

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

	ITALY.	NORWAY.	POLAND.	SWEDEN.	SWITZER- LAND.	BRITISH INDIA.	SOUTH AFRICA.	CANADA.	UNITED STATES.	AUSTRALIA.	NEW ZEALAND.	SPAIN.
No. of Towns and Localities.	Milan.	§1	Warsaw.	49	33	Bom- bay.	9	60	51	30	25	Madrid.
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 ..	..	a1,230	..	1,230	..	..	1,070	1,040	980	1,308	1,124	1,080
" 1916 ..	1,510	a1,530	..	1,340	..	..	1,160	1,140	1,090	1,302	1,193	1,160
" 1917 ..	2,100	a2,030	..	1,770	..	..	1,280	1,570	1,430	1,263	1,280	1,260
" 1918 ..	3,250	a2,710	..	2,580	..	..	1,340	1,750	1,650	1,308	1,393	1,540
" 1919 ..	3,100	a2,000	..	3,180	..	..	1,390	1,860	1,860	1,473	1,459	1,740
" 1920 ..	4,450	3,190	..	2,870	..	..	1,970	2,270	2,150	1,942	1,777	1,900
" 1921 ..	5,060	2,920	456,550	2,310	2,110	1,740	1,300	1,480	1,450	1,612	1,641	1,890
" 1922 ..	4,920	2,330	744	1,760	1,670	1,600	1,100	1,380	1,390	1,462	1,421	1,810
" 1923 ..	4,960	2,180	714	1,580	1,060	1,480	1,160	1,370	1,440	1,644	1,430	1,770
" 1924 ..	5,080	2,480	1,891	1,550	1,700	1,510	1,170	1,340	1,400	1,485	1,483	1,840
" 1925 ..	6,020	2,600	1,730	1,690	1,690	1,520	1,200	1,410	1,560	1,550	1,500	1,800
" 1926 ..	6,540	1,960	2,070	1,570	1,590	1,550	1,170	1,490	1,530	1,588	1,498	1,870
Jan. 1927 ..	6,250	1,800	2,474	1,560	1,580	1,560	1,160	1,530	1,560	1,576	1,463	1,900

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 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, 1926. q February. r August. s November, 1926. t Since 1923 "Zloty" prices. u Third Quarter of each year specified excepting 1927 which is the first quarter figure. v Since 1923 gold prices. w Excluding clothing from 1925. x This index number is no longer published. y Base 1913 = 1,000.

## CHAPTER II.—WAGES.

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

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, 1926.

\*Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 16, pages 565 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 1925 and 1926.\*

**Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1925 and 1926.**

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.
1925.										
New South Wales .. .. .	1	8	11	6	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	..	14	4	66
Tasmania .. .. .	..	..	1	1	..	..	..	..	5	1
Commonwealth Court .. .. .	6	11	11	11	4	10	35	10	56	42
Commonwealth Public Service Arbitrator .. .. .	..	..	..	..	2	..	2	..	4	..
<b>Total .. .. .</b>	<b>34</b>	<b>47</b>	<b>71</b>	<b>43</b>	<b>79</b>	<b>41</b>	<b>136</b>	<b>51</b>	<b>320</b>	<b>182</b>
1926.										
New South Wales .. .. .	27	21	6	17	35	6	83	7	151	51
Victoria .. .. .	13	..	19	..	38	..	36	..	106	..
Queensland .. .. .	25	7	20	8	11	8	34	4	90	27
South Australia .. .. .	1	3	1	2	7	..	5	2	14	7
Western Australia .. .. .	1	10	..	7	1	6	3	14	10	37
Tasmania .. .. .	2	..	..	..	2	2	3	..	7	2
Commonwealth Court .. .. .	10	10	11	8	9	6	20	6	50	30
Commonwealth Public Service Arbitrator .. .. .	3	..	2	..	3	..	2	..	10	..
<b>Total .. .. .</b>	<b>82</b>	<b>51</b>	<b>59</b>	<b>42</b>	<b>106</b>	<b>26</b>	<b>191</b>	<b>33</b>	<b>438</b>	<b>154</b>

A comparison of the operations of industrial tribunals during the years 1925 and 1926 shows that during the latter year there was a large increase in the number of principal awards made, but a decrease in the number of industrial agreements filed. The increase in the former was mainly attributable to the tribunals of New South Wales and Victoria, which were very active during 1926. Western Australia, Tasmania, and the Commonwealth Public Service Arbitrator also showed slightly increased activities. The increase in New South Wales is accounted for mainly by the extension of the power to make awards to Conciliation Committees effected by the Industrial Arbitration Amendment Act of 1926. The Commonwealth Court of Conciliation and Arbitration and Western Australia were mainly responsible for the decrease in the number of agreements filed. In connexion with the large number of agreements filed in the latter

\* Corresponding figures for the years 1914 to 1924 were published in Labour Reports Nos. 6 to 16.

