547,986	80,322	..	..	547,986	80,322
By agreement registered under State Acts ..	29,641	746	..	..	29,641	746
Total	1,262,985	119,317	124	110	1,262,209	119,427

(a) Decrease. (b) An Industrial Agreement which has been made a Common Rule is classified in this table as an award of the Court of Arbitration. Note.—See sub-section (v.) page 59.

§ 3. Rates of Wage and Hours of Labour.

1. **General.**—The collection of data respecting the nominal rates of wage payable in different callings and in occupations in various industries carried on in each State was first undertaken by this Bureau in the early part of the year 1913. Owing to the difficulty of ascertaining reliable particulars of the numbers of apprentices, improvers and other juvenile workers to whom progressive rates of wage fixed or otherwise according to increasing age or experience are payable from year to year, the inquiry was confined to the rates of wage payable to adult workers only, and was further limited generally to those industries in operation within the metropolitan area of each State. In order to make the inquiry comprehensive, however, certain industries were included which obviously are not carried on in the capital cities, e.g., Mining, Shipping, Agricultural, and Pastoral. The particulars acquired were obtained primarily from awards, determinations, and industrial agreements under Commonwealth and State Acts, and related to the minimum wage prescribed. In cases where no award, determination or agreement was in force, the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. For convenience of comparison weekly rates of wage were adopted, but in many instances the wages were based on daily or hourly rates, since in industries and occupations in which employment is casual or intermittent wages often are so fixed and paid. Hence the average weekly earnings in such occupations will probably fall considerably short of the computed weekly rates. The information thus obtained referred to the weekly rate of wage in upwards of 400 industries, and related to 1,569 male occupations or callings. These particulars furnished the necessary data for the computation of average rates of wage in various industrial groups,* and in each State and Australia. The average rate of wage thus computed represented the arithmetical average† of the rates of wage payable in all classified occupations. It is not claimed that results obtained by this method are precisely correct, but owing to the difficulty of obtaining 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. 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. 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 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 average wage for that State for the particular year.‡

* The classification of industries adopted is shown on page 3.

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

‡ 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	58	141	190	157	136	54	65	455	95	734
Queensland ..	67	62	108	23	20	34	70	133	73	22	45	352	45	302
S. Australia ..	24	71	45	16	13	40	68	29	48	17	44	132	24	223
W. Australia ..	65	36	32	7	8	16	32	142	40	9	32	118	31	153
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	10	80
Australia ..	435	606	561	231	169	400	632	853	494	182	335	1,915	339	2,399

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, 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 4,256 adult occupations (3,948 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 average number of working hours which constituted a full week's work in each occupation was ascertained and weighted in a similar manner to the rates of wage. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wage in any specified occupation, since, in many instances, a different number of working hours constituted a full week's work in 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 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 given in the Appendix (Sections 4 and 5) to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to the date specified by industrial tribunals, from agreements registered under Commonwealth or State Acts, or were obtained by direct inquiry.

To supplement the results thus obtained, investigations were made regarding rates of wage in past years with a view to showing their general trend in each State and in various industrial groups. The total number of occupations for which particulars were available back to 1891 was 652. The methods adopted for the collection of the data and computation of the results were explained in Report No. 2 (see pages 23-4). The particulars given in this Chapter show variations in nominal wages from year to year in each State and in various industrial groups. Index-numbers are also given showing variations in effective wages in each State.

2. **Adult Male Weekly Wages—States, 1914-25.**—The arithmetical 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

* 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	..
Australia	61	731	118	290	307

groups and States. The following table gives particulars of the weighted average nominal weekly rates of wage payable to adult male workers, at the 30th June, 1914, and at the end of the periods specified to the 31st December, 1925, for a full week's work, in each State and for Australia, together with index-numbers for each State at each specified interval, 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, 30th June, 1914, to 31st December, 1925.

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.	(a)Australia.
No. of Occupations included.	874	909	627	567	489	482	3,948

RATES OF WAGE.

	s. d.	£ s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	55 11	54 4	52 10	54 4	62 9	52 7	55 3	
31st December, 1914	56 2	54 7	53 5	54 5	62 10	52 8	55 7	
30th June, 1919	68 9	67 5	71 6	66 9	71 2	62 9	68 7	
31st December, 1919	78 9	72 0	78 7	70 5	77 8	69 0	74 11	
30th June, 1920	82 9	77 5	86 10	73 4	81 0	74 2	80 7	
31st December, 1920	94 0	86 1	91 6	82 8	89 9	85 9	89 10	
30th June, 1921	95 3	92 0	96 5	85 8	93 6	88 3	93 3	
31st December, 1921	95 10	93 7	96 8	89 5	95 0	91 8	94 6	
30th June, 1922	93 8	91 5	94 0	87 5	93 6	88 7	92 4	
31st December, 1922	91 6	91 4	93 10	87 6	93 9	88 5	91 6	
30th June, 1923	91 10	91 1	93 9	87 5	93 3	88 3	91 6	
31st December, 1923	94 6	95 7	94 2	90 9	94 2	92 4	94 4	
30th June, 1924	94 0	95 10	94 8	91 1	93 9	92 7	94 3	
31st December, 1924	93 6	95 5	95 9	91 10	94 8	92 6	94 3	
31st March, 1925	93 8	95 3	95 10	92 0	95 0	92 9	94 4	
30th June, 1925	98 11	95 6	95 10	92 6	96 3	92 11	94 8	
30th September, 1925	94 11	96 1	99 0	94 1	96 10	93 1	95 10	
31st December, 1925	96 0	97 2	99 11	94 4	97 0	93 5	96 9	

INDEX-NUMBERS.

30th June, 1914	1,091	1,059	1,030	1,060	1,225	1,028	1,079
31st December, 1914	1,090	1,065	1,042	1,062	1,226	1,028	1,085
30th June, 1919	1,342	1,316	1,396	1,302	1,358	1,225	1,338
31st December, 1919	1,498	1,404	1,534	1,373	1,516	1,346	1,462
30th June, 1920	1,615	1,610	1,694	1,432	1,581	1,447	1,572
31st December, 1920	1,835	1,679	1,785	1,613	1,751	1,674	1,782
30th June, 1921	1,858	1,796	1,881	1,672	1,824	1,722	1,820
31st December, 1921	1,869	1,826	1,886	1,745	1,853	1,758	1,844
30th June, 1922	1,828	1,784	1,835	1,706	1,824	1,728	1,801
31st December, 1922	1,785	1,783	1,830	1,708	1,829	1,726	1,785
30th June, 1923	1,791	1,778	1,829	1,705	1,820	1,728	1,785
31st December, 1923	1,844	1,865	1,937	1,770	1,838	1,823	1,840
30th June, 1924	1,835	1,870	1,947	1,778	1,829	1,807	1,840
31st December, 1924	1,824	1,862	1,868	1,791	1,847	1,805	1,859
30th June, 1925	1,887	1,858	1,869	1,795	1,853	1,809	1,840
31st March, 1925	1,832	1,864	1,870	1,804	1,877	1,812	1,846
30th September, 1925	1,853	1,874	1,931	1,835	1,889	1,817	1,869
31st December, 1925	1,873	1,897	1,950	1,841	1,893	1,823	1,887

(a) Weighted average.

The table shows that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th June, 1914, in two States, viz., New South Wales and Western Australia, exceeded the weighted average wage for Australia. At the 31st December, 1925, the Australian average was exceeded by Victoria, Queensland and Western Australia.

During the year 1925 the trend of nominal wages showed a progressively upward tendency in all States, with the sole exception of Victoria, where the weighted average nominal weekly rate at 31st March, 1925, showed a slight decrease as compared with the rate at 31st December, 1924. Subsequently, however, wages in Victoria rose steadily.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-25.**—The following table shows (a) the average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, at 30th June, and 31st December, 1914, and at the periods specified for the years 1920 to 1925.

Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1925.

NOTE.—Index-numbers for each industrial group and for all industrial groups are based on the average wage for all groups in 1911 (5s. 3d.) as base (= 1,000). The index-numbers in this table are comparable throughout.

Date.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, etc.	II. Engineering, etc.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc.(a)	XII. Agricultural, etc.(b)	XIII. Domestic, etc.(b)	XIV. Miscellaneous.	XV. All Industrial Groups.(c)
RATES OF WAGE.															
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	59 2	57 2	55 2	52 10	63 9	55 8	65 4	64 11	59 8	51 1	45 7	49 5	47 0	53 10	55 3
31st December, 1914 ..	59 6	57 9	55 8	53 0	63 10	56 0	65 5	65 2	59 8	52 8	49 10	49 5	47 11	54 0	55 7
30th June, 1921 ..	97 8	97 11	92 7	91 2	102 0	93 8	101 4	105 8	97 8	90 10	95 3	88 0	82 1	89 3	93 3
31st December, 1921 ..	98 2	98 2	93 10	93 3	104 7	95 0	102 5	105 4	97 5	90 2	101 8	89 0	84 2	91 1	94 6
30th June, 1922 ..	96 7	95 6	92 10	92 6	103 7	92 5	102 2	103 7	95 10	89 7	99 9	83 11	83 5	89 8	92 4
31st December, 1922 ..	95 4	93 10	91 10	91 1	102 9	91 11	100 5	103 8	93 4	88 5	99 9	83 11	82 4	88 9	91 6
30th June, 1923 ..	95 7	94 4	91 10	91 2	102 10	92 0	100 10	103 7	94 0	37 3	98 10	83 11	82 7	88 5	91 6
31st December, 1923 ..	99 2	97 4	94 2	93 11	104 5	96 2	103 8	104 5	97 8	92 6	102 4	85 8	84 6	92 3	94 4
30th June, 1924 ..	99 9	97 9	94 0	94 2	107 4	95 3	104 3	103 11	96 5	90 0	98 11	85 11	85 9	92 0	94 3
31st December, 1924 ..	99 7	97 5	94 0	93 0	108 3	95 6	105 6	104 2	96 11	89 4	97 10	85 10	86 0	92 2	94 3
31st March, 1925 ..	100 0	97 6	94 5	92 7	107 9	95 9	105 7	104 0	97 0	89 8	98 3	85 11	86 3	92 1	94 4
30th June, 1925 ..	99 7	97 9	94 8	92 7	107 9	96 3	106 3	104 11	98 4	90 2	99 2	85 11	86 6	92 4	94 8
30th September, 1925 ..	100 9	99 6	95 8	93 0	108 2	97 5	107 10	105 2	99 6	92 6	103 0	86 4	83 9	93 9	95 10
31st December, 1925 ..	101 2	100 4	96 6	93 2	109 6	98 2	108 5	108 7	100 6	93 3	104 8	87 4	89 1	93 11	96 9
INDEX-NUMBERS.															
30th June, 1914 ..	1,154	1,116	1,077	1,031	1,243	1,086	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1914 ..	1,161	1,127	1,085	1,034	1,246	1,093	1,276	1,272	1,165	1,026	972	965	935	1,054	1,085
30th June, 1921 ..	1,906	1,911	1,806	1,779	1,939	1,828	1,978	2,061	1,906	1,772	1,858	1,717	1,602	1,742	1,820
31st December, 1921 ..	1,916	1,915	1,832	1,819	2,040	1,854	1,999	2,056	1,901	1,760	1,984	1,736	1,642	1,778	1,844
30th June, 1922 ..	1,884	1,863	1,812	1,805	2,022	1,804	1,994	2,021	1,869	1,748	1,946	1,638	1,628	1,750	1,801
31st December, 1922 ..	1,860	1,832	1,792	1,777	2,004	1,793	1,960	2,022	1,821	1,725	1,947	1,637	1,606	1,730	1,785
30th June, 1923 ..	1,864	1,841	1,792	1,778	2,006	1,794	1,968	2,022	1,834	1,702	1,928	1,637	1,611	1,724	1,785
31st December, 1923 ..	1,935	1,900	1,837	1,833	2,037	1,876	2,023	2,037	1,906	1,806	1,997	1,671	1,648	1,800	1,840
30th June, 1924 ..	1,946	1,908	1,833	1,837	2,034	1,859	2,035	2,028	1,881	1,736	1,931	1,677	1,674	1,804	1,840
31st December, 1924 ..	1,943	1,901	1,835	1,815	2,113	1,863	2,058	2,033	1,892	1,744	1,908	1,675	1,678	1,796	1,839
31st March, 1925 ..	1,951	1,902	1,842	1,807	2,102	1,868	2,060	2,030	1,892	1,750	1,917	1,678	1,682	1,797	1,840
30th June, 1925 ..	1,944	1,907	1,847	1,807	2,102	1,877	2,074	2,047	1,918	1,759	1,935	1,678	1,688	1,801	1,846
30th September, 1925 ..	1,965	1,941	1,867	1,814	2,110	1,901	2,104	2,052	1,941	1,804	2,010	1,686	1,732	1,828	1,869
31st December, 1925 ..	1,973	1,957	1,883	1,817	2,137	1,915	2,115	2,119	1,962	1,820	2,043	1,704	1,738	1,833	1,887

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

(b) Including the value of board and lodging where supplied.

(c) Weighted average.

The rate of increase since June, 1914, in the weighted average weekly wage was greatest in Group XI. (Shipping), 115.5 per cent., followed in the order named by Groups XIII. (Domestic, etc.) 89.3 per cent., and X. (Other Land Transport) 82.5 per cent. The smallest increase occurred in Group VII. (Building) 65.9 per cent. In seven of the groups the increase was more, and in seven groups less than the increase in the weighted average for all groups. During 1925 increases in average wages occurred in all industrial groups, the greatest being 7.1 per cent. in Group XI. (Shipping, etc.), followed by 4.4 per cent. in Group X. (Other Land Transport), 4.2 per cent. in Group VIII. (Mining), and 3.7 per cent. in Group IX. (Railways, etc.). The percentage increase during the year was least in Group IV. (Clothing, Boots, etc.), 0.1 per cent. The weighted average wage for all groups combined increased by 2.6 per cent.

4. **Adult Female Weekly Wages—States, 1914 to 1925.**—The index-numbers given in the preceding paragraphs for male adult workers were computed with the weighted average wage in 1911 as base (= 1,000) in order that comparisons might more readily 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, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (= 1,000).

The following table shows the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the 30th June, 1914, and at the intervals specified to the 31st December, 1925. The table also gives 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 (= 1,000).

Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers, 30th June, 1914, to 31st December, 1925.