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 384 in 1926, compared with 654 in 1925, and were distributed as follows:—New South Wales 145, Queensland 77, Western Australia 38, South Australia 17, Commonwealth Court 68, and the Commonwealth Public Service Arbitrator 39. 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, 1926.

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 exceptions in certain cases, but they are infrequent.

**Particulars of Boards, and of Awards, Determinations, and Industrial Agreements in Force, 1913 to 1926.**

Dates.	Boards Authorized.	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force. <sup>d</sup>	Industrial Agreements in Force.
31st December, 1913..	505	501	387 <sup>c</sup>	575 <sup>b</sup>	401
30th September, 1914	549	539	474	599	409
31st December, 1915..	573 <sup>d</sup>	554 <sup>d</sup>	498	663	546
" " 1916..	594	572	525	706	609
" " 1917..	478 <sup>e</sup>	473 <sup>e</sup>	442 <sup>e</sup>	744	732
" " 1918..	267 <sup>f</sup>	260 <sup>f</sup>	445	866	833
" " 1919..	505	498	465	942	843
" " 1920..	475 <sup>g</sup>	470 <sup>g</sup>	440 <sup>g</sup>	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 <sup>h</sup>	520	1,111	549
" " 1925..	575	541	524	1,181	607
" " 1926..	599	565	538	1,262	681

<sup>a</sup> Including awards made by Arbitration Courts and the Commonwealth Public Service Arbitrator.

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

<sup>c</sup> 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.

<sup>d</sup> See remarks with respect to re-authorization of Boards in New South Wales Labour Bulletin No. 12 page 47.

<sup>e</sup> Reduction in the number of Boards authorized, etc., was due to the dissolution of all Boards appointed under the *Queenstand 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*.

<sup>f</sup> 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.

<sup>g</sup> 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.

<sup>h</sup> 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, 1925, and 1926.

**Boards Authorized and Constituted : Awards, Determinations, and Agreements in Force 1913, 1925, and 1926. (d)**

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
<i>Boards Authorized, etc.</i>										
Boards authorized ..	{ 1913 .. .. 2218 136 75 56 .. 23 505									
	{ 1925 .. .. 269 180 2 75 .. 49 575									
	{ 1926 .. .. 291 182 2 75 .. 49 599									
Boards constituted	{ 1913 .. .. 2223 132 74 51 .. 21 601									
	{ 1925 .. .. 269 178 2 49 .. 43 541									
	{ 1926 .. .. 291 180 2 49 .. 43 566									
Boards which have made Awards or Determinations	{ 1913 .. .. 123 123 74 47 .. 19 386									
	{ 1925 .. .. 253 166 .. 66 .. 39 624									
	{ 1926 .. .. 265 168 .. 66 .. 30 538									
<i>Awards and Determinations—</i>										
Awards and Determinations in force	{ 1913 17 .. .. 265 127 73 54 18 21 676									
	{ 1925 179 32 321 177 223 101 99 49 1,181									
	{ 1926 199 34 346 179 237 100 107 61 1,262									
<i>State Awards and Determinations—</i>										
Applying to Whole State	{ 1913 .. .. 32 8 3 .. .. 15 53									
	{ 1925 .. .. 32 66 15 4 40 223									
	{ 1926 .. .. 54 67 66 16 5 41 249									
Applying to Metropolitan area	{ 1913 .. .. 58 .. 28 53 13 1 153									
	{ 1925 .. .. 91 1 52 62 50 .. 232									
	{ 1926 .. .. 94 2 60 64 59 1 280									
Applying to Metropolitan and Country areas	{ 1913 .. .. 49 105 1 .. 1 5 161									
	{ 1925 .. .. 136 97 45 2 8 7 296									
	{ 1926 .. .. 133 97 47 2 10 7 296									
Applying to Country areas	{ 1913 .. .. 126 14 41 1 4 .. 186									
	{ 1925 .. .. 62 13 60 22 31 2 190									
	{ 1926 .. .. 65 13 64 27 33 2 204									
<i>Commonwealth Court Awards—</i>										
Awards in force in each State	{ 1913 .. .. 13 17 15 16 9 13 ..									
	{ 1925 .. .. 115 131 35 99 36 66 ..									
	{ 1926 .. .. 123 144 39 111 41 78 ..									
<i>Commonwealth Public Service Arbitrator—</i>										
Determinations in force in each State	{ 1925 .. .. 31 27 26 26 25 ..									
	{ 1926 .. .. 32 29 27 27 26 ..									
<i>Industrial Agreements—</i>										
In force ..	{ 1913 228 .. .. 75 .. 5 11 82 .. 401									
	{ 1925 229 .. .. 142 .. 86 46 101 3 607									
	{ 1926 252 .. .. 167 .. 95 48 115 4 661									
Commonwealth Agreements in force in each State	{ 1913 .. .. 132 129 68 62 57 61 ..									
	{ 1925 .. .. 80 93 27 26 19 24 ..									
	{ 1926 .. .. 90 106 28 25 10 25 ..									