NOTE.—Index-numbers based on the average wage for Australia at 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.	Australia
	85	87	37	47	24	28	308
RATES OF WAGE.							
30th June, 1914 ..	28 9	27 4	27 0	24 1	37 4	25 10	27 2
31st December, 1914 ..	26 10	27 0	27 1	24 1	37 4	25 10	27 5
30th June, 1921 ..	48 6	48 2	49 10	43 7	54 11	46 9	47 7
31st December, 1921 ..	49 0	47 10	50 3	45 2	56 4	47 6	48 5
30th June, 1922 ..	49 4	47 10	48 2	44 6	56 4	47 6	48 1
31st December, 1922 ..	47 8	48 0	48 2	44 0	56 4	47 7	47 11
30th June, 1923 ..	47 6	48 0	48 2	44 0	56 4	47 7	47 10
31st December, 1923 ..	49 3	49 5	50 5	46 4	56 4	48 6	49 6
30th June, 1924 ..	49 3	50 2	51 3	46 9	56 8	50 7	50 0
31st December, 1924 ..	49 1	49 7	50 10	46 6	56 11	50 3	49 7
31st March, 1925 ..	49 0	49 7	50 8	47 3	56 11	50 1	49 7
30th June, 1925 ..	49 0	49 9	50 8	47 5	57 2	50 1	49 8
30th September, 1925 ..	49 6	49 11	51 7	48 4	57 6	50 1	50 2
31st December, 1925 ..	49 8	50 8	51 9	48 10	57 6	50 2	50 7
INDEX-NUMBERS.							
30th June, 1914 ..	984	1,006	998	885	1,373	950	1,000
31st December, 1914 ..	987	1,022	996	885	1,373	950	1,008
30th June, 1921 ..	1,784	1,700	1,835	1,605	2,022	1,721	1,751
31st December, 1921 ..	1,803	1,761	1,849	1,661	2,074	1,749	1,790
30th June, 1922 ..	1,778	1,760	1,771	1,639	2,073	1,749	1,770
31st December, 1922 ..	1,764	1,767	1,771	1,620	2,075	1,751	1,763
30th June, 1923 ..	1,747	1,767	1,771	1,620	2,075	1,751	1,760
31st December, 1923 ..	1,812	1,819	1,855	1,704	2,076	1,785	1,821
30th June, 1924 ..	1,813	1,845	1,886	1,721	2,085	1,863	1,839
31st December, 1924 ..	1,807	1,824	1,872	1,710	2,094	1,850	1,826
31st March, 1925 ..	1,803	1,825	1,865	1,738	2,094	1,848	1,826
30th June, 1925 ..	1,803	1,830	1,865	1,745	2,104	1,844	1,829
30th September, 1925 ..	1,821	1,837	1,898	1,779	2,116	1,844	1,845
31st December, 1925 ..	1,827	1,866	1,904	1,796	2,116	1,845	1,861

a Weighted Average.

The general upward movement in the average weekly wage for adult female workers as given for Australia was comparatively small until 1916, when the average wage increased rapidly, the increase in 1920 being the largest recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. Reductions were recorded in female wages during 1922, but the decrease over the whole of Australia was relatively much less than in the case of males. There was an increase in each State during 1923 with the exception of Western Australia where the wage remained stationary. The upward tendency was continued during 1924 with increases in all States with the exception of New South Wales. During 1925 the Australian average rose from 49s. 7d. to 50s. 7d., each State, with the exception of Tasmania, registering increases. The advance during the whole period under review was 86.1 per cent., as compared with 74.9 per cent. for adult males. Practically the whole of this increase in the female wage has taken place since the beginning of 1916.

5. **Adult Female Weekly Wages—Industrial Groups, 1914-25.**—The following table shows the weighted average weekly rate of wage payable to adult female workers at the 30th June and 31st December, 1914, and at the periods specified for the years 1921 to 1925, in the industrial groups in which females 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.

Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1925.

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.						All Groups.b
	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I., II., V., and VI. All Other Manu- facturing.	XIII. Domestic, Hotels, etc.a	XIV. Miscel- laneous.		
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>
30th June, 1914	22 6	24 9	26 11	31 1	30 2	27 2	27 2
31st December, 1914	23 5	24 11	27 0	30 2	31 4	27 5	27 5
30th June, 1921	43 0	47 7	46 10	47 10	48 5	47 7	47 7
31st December, 1921	43 9	48 7	48 0	48 0	50 0	48 8	48 8
30th June, 1922	43 10	48 1	47 5	48 1	49 2	48 1	48 1
31st December, 1922	43 3	47 10	47 4	48 3	48 9	47 11	47 11
30th June, 1923	43 2	47 8	47 3	48 5	48 9	47 10	47 10
31st December, 1923	44 1	50 1	48 10	49 5	49 6	49 6	49 6
30th June, 1924	44 11	50 1	49 5	49 0	51 3	50 0	50 0
31st December, 1924	45 2	49 7	49 6	49 7	50 7	49 7	49 7
31st March, 1925	45 1	49 6	49 4	49 8	50 11	49 7	49 7
30th June, 1925	45 2	49 6	49 5	49 10	51 2	49 8	49 8
30th September, 1925	45 4	49 7	50 0	50 8	52 0	50 2	50 2
31st December, 1925	45 8	50 1	51 2	51 0	52 0	50 7	50 7
INDEX-NUMBERS.							
30th June, 1914	828	911	991	1,144	1,110	1,000	1,000
31st December, 1914	862	917	994	1,110	1,153	1,008	1,008
30th June, 1921	1,584	1,752	1,725	1,781	1,783	1,751	1,751
31st December, 1921	1,809	1,759	1,766	1,787	1,841	1,790	1,790
30th June, 1922	1,612	1,770	1,746	1,770	1,810	1,770	1,770
31st December, 1922	1,593	1,762	1,741	1,777	1,794	1,763	1,763
30th June, 1923	1,538	1,755	1,739	1,783	1,795	1,760	1,760
31st December, 1923	1,622	1,842	1,799	1,819	1,821	1,821	1,821
30th June, 1924	1,654	1,845	1,817	1,823	1,885	1,839	1,839
31st December, 1924	1,661	1,826	1,821	1,824	1,862	1,826	1,826
31st March, 1925	1,858	1,821	1,815	1,820	1,873	1,820	1,820
30th June, 1925	1,662	1,821	1,817	1,834	1,882	1,820	1,820
30th September, 1925	1,666	1,824	1,841	1,865	1,914	1,845	1,845
31st December, 1925	1,682	1,844	1,844	1,877	1,914	1,861	1,861

a Including the value of board and lodging where supplied.

b Weighted Average.

The greatest increase since June, 1914, occurred in Group III. (Food, Drink, etc.), 103.1 per cent., followed in the order named by Groups IV. (Clothing, Boots, etc.), 102.4 per cent.; I., II., V. and VI. (All Other Manufacturing), 90.1 per cent.; XIV. (Miscellaneous), 72.4 per cent., and XIII. (Domestic, Hotels, etc.), 64.1 per cent. The increase for all groups combined over the period has been 86.1 per cent.

Average wages in each industrial group increased during the year 1925, the largest increase being 3.5 per cent. in Groups I., II., V. and VI. followed in the order named by Groups XIII. 2.9 per cent., XIV. 2.8 per cent., III. 1.3 per cent., and IV. 1.0 per cent. The weighted average for all groups increased by 1.9 per cent.

6. Hours of Labour and Hourly Rates of Wage, 31st December, 1925.—

(i.) *General.* The rates of wage referred to in the preceding paragraphs are the minimum payable for a full week's work. The number of hours constituting a full week's work differs, however, in many instances, between various trades and occupations in each State, and between the same trades and occupations in the several States. To secure what may be for some purposes a better comparison, the results in the preceding paragraphs are herein reduced to a common basis, viz., the rate of wage per hour in industrial groups in each State and in all States. In the Appendix (Sections 4 and 5) details are given of the number of hours worked per week in the various industries. The following tables give the average number of hours per week for each State in industrial groups.

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

(ii.) *Adult Males.*—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult male workers and the weekly hours of labour at the 31st December, 1925:—

Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1925.

Industrial Groups.	Particulars. ^a	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aus- tralia.
I. Wood, Furniture, &c.	Weekly Wage	101/4	103/6	101/11	99/-	96/4	101/5	101/2
	Working Hours	45.34	46.23	44.03	45.64	47.87	45.20	46.98
	Hourly Wage	2/2½	2/2½	2/3½	2/2	2/0½	2/2½	2/2½
II. Engineering, Metal Works, &c.	Weekly Wage	100/0	100/5	98/9	99/9	100/5	101/5	100/4
	Working Hours	47.91	47.92	44.00	48.00	47.40	48.00	47.50
	Hourly Wage	2/1½	2/1½	2/3	2/1	2/1½	2/1½	2/1½
III. Food, Drink, &c.	Weekly Wage	95/8	97/5	97/11	97/6	94/11	92/8	96/6
	Working Hours	47.03	47.11	44.00	46.96	46.20	47.94	46.40
	Hourly Wage	2/0½	2/0½	2/2½	2/1½	2/0½	1/11½	2/1
IV. Clothing, Boots, &c.	Weekly Wage	91/11	92/1	97/7	97/8	98/7	90/5	93/2
	Working Hours	46.14	46.76	44.00	44.00	44.00	46.29	45.56
	Hourly Wage	2/-	2/0½	2/2½	2/2½	2/3	1/11½	2/0½
V. Books, Printing, &c.	Weekly Wage	107/2	111/4	107/4	110/7	119/8	107/9	109/6
	Working Hours	44.24	45.24	44.00	47.53	43.00	45.65	44.79
	Hourly Wage	2/5	2/6½	2/6½	2/4	2/9½	2/4½	2/5½
VI. Other Manufacturing	Weekly Wage	98/4	97/2	98/1	100/11	99/-	96/8	98/2
	Working Hours	47.02	47.48	44.42	47.73	47.60	47.40	47.06
	Hourly Wage	2/1	2/0½	2/2½	2/1½	2/1	2/0½	2/1
VII. Building	Weekly Wage	107/4	108/11	114/9	108/10	101/9	103/0	108/5
	Working Hours	44.85	44.00	44.00	44.00	44.53	44.15	44.37
	Hourly Wage	2/4	2/5½	2/7½	2/5½	2/3½	2/4½	2/5½
VIII. Mining ^b	Weekly Wage	109/6	109/6	116/-	71/5	108/9	101/-	108/7
	Working Hours	43.83	45.12	43.03	43.79	43.87	45.42	44.04
	Hourly Wage	2/6	2/5	2/8½	1/7½	2/5½	2/2½	2/5½
IX. Rail and Tram Services	Weekly Wage	99/2	103/2	102/3	99/10	97/1	95/5	100/6
	Working Hours	48.00	47.49	44.00	48.58	45.95	48.00	47.14
	Hourly Wage	2/0½	2/2	2/4	2/0½	2/1½	1/11½	2/1½
X. Other Land Transport	Weekly Wage	92/11	92/10	96/-	92/2	92/8	96/2	93/3
	Working Hours	48.43	48.22	44.00	48.00	48.00	48.00	47.70
	Hourly Wage	1/11	1/11	2/2½	1/11	1/11½	2/-	1/11½
XI. Shipping, &c.	Weekly Wage	102/7	107/3	105/1	106/11	104/3	106/2	104/8
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, &c.	Weekly Wage	85/6	84/5	95/1	84/11	88/8	88/11	87/4
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, &c.	Weekly Wage	89/8	89/7	88/-	91/3	92/-	86/4	89/1
	Working Hours	48.00	48.43	44.00	48.00	48.00	54.00	47.77
	Hourly Wage	1/10½	1/10½	2/-	1/10½	1/11	1/2½	1/10½
XIV. Miscellaneous	Weekly Wage	92/0	96/5	96/3	92/3	90/-	88/7	93/11
	Working Hours	47.80	47.61	44.00	47.78	47.61	48.50	47.34
	Hourly Wage	1/11½	2/0½	2/2½	1/11½	1/10½	1/10	1/11½
All Groups	Weekly Wage	96/-	97/2	99/11	94/4	97/-	93/5	96/0
All Groups excepting XI and XII.	Weekly Wage	98/4	99/8	101/6	96/3	98/4	94/9	98/10
	Working Hours	46.76	46.98	43.88	46.97	46.26	47.25	46.44
	Hourly Wage	2/1½	2/1½	2/3½	2/0½	2/1½	2/-	2/1½

^a Particulars relate to the average weighted weekly wage, working hours, and hourly wage, respectively.
^b Average rates of wage and hours prevailing at the principal mining centres in each State. ^c Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation, where provided, at 89s. 1d. per month.
^d Including the estimated value of board and lodging where supplied.

(iii.) *Adult Females.*—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult female workers, and weekly hours of labour at the 31st December, 1925 :—

Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1925.

Industrial Groups.	Particulars. ^a	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aus- tralia.
III. Food, Drink, &c. ..	Weekly Wage	44/8	47/-	43/7	44/3	45/-	48/6	45/8
	Working Hours	46.50	48.00	44.00	48.00	44.00	48.00	47.04
	Hourly Wage	-/11½	-/11½	1/-	-/11	1/0½	1/0½	-/11½
IV. Clothing, Boots, &c. ..	Weekly Wage	49/11	49/8	50/10	51/5	52/5	48/8	50/1
	Working Hours	45.00	45.00	44.00	44.00	44.00	46.11	44.78
	Hourly Wage	1/1½	1/1½	1/1½	1/2	1/2½	1/0½	1/1½
I., II., V., & VI. All other Manufacturing	Weekly Wage	49/2	53/5	47/-	50/1	..	53/-	51/2
	Working Hours	46.30	46.97	44.00	47.50	..	48.00	46.57
	Hourly Wage	1/0½	1/1½	1/0½	1/0½	..	1/1½	1/1½
XIII. Domestic, Hotels, &c. ..	Weekly Wage ^b	48/8	50/11	49/2	49/8	52/11	58/11	51/-
	Working Hours	47.08	47.89	44.00	48.00	47.20	54.00	47.02
	Hourly Wage	1/0½	1/0½	1/1½	1/0½	1/2	1/-	1/1
XIV. Shop Assistants, Clerks, &c.	Weekly Wage	51/1	58/-	58/8	44/-	..	..	52/-
	Working Hours	47.43	46.75	44.00	48.00	..	..	48.44
	Hourly Wage	1/1	1/2	1/4	-/11	..	..	1/1½
All Groups	Weekly Wage	49/8	50/8	51/9	48/10	57/8	50/2	50/7
	Working Hours	46.17	45.83	44.00	46.10	45.57	47.86	45.78
	Hourly Wage	1/1	1/1½	1/2	1/0½	1/8½	1/0½	1/1½

^a Particulars relate to the average weighted weekly rates of wage, working hours, and hourly wage respectively. ^b Including the value of board and lodging, where supplied, in order that the rate may be comparable with those paid in other industries.

7. **Hours of Labour and Hourly Rates of Wage, 1914 to 1925.**—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1917, to 1925 (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. 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.). Many of the occupations included in the two groups last-mentioned are of a casual or seasonal nature, and the hours of labour are not generally regulated either by awards or determinations of industrial tribunals or otherwise, hence the necessary data for the computation of the average number of working hours are not available.