<sup>a</sup> The figures for New South Wales are exclusive of Demarcation Boards.—<sup>b</sup> Including boards which were subsequently dissolved owing to alteration in the sectional arrangement of industries and callings.—<sup>c</sup> Omitting a number of awards which expired on the 31st December, 1913.—<sup>d</sup> For particulars relating to the years 1914 to 1924, see Labour Reports Nos. 9 to 16.

The number of awards and agreements in force in the Commonwealth at the end of December, 1926, showed an increase of 81 and 74 respectively over the number in force at the same date in 1925. Each State tribunal, as well as the Commonwealth Court and the Public Service Arbitrator, displayed increased activity.

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 1926.

(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 1926 made three principal awards, while 148 awards and 145 variations were made by the Court.

On 15th April, 1926, under the provisions of the *Industrial Arbitration (Amendment) Act 1926*, the Industrial Commission of New South Wales was substituted for the Court of Industrial Arbitration, and this tribunal has since exercised these functions previously vested in the Court.

The *Industrial Arbitration (Amendment) Act 1926*, assented to on 18th March, 1926, came into operation on 15th April, 1926, and provided for the establishment of the Industrial Commission of New South Wales consisting of such an even number of members as the Minister for Labour and Industry may determine (one half to be representative of employers and one half to be representative of employees nominated as prescribed) and presided over by the Industrial Commissioner appointed by the Governor. The jurisdiction and powers previously exercised by the Court of Industrial Arbitration and the New South Wales Board of Trade under the *Industrial Arbitration Act 1912* and amendments were transferred to and vested in the new Industrial Commission. Mr. A. B. Piddington, K.C., was appointed Industrial Commissioner under the Act for a period of five years as from 22nd April, 1926. The Act provides, *inter alia*, that the Minister may establish conciliation committees for any industry or calling for which a board is constituted, or for any industry or calling for

which, for the purpose of establishing a committee, the commissioner may recommend that a board be constituted. Each committee shall consist of such an equal number of representatives of employers and employees respectively as is determined by the Minister. A committee has cognizance of, and power to inquire into, any industrial matter in the industry for which it is established, and, in respect thereof, may exercise the powers and jurisdiction of a board, and may make an order or award binding on any or all employers and employees in the industry. An order or award of a committee shall also in all respects operate as an award of a board, and may be enforced as such.

The provisions of the Act, by extending the power to make awards to conciliation committees, resulted in the establishment and gazettal of 238 conciliation committees up till the end of the year 1926. During the year 21 industrial boards were dissolved, 8 of which were reconstituted, while 40 new boards were constituted mainly for the establishment of conciliation committees as prescribed by the Act.

The constitutions of 50 additional boards were varied during the year.