Weekly and Hourly Rates of Wage—Adult Workers—Weighted Average Rates of Wage payable and Weekly Hours of Labour, 30th April, 1914, and at the end of the years 1917 to 1925.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
MALE WORKERS.								
30th April, 1914.	Weekly Wage a ..	s. d. 55 9	s. d. 54 3	s. d. 52 8	s. d. 54 4	s. d. 52 2	s. d. 52 6	s. d. 55 1
	Working Hours b ..	49.42	48.80	48.78	48.60	47.78	48.02	48.93
	Hourly Wage b ..	1/2	1/1½	1/1½	1/1½	1/4½	1/1	1/2
31st Dec., 1917.	Weekly Wage a ..	s. d. 64 5	s. d. 63 0	s. d. 65 3	s. d. 63 1	s. d. 68 11	s. d. 50 7	s. d. 64 2
	Working Hours b ..	48.41	48 14	47.19	47.82	48.10	48.48	48.10
	Hourly Wage b ..	1/3½	1/4	1/5	1/4	1/5½	1/3	1/4½
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	47.60	48.30	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. 78 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. 80 1	s. d. 91 8	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	47.29	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 ..	45.98	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 8	s. d. 91 4	s. d. 93 10	s. d. 87 0	s. d. 93 9	s. d. 88 5	s. d. 91 8
	Working Hours b ..	46.95	46.99	45.81	47.00	46.41	46.93	46.38
	Hourly Wage b ..	2/0½	1/11½	2/1½	1/10½	2/0½	1/10½	2/-
31st Dec., 1923.	Weekly Wage a ..	s. d. 98 6	s. d. 89 0	s. d. 95 9	s. d. 91 8	s. d. 95 2	s. d. 93 8	s. d. 96 3
	Working Hours b ..	48.78	47.06	45.51	47.00	46.66	47.37	46.70
	Hourly Wage b ..	2/0½	2/1	2/1½	1/11½	2/0½	1/11½	2/0½
31st Dec., 1924.	Weekly Wage a ..	s. d. 93 0	s. d. 95 5	s. d. 95 9	s. d. 91 10	s. d. 94 8	s. d. 92 6	s. d. 94 3
	Working Hours b ..	46.75	46.90	45.40	46.98	46.52	47.26	46.06
	Hourly Wage b ..	2/0½	2/1	2/1½	1/11½	2/0½	1/11½	2/0½
31st Dec., 1925.	Weekly Wage a ..	s. d. 96 6	s. d. 97 2	s. d. 99 11	s. d. 94 4	s. d. 97 0	s. d. 93 5	s. d. 96 9
	Working Hours b ..	46.76	46.98	43.68	46.97	46.26	47.25	46.44
	Hourly Wage b ..	2/1½	2/1½	2/3½	2/0½	2/1½	2/-	2/1½
FEMALE WORKERS.								
30th April, 1914.	Weekly 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
	Working Hours ..	46.34	48.54	49.32	49.33	48.09	50.76	49.08
	Hourly Wage ..	-/6½	-/6½	-/6½	-/5½	-/9½	-/6	-/6½
31st Dec., 1917.	Weekly Wage ..	s. d. 30 5	s. d. 30 4	s. d. 30 5	s. d. 27 9	s. d. 35 10	s. d. 28 5	s. d. 30 5
	Working Hours ..	48.98	46.32	48.09	48.73	48.78	49.63	48.71
	Hourly Wage ..	-/7½	-/7½	-/7½	-/6½	-/9½	-/6½	-/7½
31st Dec., 1918.	Weekly Wage ..	s. d. 31 10	s. d. 31 3	s. d. 32 10	s. d. 29 5	s. d. 39 10	s. d. 28 9	s. d. 31 9
	Working Hours ..	48.35	48.32	49.37	48.73	48.78	49.63	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. 59 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	-/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	45.90	46.10	45.97	47.86	45.82
	Hourly Wage ..	1/0½	1/0½	1/0½	-/11½	1/2½	1/-	1/0
31st Dec., 1923.	Weekly Wage ..	s. d. 49 3	s. d. 49 5	s. d. 50 5	s. d. 46 4	s. d. 56 4	s. d. 48 6	s. d. 49 6
	Working Hours ..	45.81	46.13	45.60	46.10	45.97	47.86	45.98
	Hourly Wage ..	1/1	1/0½	1/1½	1/-	1/2½	1/0½	1/1
31st Dec., 1924.	Weekly Wage ..	s. d. 49 1	s. d. 49 7	s. d. 50 10	s. d. 46 0	s. d. 56 11	s. d. 50 3	s. d. 49 7
	Working Hours ..	45.98	46.03	45.60	46.10	45.97	47.86	46.02
	Hourly Wage ..	1/1½	1/1	1/1½	1/-	1/2½	1/0½	1/1
31st Dec., 1925.	Weekly Wage ..	s. d. 46 8	s. d. 50 8	s. d. 51 9	s. d. 48 10	s. d. 57 0	s. d. 50 2	s. d. 50 7
	Working Hours ..	46.17	45.83	44.00	46.10	45.57	47.86	45.78
	Hourly Wage ..	1/1	1/1½	1/2	1/0½	1/3½	1/0½	1/1½

a Weighted average weekly wage 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.

There was 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, but during 1922 and 1923 certain increases in hours of labour were recorded, principally in New South Wales. The tendency in a majority of the States during the years 1924 and 1925 has been towards a slight reduction in hours of labour, particularly in Queensland, where a 44-hour week became operative on 1st July, 1925. 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).

Index-Numbers for Weekly and Hourly Weighted Average Wages, 30th April, 1914, and 31st December, 1917 to 1925.

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.	Aust.
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., 1917	Weekly Wage ..	1,168	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	1,500	1,623	1,556	1,629
	Hourly Wage ..	1,725	1,570	1,758	1,492	1,686	1,567	1,655
31st Dec., 1921	Weekly Wage ..	1,798	1,697	1,753	1,623	1,723	1,603	1,715
	Hourly Wage ..	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st Dec., 1922	Weekly Wage ..	1,680	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
31st Dec., 1923	Weekly Wage ..	1,714	1,734	1,708	1,646	1,709	1,675	1,711
	Hourly Wage ..	1,775	1,790	1,808	1,676	1,754	1,696	1,771
31st Dec., 1924	Weekly Wage ..	1,696	1,731	1,737	1,665	1,717	1,679	1,710
	Hourly Wage ..	1,761	1,790	1,838	1,769	1,771	1,706	1,774
31st Dec., 1925	Weekly Wage ..	1,741	1,763	1,813	1,712	1,760	1,695	1,755
	Hourly Wage ..	1,808	1,823	1,988	1,761	1,827	1,723	1,829
FEMALE WORKERS.								
30th April, 1914	Weekly Wage ..	984	1,006	989	885	1,373	950	1,000
	Hourly Wage ..	980	1,021	976	881	1,366	920	1,000
31st Dec., 1917	Weekly Wage ..	1,119	1,116	1,120	1,020	1,430	1,045	1,121
	Hourly Wage ..	1,122	1,134	1,122	1,027	1,440	1,029	1,130
31st Dec., 1918	Weekly Wage ..	1,173	1,151	1,208	1,084	1,430	1,059	1,168
	Hourly Wage ..	1,171	1,169	1,226	1,092	1,426	1,044	1,165
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	1,423	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	1,980	1,770	2,215	1,794	1,923
31st Dec., 1922	Weekly Wage ..	1,734	1,767	1,771	1,620	2,075	1,751	1,763
	Hourly Wage ..	1,899	1,881	1,908	1,726	2,215	1,707	1,869
31st Dec., 1923	Weekly Wage ..	1,812	1,819	1,855	1,704	2,075	1,785	1,821
	Hourly Wage ..	1,943	1,937	1,997	1,815	2,215	1,831	1,944
31st Dec., 1924	Weekly Wage ..	1,807	1,824	1,872	1,710	2,094	1,850	1,826
	Hourly Wage ..	1,929	1,943	2,017	1,821	2,236	1,898	1,949
31st Dec., 1925	Weekly Wage ..	1,827	1,866	1,904	1,796	2,116	1,845	1,861
	Hourly Wage ..	1,944	2,000	2,125	1,913	2,280	1,893	1,995

8. **Weighted Average Nominal Hours of Labour.**—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 30th April, 1914, and at 31st December, 1914 to 1925. 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 (= 1,000), are also included.

Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers, 30th April, 1914, and 31st December, 1914, to 1925.

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.

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Taa.	Aust.
30th April, 1914.	Weighted average weekly hours of labour (a) ..	49.42	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 (a) ..	49.35	48.66	48.64	48.69	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 (a) ..	49.28	48.50	48.56	48.50	48.12	48.56	48.77
	Index-numbers ..	1,007	991	992	991	983	992	997
31st Dec., 1916.	Weighted average weekly hours of labour (a) ..	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 (a) ..	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 (a) ..	48.18	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	961	967	962
31st Dec., 1921.	Weighted average weekly hours of labour (a) ..	46.66	46.95	45.52	47.07	46.24	46.84	46.23
	Index-numbers ..	933	960	930	962	945	967	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	969	948
31st Dec., 1923.	Weighted average weekly hours of labour (a) ..	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Index-numbers ..	955	962	930	961	954	966	954
31st Dec., 1924.	Weighted average weekly hours of labour (a) ..	46.75	46.99	45.40	46.98	46.52	47.26	46.60
	Index-numbers ..	955	960	928	960	951	966	954
Dec., 1925.	Weighted average weekly hours of labour (a) ..	46.76	46.98	43.88	46.97	46.26	47.25	46.44
	Index-numbers ..	953	960	807	960	945	969	949

(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 1914 to 1921 in the number of working hours constituting a full week's work for male occupations, while during 1922 and 1923, in certain States, but principally in New South Wales, hours of labour were increased. Each State, excepting New South Wales, shows a decrease for both 1924 and 1925. The weighted average weekly hours index-number for Australia at 31st December, 1925, was 949, as compared with 1,000 at 30th April, 1914, a reduction of 5.1 per cent. During the period under review the percentage reduction in hours was greatest in Queensland (10.0), followed by New South Wales (5.3), Victoria (3.7), South Australia (3.3), Western Australia (3.2), and Tasmania (2.8).