On 15th December, 1926, the Industrial Commission delivered its first determination of the standard of living and declaration of the living wage for adult male employees, this function having been performed previously by the Board of Trade. The living wage for adult males was declared as 84s. per week, which is identical with the Board of Trade's declaration of 1925, the living wage for adult females being postponed for separate consideration. The family unit used in the Commission's declaration was the same as in previous investigations, i.e., a man, wife, and two dependent children. The Commission also inquired into the problem of family endowment as an adjunct to the declared living wage, whereby the declared wage should be in respect of a man and wife only with additional allowances for dependent children, in order that the determined standard of living may be attainable for all those for whom it is intended, and, in its declaration, recommended to the State Government that a scheme of family endowment, at least for dependent children in the families of wage and salary earners, should be brought before Parliament at the earliest moment. Further reference to this matter and also declarations of the living wage will be found on page 87 of this report.

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; from 1918 to 1925 those of the Board of Trade; and for 1926 the first of the Industrial Commission.

## New South Wales—Determinations of Male and Female Living Wages, 1914 to 1926.

(Other than Rural Industries.)

Date.	Males.			Females.		
	Weekly Living Wage.	Area.	Date.	Weekly Living Wage.	Area.	
16.2.14	£ s. d. 2 8 0	Sydney and Suburbs	17.12.18	£ s. d. 1 10 0	Sydney and Suburbs	
17.12.15	2 12 6	" "	23.12.19	1 10 0	" "	
18.8.16	2 15 6	" "	23.12.20	2 3 0	State "except" County of Yancowinna	
5.9.18	3 0 0	" "	3.3.21	2 3 0	Whole State	
8.10.19	3 17 0	" "	22.12.21	2 1 0	State "except" County of Yancowinna	
19.4.20	3 16 6	Newcastle District	9.10.22	1 19 6	" "	
11.6.20	3 17 6	South Coast	10.4.23	2 0 0	Whole State " "	
8.7.20	3 18 0	Central Tablelands	7.9.23	2 1 6	" "	
8.10.20	4 5 0	State except Newcastle, South Coast, Central Tablelands and the County of Yancowinna	7.3.24	2 1 6	" "	
15.12.20	4 5 0	State except County of Yancowinna	1.8.24	2 1 6	" "	
3.3.21	4 5 0	Whole State	24.8.25	2 2 6	" "	
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 19 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	" "				
15.12.26	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. Under section 4 (3) of the *Industrial Arbitration (Amendment) Act 1926* this function was transferred to the conciliation committees appointed in the various industries concerned by the Industrial Commission, but, during 1926, no new determinations were made thereby.

Other legislation of an industrial character passed in New South Wales during 1926 included the Rural Workers Accommodation Act (No. 3 of 1926), the Day Baking Act (No. 13 of 1926), the Workers Compensation Act (No. 15 of 1926), and the Coal Mines Regulation (Amendment) Act (No. 19 of 1926).

The Rural Workers Accommodation Act, assented to on 5th March, 1926, repeals the Shearers Accommodation Act of 1901, and provides for the proper and sufficient accommodation of all rural workers.

The Day Baking Act, assented to on 17th March, 1926, prohibits the making or baking of bread for sale—(a) between the hours of six o'clock in the evening and half-past five o'clock in the morning of the following day, (b) upon any day appointed as a holiday in any award or industrial agreement made in connexion with the industry, and (c) within the Counties of Cumberland and Northumberland at any time on any Sunday.



The Workers Compensation Act, assented to on 18th March, 1926, amends the Workers Compensation Act of 1916, the Workers Compensation (Amendment) Act of 1926, and the Workers Compensation (Silicosis) Act of 1920, provides for the constitution of a Workers Compensation Commission, defines its jurisdiction, powers and duties, and provides for the compulsory insurance by employers against their liabilities in respect of injuries to workers.

The Coal Mines Regulation (Amendment) Act, assented to on 23rd November, 1926, amends the Coal Mines Regulation Act of 1912, as subsequently amended, and provides for the establishment of a Court of Coal Mine Regulation and for the erection of bath and change houses at mines and coke works.

(iii.) *Victoria*.—During the year 1926 two new Wages Boards were authorized.

In September the Frozen Goods Board (Urban) and the Bottle Covers Board (State) were authorized, the first determination of the latter Board coming into force on 8th December, 1926.

On 17th March the first determination of the Tramway Conversion Board, fixing the rates which may be paid to persons other than those subject to the jurisdiction of the Carters and Drivers Board employed in the occupation of converting cable tramway lines to electric traction, came into force.

There were, in addition, variations of the constitutions and powers of Boards, totalling 4 for the year, mainly in respect of the area or locality over which the determinations of the Wages Boards should have effect.