9. **Average Nominal Weekly Wage—States, 1891 to 1925.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1925. The wages given in this table are relatively identical with the index-numbers shown in the table on p. 80, and relate to the 31st December in each year.

Average Nominal Rates of Wage payable to Adult Male Workers for the years specified from 1891 to 1925.

Particulars.	1891.	1896.	1901.	1911.	1914.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
N.S. Wales ..	44	142	143	1151	556	264	565	1176	994	095	1091	694	693	696
Victoria ..	40	538	940	950	654	763	085	672	086	193	791	495	706	697
Queensland ..	46	644	846	251	153	565	369	678	791	696	893	1094	296	999
S. Australia ..	41	741	842	051	154	563	165	670	582	889	587	690	991	1094
W. Australia ..	52	453	753	1159	062	1068	1170	477	889	995	093	994	294	897
Tasmania ..	38	635	638	1041	052	859	761	269	085	991	888	592	492	693
Australia ..	43	541	1043	551	355	764	266	574	1189	1094	691	694	494	396

A comparison of the 1911 rates with those ruling in 1891 shows an increase of only 18 per cent. for Australia against 88.8 per cent. from 1911 to 1925. So far as individual States are concerned, during the first period the greatest percentage increase was in South Australia and Victoria (both 24.9 per cent.), and least in Tasmania (6.5 per cent.). During the period 1911 to 1925, the position is reversed so far as Tasmania is concerned, the largest increase (127.8 per cent.) having taken place in that State. The least increase has occurred in Western Australia, viz., 64.4 per cent.

10. **Average Nominal Weekly Wage—Industrial Groups, 1891 to 1925.**—The following table shows for various years the average weekly wages payable in each industrial group. The wages are relatively identical with the index-numbers shown in the table on page 80, and relate to the 31st December in each year.

Average Nominal Rates of Wage payable to Adult Male Workers in each Industrial Group for the years specified from 1891 to 1925.

Particulars.	1891.	1896.	1901.	1911.	1914.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Group I.	52	648	252	357	859	666	068	1175	995	198	295	499	299	7101
.. II.	47	847	748	554	657	965	088	877	692	593	293	1097	497	5100
.. III.	36	237	1144	760	955	863	766	075	689	393	1091	1094	294	990
.. IV.	36	836	536	350	553	059	761	573	586	563	391	193	1193	993
.. V.	53	550	151	053	1163	1070	674	180	999	664	7102	9104	5108	3100
.. VI.	46	444	846	551	1256	063	1068	175	488	1195	091	1196	296	695
.. VII.	50	647	653	1062	165	572	574	379	895	7102	5100	5103	3106	6108
.. VIII.	58	153	1054	861	265	278	478	688	4103	10105	4103	8104	5104	2108
.. IX.	50	1051	052	457	059	865	1168	1178	093	197	593	497	896	11100
.. X.	39	636	040	946	752	862	083	573	487	390	288	592	689	493
.. XI.	38	234	638	544	749	1061	264	577	988	0101	899	9102	497	10104
.. XII.	34	1033	632	143	049	561	163	170	387	189	083	1185	880	374
.. XIII.	32	1030	680	845	547	1153	1150	768	780	684	282	484	686	086
.. XIV.	39	738	738	1047	754	060	963	371	384	1191	188	892	392	293
ALL GROUPS	43	541	1043	551	355	764	266	574	1189	1094	691	694	494	396

During the period 1891 to 1911, the greatest increase occurred in Group XIII. (Domestic) 38.3 per cent., followed by Groups IV. (Clothing, etc.) 37.0 per cent., and III. (Food, Drink, etc.) 33.0 per cent., while the least

increase is in Group VIII. (Mining) 5.3 per cent. From 1911 to 1925 Group XI. (Shipping, etc.) showed the largest increase with 134.8 per cent., followed by XII. (Pastoral, Agricultural, etc.) 103.1 per cent., and X. (Other Land Transport) 100.2 per cent. The rate of increase was least in Groups VII. (Building) and IX. (Rail and Tram Services) with 74.6 per cent.

11. **Nominal Wage Index-Numbers—States, 1901 to 1925.**—The following table shows, by means of index-numbers, the variations in wages for all industries in each State at the close of the years specified, the weighted average wage for Australia in 1911 being taken as base (= 1,000) :—

Variations in Nominal Wage Index-Numbers (Adult Males), for years specified, 1901 to 1925. (Weighted Average Wage for Australia in 1911 = 1,000.)

Particulars.	No. of occupations included.		Nominal Wage Index-numbers.												
	1901 to 1912.	1913-24.	1901.	1911.	1914.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	
N.S. Wales	153	874	858	1,003	1,096	1,257	1,286	1,498	1,835	1,869	1,785	1,944	1,824	1,673	
Victoria	150	909	796	985	1,065	1,229	1,278	1,401	1,679	1,826	1,733	1,865	1,862	1,897	
Queensland	87	627	901	997	1,042	1,273	1,356	1,534	1,785	1,896	1,840	1,837	1,868	1,950	
S. Australia	134	567	819	1,013	1,062	1,231	1,278	1,373	1,613	1,745	1,708	1,770	1,791	1,841	
W. Australia	69	489	1,052	1,152	1,229	1,345	1,372	1,516	1,751	1,853	1,820	1,838	1,847	1,893	
Tasmania	54	482	719	799	1,028	1,163	1,193	1,346	1,674	1,786	1,726	1,802	1,805	1,823	
Australia(a)	652	3,948	848	1,000	1,085	1,252	1,296	1,462	1,752	1,844	1,785	1,840	1,836	1,887	

(a) Weighted average.

12. **Nominal Wage Index-Numbers—Industrial Groups, 1901 to 1925.**—The following table shows the variations in nominal wage index-numbers for the 14 industrial groups, based on rates of wage at the end of the years specified. As already pointed out, these index-numbers are comparable throughout, and show not only the variations in wages in each industrial group but also the relative wages as between the several groups :—

Variations in Nominal Wage Index-Numbers (Adult Males) in Industrial Groups for years specified, 1901 to 1925. (Weighted Average Wage for all Groups in 1911 = 1,000.)