(iv.) *Queensland*.—In September, 1926, the Board of Trade and Arbitration, in its judicial jurisdiction, considered an application by the Australian Workers Union for a revision of the basic wage as declared at 85s. per week for males and 43s. per week for females by the Basic Wage Act of 1925. The Act was to remain in force for twelve months after its passing, and until the coming into force of any declaration of the Board in variance of its provisions after the expiration of such period of twelve months. After inquiry the Board came to the conclusion that no alteration should be made under the circumstances as then existing, but, in its judgment, provided that, should the cost of living substantially increase, then, subject to the capacity of industries to pay a higher wage, the Board would grant a commensurate increase in the basic wage. For this reason, the Board proposed to review the basic wage again in February, 1927.

Two Acts of an industrial nature were passed during the year, namely, the Industrial Arbitration Acts Amendment Act of 1926 and the Workers Compensation Acts Amendment Act of 1926.

The Industrial Arbitration Acts Amendment Act, assented to on 26th November, 1926, amended the principal Act in respect to its application to partnerships.

The Workers Compensation Acts Amendment Act, assented to on 11th November, 1926, amended the principal Acts by raising the amount of compensation in respect of total or partial incapacity resulting from injury to 66½ per cent. of the average weekly earnings during the twelve months previous to the injury, and the maximum payment to a sum not exceeding £2 15s. per week.

(v.) *South Australia*.—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	"			

Industrial legislation passed during the year included the Early Closing Act of 1926, assented to on 11th November, 1926, which provides for the uniform closing times and weekly half holiday for shops in defined districts, and the Workmen's Compensation Act Amendment Act of 1926, assented to on 25th November, 1926, which amends the principal Act by raising the minimum amount of compensation payable in the event of total incapacity to 30s. per week for single workmen, and, for married men, £2 per week plus 7s. 6d. for each totally dependent child under the age of fourteen years.

(vi.) *Western Australia*.—The *Industrial Arbitration Act 1912-25*, assented to on 31st December, 1925, provided that, before the 14th June in every year, the Court, of its own motion, should determine and declare a basic wage, operating from 1st July of each year, to be paid to male and female workers. On the 8th February, 1926, the Court commenced its investigations, and on 11th June delivered its first declaration, to operate from 1st July, 1926. The basic wage for adult males was declared at 85s. per week and for adult females at 45s. 11d. per week. The family unit in respect of which the adult male wage was declared was the married unskilled worker with a wife and two children dependent upon him.

Early in the year the Minister for Labour introduced a Bill into the Legislative Assembly to fix the hours of labour in certain industries at not less than 44 hours per week, and to provide that every award and industrial agreement made under the Industrial Arbitration Act should contain provisions giving effect to that standard. The Bill was passed by the Assembly but was rejected by the Legislative Council on the second reading. In consequence of the defeat of the Bill, considerable interest centered in the hearing of the application of the United Metropolitan Timber-yards, Saw-mills, and Wood-working Employees Union for a new award, the main point at issue being the reduction of the hours of the ordinary working week

from 48 to 44 hours. The case was considered in the light of a test case in respect of the adoption of the lower standard working week for the State. The case came on for hearing in August, 1926, and on 8th September the Court delivered its judgment, fixing 44 hours as the ordinary working week for employees in the timber working industry, the award embodying this reduction being made on 29th September.

During the year 13 industrial agreements were declared "common rule" by the Court of Arbitration, and are thereby given the force of awards.

(vii.) *Tasmania*.—Seven awards were made by Wages Boards during the year, six replacing previous awards, the remaining one being the first determination of the Sweep Promoters Board, which came into operation in January, 1926. No industrial legislation was introduced.

(viii.) *Commonwealth Court*.—The number of awards and variations of awards made during 1926 was considerably lower than in 1925, though at the close of the period twenty additional awards were in force.

The *Commonwealth Conciliation and Arbitration Act 1926*, assented to on 25th June, 1926, amended the *Commonwealth Conciliation and Arbitration Act 1904-21*, and provided for the reconstitution of the Commonwealth Court, the Full Court Bench to consist of the Chief Judge (formerly designated the President) and two other Judges. The Act also provided that the Chief Judge and the other Judges shall be appointed by the Governor-General in Council. On 2nd August, Judge Dethridge, of the County Court of Victoria, was sworn in as Chief Judge, with Mr. Justice Lukin, of the Supreme Court of Queensland, and Judge Beeby, of the District Court of New South Wales, as Judges. The Act gave power to the Attorney-General, on behalf of the Commonwealth, to intervene in the public interest in any proceeding before the Court in which the question of standard hours of work in any industry or of the basic wage is in dispute.

The Full Court commenced operations on 24th August, at which date there were over a hundred cases on the list for attention, the most important matter to be dealt with being the dispute regarding standard hours in industry. Following the announcement by the Attorney-General, that the Commonwealth Government desired that the inquiry into standard hours in industry should be instituted, the case in which the Amalgamated Engineering Union applied to have the weekly working hours in the industry reduced from 48 to 44 was listed for hearing, the Attorney-General intervening as provided under the Act, in order to enable the parties in the industry to bring evidence before the Court and to submit argument as to standard hours in all industry. The application came before the Full Court in Melbourne on 24th August, and evidence was adduced from all States in respect to manufacturing, finance, unemployment, and the general economic condition of industry and primary production, and the hearing of evidence and argument from witnesses and counsel for the employers and the employees continued until 17th December, when the case was concluded and judgment reserved. On 24th February, 1927, by a majority judgment, the Court granted the application of the Engineering Union, Judge Lukin dissenting. Chief Judge Dethridge, at the conclusion of his judgment, said that the finding, in so far as it constitutes any alteration in the standard hours, must be taken as a guiding line to the probable course of the Court in future applications in industries which are similar in their conditions regarding leisure or want of leisure to the engineering industry.

(ix.) *Commonwealth Public Service Arbitrator*.—In 1926 ten determinations were made by the Arbitrator as compared with four made in 1925. Three of the new determinations replaced awards of the Commonwealth Court of Conciliation and Arbitration made prior to the inception of the present tribunal in respect of postal employees, temporary clerks, and Trade and Customs officers (Fourth Division). The provisions relating to sick leave, as contained in the determination made for Trade and Customs officers (Fourth Division), were declared a common rule applying to all permanent officers throughout the Commonwealth Public Service.

(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 16, while details for the year 1926 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 1926.**—During the year 1926 the decreases in rates of wage recorded were very much less than in 1925. 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, 1926.**

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	425,972	55,002	99,829	11,531	625,861	43,471	s. d. 1 8
Victoria ..	324,121	39,878	105,434	11,958	429,605	27,920	1 4
Queensland ..	31,354	5,234	1,599	153	32,953	5,081	3 1
South Australia ..	72,652	8,459	30,539	3,862	103,291	4,597	0 11
Western Australia ..	32,432	4,765	5,839	661	38,271	4,164	2 2
Tasmania ..	16,305	1,321	9,073	573	25,378	748	0 7
N. Territory	53	20	..	..	53	20	7 7
Federal Territory Capital	63	11	..	..	63	11	8 6
Commonwealth to all States ..	48,538	3,124	17,807	1,516	66,345	1,608	0 8
Total ..	951,490	117,814	270,270	30,194	1,221,760	87,620	1 4

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, 1922 to 1926.**—The following table gives separate particulars of the effect of increases and decreases in rates of wage in Australia during the years 1922 to 1926 :—

**Changes in Rates of Wage—Number and Effect in Australia, 1922 to 1926.**

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 Week.
1922 ..	156,017	22,412	472,090	92,974	628,116	70,562a	s. d. 2 8a
1923 ..	820,856	125,379	109,996	21,361	990,852	104,013	3 0
1924 ..	337,923	85,616	508,832	44,250	847,655	41,366	1 0
1925 ..	1,124,095	180,220a	138,114	10,793	1,262,209	119,427	1 11
1926 ..	951,490	117,814	270,270	30,194	1,221,760	87,620	1 4

(a) Decrease.