Particulars.	No. of occupations included.		Nominal Wage Index-Numbers.												
	1901 to 1912.	1913-24.	1901.	1911.	1914.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.		
I. Wood, Furniture, etc.	27	270	1,019	1,126	1,161	1,346	1,479	1,855	1,916	1,860	1,935	1,943	1,973		
II. Engineering, Metal Works, etc.	101	636	946	1,064	1,127	1,340	1,512	1,803	1,915	1,832	1,900	1,901	1,957		
III. Food, Drink, etc.	34	576	871	901	1,085	1,288	1,473	1,742	1,832	1,792	1,837	1,835	1,833		
IV. Clothing, Hats, Boots, etc.	13	124	708	981	1,034	1,193	1,433	1,687	1,819	1,777	1,833	1,815	1,817		
V. Books, Printing, etc.	25	205	996	1,149	1,246	1,446	1,578	1,941	2,040	2,004	2,037	2,113	2,137		
VI. Other Manufacturing	102	875	907	1,013	1,093	1,289	1,470	1,736	1,854	1,793	1,878	1,863	1,915		
VII. Building	67	190	1,050	1,213	1,276	1,449	1,554	1,865	1,999	1,960	2,023	2,056	2,116		
VIII. Mining	71	161	1,067	1,194	1,272	1,532	1,724	2,026	2,056	2,022	2,037	2,033	2,119		
IX. Rail and Tram Services	68	224	1,021	1,113	1,165	1,345	1,532	1,816	1,901	1,821	1,906	1,892	1,962		
X. Other Land Transport	9	70	795	910	1,020	1,237	1,431	1,702	1,760	1,725	1,806	1,744	1,820		
XI. Shipping, etc.	74	108	751	871	972	1,257	1,518	1,716	1,984	1,947	1,907	1,908	2,043		
XII. Agricultural, Pastoral, etc.	8	72	627	839	965	1,231	1,370	1,699	1,736	1,637	1,671	1,675	1,704		
XIII. Domestic, Hotels, etc.	17	114	598	887	935	1,041	1,338	1,571	1,642	1,606	1,648	1,673	1,738		
XIV. Miscellaneous	36	233	759	920	1,054	1,234	1,389	1,656	1,778	1,730	1,800	1,793	1,833		
All Groups(a)	652	3,948	848	1,000	1,085	1,296	1,462	1,752	1,844	1,785	1,840	1,836	1,887		

(a) Weighted average.

13. **Nominal Wages and Effective Wages.**—The relation between nominal and effective wages was discussed at some length in Labour Report No. 6, Section IV., par. 3, and reference to the matter was also made in Labour Report No. 11, p. 95.

14. **Variations in Effective Wages, 1901 to 1925.**—In comparing wages, two elements are of obvious importance, viz., (i.) hours worked per day or week, and (ii.) cost of commodities and housing. Thus 60s. per week of 60 hours represents the same hourly rate as 48s. per week of 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 1925.

In computing these effective wage index-numbers, the nominal wage index-numbers for years prior to 1914 given in paragraph 11 hereof have been divided by the price index-numbers in Chapter I., paragraph 2, hereinbefore. The resulting index-numbers show for each State and for Australia for the years specified the variations in effective wages. The nominal wage index-numbers for these years are based on rates of wage current at the end of December, the only data available. For the years 1914 onward, however, the nominal wage index-numbers used are based on the average wage for the four quarters in each year, and in this respect differ from those in the preceding sections. However, so far as the years 1901, 1911 and 1913 are concerned, as the movement in wages during any one year prior to 1914 was very slight, it is possible even if the wage data were available in quarters, that the index-numbers used would approximate very closely to those based on averages for the year.

Effective Wages—Adult Males—1901 to 1925.

Particulars.	1901.	1911.	1914.	1916.	1917	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.
N.S.W. ..	961	973	906	835	88.	890	875	911	1,079	1,113	1,040	1,061	1,048
Victoria ..	915	1,037	961	858	92.	925	904	875	1,038	1,102	1,036	1,067	1,073
Queensland	1,172	1,090	1,038	914	1,041	1,042	990	1,036	1,244	1,273	1,214	1,232	1,241
S. Australia	948	957	921	863	901	934	901	853	1,027	1,090	1,036	1,051	1,053
W. Australia	1,024	1,023	1,070	985	1,051	1,035	1,008	1,012	1,139	1,226	1,192	1,161	1,162
Tasmania ..	827	838	942	839	875	869	840	880	977	1,053	1,000	1,017	1,044
Australia	904	1,000	948	864	930	932	907	911	1,076	1,126	1,062	1,056	1,081

In the preceding table the effective wage index-numbers are computed to the one base, that of Australia for 1911. Subject to the qualification already referred to, which, as has been pointed out, does not materially affect the figures, the index-numbers are comparable in all respects, and comparisons may be made as to the increase or decrease in the effective wage index-number for any State over any period of years. Thus it will be seen that comparing 1925 with 1901, and also with 1911, there has been an increase in the index-numbers in all States.

15. **Effective Wages and Standard of Comfort, 1901 to 1925.**—In the preceding paragraph particulars are given as to variations in effective wages in each State, due allowance having been made for variations in the purchasing-power of money, but 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 the purchasing-power of money and in unemployment cannot be accurately computed for the several States. In the subjoined table, for these earlier years the percentage of unemployment for Australia and the nominal wage index-numbers relate to the end of the year. For the year 1914 and subsequent years, the wage index-numbers, percentages of unemployment, and retail price index-numbers are the average for the year. Column I. shows the nominal wage index-numbers, and Column II. the relative percentages unemployed (see Chapter III.). 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 recomputed with the year 1911 as base, and are shown in Column IV. In Column V. the price 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 figures 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. shows the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VII. (see graph on page 8) show variations in effective wages after allowing not only for variations in prices, but also for unemployment.

* 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."

Unemployment, and Nominal and Effective Wage Index-Numbers, for the years specified, 1901 to 1925. (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. Recom- puted. (1911. =1,000).		VI. Full Work.	VII. Allowing for Un- employ- 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 ..	1,078	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
1923 ..	1,805	7.1	1,677	1,760	1,700	1,062	1,035
1924 ..	1,840	8.9	1,676	1,759	1,681	1,095	1,046
1925 ..	1,861	8.8	1,697	1,781	1,722	1,081	1,034

(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.

Compared with 1911 the effective wage in 1901 was 3.6 per cent. less for full work, and 5.5 per cent. less after allowance for unemployment. In connexion with the index-numbers in Column VII., unemployment was less in 1911—the base year, than in any other year. During the period 1912 to 1920, while wages increased steadily, prices increased at a greater rate, with the result that the purchasing-power of wages was less in each of these years than in 1911, the lowest point reached being in 1915 when the full time index-number was 14.6 per cent. less, or, allowing for unemployment, 18.7 per cent. less than for the base year. The first occasion on which the effective wage was higher than in 1911 was in 1921, when wages increased considerably while prices declined, the increase in effective wages being 7.6 per cent., but only 0.2 per cent. allowing for unemployment. Unemployment reached its "peak" during 1921. Both wages and prices fell in 1922, but the former less than the latter, resulting in a further increase in the effective wage. As wages remained practically stationary while prices rose, the effective wage for 1923 showed a decline. A rise in wages coincided with a fall in prices during 1924, and the effective wage increased, but as the average unemployment was higher than in the previous year, the increase in the effective wage was greater for full work than allowing for unemployment.

Wages and prices both rose during 1925, the latter reaching their highest point since the "peak" of 1920. Unemployment remained stationary, but as prices rose more rapidly than the rise in nominal wages, effective wages decreased. In 1925 the effective wage, allowing for unemployment, was 3.3 per cent., and working full time 8.1 per cent., higher than in 1911.

16. Relative Productive Activity and Effective Wages, 1871 to 1925.—

The preceding tables refer to variations in effective wages, having regard to fluctuations in prices and unemployment. Another important matter is the question of relative output or production per head of population measured quantitatively. If measured by value alone, a rise in prices would have the effect of making an equal production with that of a time when prices were lower show a fictitious increase. Any estimate of the relative increase or decrease in quantity of production must therefore allow for the variations in prices. This is done in the table on the next page, in which Column I. shows the estimated value of production (a) in the aggregate and (b) per head of mean population. In Column II. the estimated value of production per head of population is shown in the form of index-numbers with the year 1911 as base; that is to say, the production per head in 1911 is made equal to 1,000, and the values for the other years computed accordingly. In Column III. price index-numbers are given. Production price index-numbers are available only from 1903. For earlier years the wholesale price index-numbers have been used. The figures in Column IV. are obtained by dividing the figures for each year in Column II. by the corresponding figures in Column III. They show the estimated relative productive activity per head of population, taking the year 1911 as the basic or standard year, the fluctuations due to variations in prices having been eliminated.

The index-numbers for the years from 1914 to 1922 cover a period which in several respects was abnormal. At the beginning of that period there was a widespread drought, and again in 1918 dry conditions prevailed. Further, the enlistments for war service took from industry over 300,000 adult males in the prime of life, while the dislocation of industry owing to the altered conditions arising out of the war must also have adversely affected the productivity of Australia. It is, however, impossible to measure these effects quantitatively.

The following table shows the total value of production from various sources during the years specified:—

Estimated Value of Australian Production, 1906 to 1925.

Year.	Agricultural.	Pastoral.	Dairy, Poultry and Bee Farming.	Forestry and Fisheries.	Mining.	Manufacturing.	Total.
	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.
1906 ..	25,340	45,389	13,611	4,879	26,643	31,172	147,043
1907 ..	30,323	53,704	15,667	3,940	28,157	34,090	165,881
1908 ..	37,150	46,097	16,564	4,368	24,355	33,950	162,490
1909 ..	41,056	51,331	16,571	4,504	22,893	36,913	173,268
1910 ..	39,752	57,406	19,086	5,072	23,030	42,442	186,788
1911 ..	38,774	53,468	20,154	5,868	23,303	47,531	189,098
1912 ..	45,754	55,316	21,713	6,745	26,475	53,401	208,404
1913 ..	46,162	59,343	21,682	6,626	25,594	57,674	217,081
1914 ..	36,052	63,452	22,504	6,853	22,054	59,004	209,919
1915 ..	75,475	65,852	22,399	6,253	22,060	59,212	251,251
1916 ..	61,255	77,126	27,931	6,062	23,192	60,502	256,063
1917 ..	59,641	83,926	31,326	6,147	24,998	65,327	271,365
1918 ..	59,036	88,448	33,738	6,890	25,462	70,087	283,661
1919-20 ..	72,202	101,578	38,830	9,670	18,982	92,330	333,592
1920-21 ..	112,801	85,861	52,613	11,136	21,613	101,778	385,802
1921-22 ..	81,890	70,048	44,417	10,519	19,977	112,517	339,368
1922-23 ..	84,183	90,535	43,542	11,124	20,316	123,188	372,888
1923-24 ..	81,166	102,843	42,112	11,866	22,232	132,732	392,051
1924-25 ..	107,095	121,891	45,190	12,357	24,646	137,977	449,157

The table hereunder shows the value of production as affected by the factors previously indicated.

Estimated Relative Productive Activity in Australia for the years specified, 1871 to 1925.

Year.	I. Estimated Value of Production.		II.	III.	IV.
	(a) Total. (000 omitted.)	(b) Per head of Popu- lation.	Relative Value of Production per head Year 1911 = 1,000.	Price- Index- Numbers Year 1911 = 1,000. a	Estimate Relative Productive Activity per head Index-Numbers Year 1911 = 1,000.
	£	£			
1871	46,700	27.46	664	1,229	540
1881	71,116	30.83	746	1,121	665
1891	96,087	29.65	717	945	759
1901	114,585	29.96	725	974	744
1906	147,043	35.94	869	948	917
1907	165,881	39.86	964	1,021	944
1908	162,490	38.39	929	1,004	925
1909	173,268	40.07	969	976	993
1910	186,788	42.21	1,021	963	1,060
1911	189,098	41.34	1,000	1,000	1,000
1912	208,404	43.91	1,062	1,074	989
1913	217,081	44.36	1,073	1,054	1,018
1914	209,919	42.22	1,021	1,256	813
1915	251,251	50.56	1,223	1,292	947
1916	256,068	52.07	1,260	1,398	901
1917	271,365	54.47	1,318	1,486	887
1918	283,661	55.83	1,351	1,583	853
1919-20	333,592	62.90	1,522	1,875	812
1920-21	385,802	71.30	1,725	1,911	903
1921-22	339,368	61.60	1,490	1,579	944
1922-23	372,888	66.19	1,601	1,753	913
1923-24	392,951	68.34	1,653	1,850	894
1924-25	449,157	76.47	1,850	1,880	984

a The index-numbers for years prior to 1908 are wholesale prices index-numbers; from 1908 onward production price index-numbers (the basis being indicated in Production Bulletin No. 18).

§ 4. International Comparison of Real Wages.

1. General.—In July, 1923, the British Ministry of Labour published index-numbers of real wages in London and in the capital cities of certain other countries. The method of computation adopted is described in the *Ministry of Labour Gazette*, and may be briefly stated as "the ascertaining of the quantities of each kind of food of working class consumption that could be purchased in each city at the retail prices there current with the wages payable for a given amount of labour measured in hours."

In consequence of a resolution passed at the International Conference of Labour Statisticians in November, 1923, these comparisons, with certain modifications, are being continued by the International Labour Office.

2. Real or Effective Wages in Various Capital Cities.—The following table taken from the *International Labour Review* has been varied by the addition of index-numbers for Melbourne, and index-numbers based on quantities of food consumption in Australia. In the column added, index-numbers have been computed for London, Melbourne, Ottawa and Philadelphia only, and not for the other cities included in the table. The work of computing such index-numbers is considerable, and the effect of

using the Australian regimen may be gauged from the results shown for the cities referred to. The method of computation may be briefly explained as follows.

A regimen consisting of a certain number of food items commonly in use in all the countries has been selected, and the prices of these commodities have been multiplied by a quantity representing the weekly consumption per adult male unit in the various countries. The result gives what may be described as the cost of a weekly family basket of commodities in the various cities specified, according to usage in that city and also according to usage in other countries. The cost of this regimen is then divided into the weekly wage as determined by taking the average of a number of occupations. Index-numbers are then computed by taking the number of times the food regimen can be purchased by the average wage in London as base (= 100) and computing to this base the number of times the food regimen can be purchased by the average wage in other cities. The resultant index-numbers represent approximately the relative effectiness of wages in the various cities.

Attention is drawn in the *International Labour Review*, however, to the unsatisfactory nature of the wage statistics in some cities, and the results, therefore, must be taken as an approximation only of the relation between the cities specified.

Index Numbers of Comparative Real Wages in Various Cities—July, 1925.

(Base : London = 100.)

City.	Index-numbers based on quantities of food consumption in—							General Average Index-Numbers (based on food only).
	Belgium and France.	Central European Countries.	Great Britain.	Southern European Countries.	Scandinavian Countries.	Oversea Countries.	Australia.	
Amsterdam	84	86	78	83	88	84	..	84
Berlin ..	58	74	58	59	69	63	..	64
Brussels ..	56	56	53	53	58	54	..	55
Christiana (Oslo)	75	82	75	77	91	80	..	80
Copenhagen	84	105	87	87	108	94	..	94
Lisbon ..	34	34	31	32	26	33	..	32
Lodz ..	52	59	48	54	61	58	..	55
London ..	100	100	100	100	100	100	100	100
Madrid ..	56	59	47	53	54	52	..	54
Melbourne	143	135	144	147	126	147	151	142
Milan ..	45	49	43	47	49	46	..	47
Ottawa ..	157	167	162	154	173	174	162	164
Philadelphia	177	172	182	178	195	192	171	181
Prague ..	47	51	46	47	51	48	..	48
Rome ..	45	46	43	47	46	46	..	46
Stockholm	69	74	72	71	88	79	..	76
Tallinn (Estonia) ..	33	41	34	34	40	38	..	37
Vienna ..	37	43	40	39	48	44	..	43
Warsaw ..	46	55	41	47	55	51	..	49

The results appear to show that the general relationship is practically the same whichever regimen is taken.

The cities which have the highest index-numbers are, in the order named, Philadelphia, Ottawa, Melbourne and London.

Taking the last column, which gives the average of the seven preceding columns, the effective wage in Philadelphia is 81 per cent., in Ottawa 64 per cent., and in Melbourne 42 per cent. above the effective wage in London, while the effective wage in Amsterdam is 16 per cent., in Brussels 45 per cent., and in Berlin 36 per cent. below the effective wage in London.