4. **Changes in each State, 1922 to 1926.**—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., 1922 to 1926.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States.	Aust.	
Persons Affected	1922	363,909	80,172	78,791	35,722	18,547	14,038	..	337	24,600	628,116
	1923	519,440	276,094	30,051	63,209	32,057	25,918	..	1,002	49,010	990,852
	1924	196,066	338,761	62,075	111,261	40,598	26,144	35	30	81,785	847,655
	1925	514,123	343,123	184,595	113,721	40,152	18,566	26	243	47,660	1,262,209
	1926	525,801	429,605	32,953	103,291	33,271	25,378	53	63	66,345	1,227,700
		£	£	£	£	£	£	£	£	£	£
Net increase per week	1922	542,030	56,625	614,836	62,687	61,589	61,701	..	659	6138	670,562
	1923	53,868	36,034	62,177	9,784	669	1,756	620	298	3,845	104,018
	1924	7,860	7,312	13,993	7,335	1,370	1,335	15	1	1,136	41,800
	1925	40,780	19,968	43,975	9,693	3,109	293	69	135	1,365	110,427
	1926	43,471	27,920	5,081	4,597	4,164	748	20	11	1,608	87,620
		s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Average increase per head per week	1922	£2 4	61 6	63 9	61 6	61 9	62 1	..	63 4	60 1	62 3
	1923	2 9	2 8	61 5	3 11	60 1	1 4	65 8	5 11	1 9	3 0
	1924	0 10	0 5	5 3	1 6	0 11	1 0	8 7	0 8	0 3	1 0
	1925	1 7	1 2	4 0	1 8	1 7	0 4	66 11	10 11	0 7	1 11
	1926	1 8	1 4	3 1	0 11	2 2	0 7	7 7	3 6	0 6	1 4

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

Note.—See sub-section v. on page 58.

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 1925 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, 1926.**—The following table shows the effect of changes in rates of wage during 1926 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 1925 have been published in Labour Reports Nos. 5 to 16.

Changes in Rates of Wage—Industrial Groups, 1926.

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.	
<b>New South Wales—</b>															
Persons Affected	33,256	38,300	6,618	39,174	7,671	37,718	55,207	41,700	105,748	6,750	14,822	4,110	14	44,713	625,801
Increase per week	£ 1,061	(b)2,074	1,093	2,195	1,001	1,664	6,616	6,497	116,547	1,679	480	58	5	6,349	43,471
<b>Victoria—</b>															
Persons Affected	13,200	40,855	24,274	40,038	8,829	39,010	60,332	10,176	63,533	11,000	9,145	4,660	..	104,518	429,605
Increase per week	£ 211	2,369	1,422	2,042	881	1,064	6,796	1,036	2,887	..	192	85	..	8,035	27,920
<b>Queensland—</b>															
Persons Affected	520	1,400	3,913	6,592	593	1,671	..	1,724	20	3,264	200	500	366	12,190	32,953
Increase per week	£ 140	310	1,058	314	124	188	..	653	6	358	50	350	58	1,474	5,081
<b>South Australia—</b>															
Persons Affected	4,446	13,806	6,696	9,406	2,107	11,499	14,772	..	16,129	3,250	6,700	3,800	181	10,999	103,291
Increase per week	£ 237	155	379	499	188	121	1,007	..	481	63	125	45	148	1,149	4,597
<b>Western Australia—</b>															
Persons Affected	6,800	84	1,679	1,715	1,546	1,624	851	..	2,816	1,005	3,060	600	505	15,986	38,271
Increase per week	£ (6)40	19	193	165	254	264	81	..	294	263	66	14	158	2,428	4,164
<b>Tasmania—</b>															
Persons Affected	2,200	2,232	236	1,734	411	652	800	4,050	4,802	1,750	1,600	..	..	4,911	26,378
Increase per week	£ 60	71	35	119	65	21	48	(b)63	(b)8	38	31	..	..	331	748
<b>Northern Territory—</b>															
Persons Affected	..	..	..	..	..	..	..	..	53	..	..	..	..	..	53
Increase per week	£ ..	..	..	..	..	..	..	..	20	..	..	..	..	..	20
<b>Federal Capital Territory—</b>															
Persons Affected	..	..	..	..	..	..	..	..	..	..	..	..	..	63	63
Increase per week	£ ..	..	..	..	..	..	..	..	..	..	..	..	..	11	11
<b>All States (c)—</b>															
Persons Affected	..	..	..	..	..	150	..	..	..	..	55,158	..	..	11,037	66,345
Increase per week	£ ..	..	..	..	..	9	..	..	..	..	1,472	..	..	127	1,668
<b>Total Australia—</b>															
Persons Affected	60,422	66,677	43,416	93,659	21,157	92,324	132,012	57,650	283,101	27,019	90,68	13,160	1,066	204,412	1,221,760
Increase per week	£ 1,669	350	4,160	5,334	2,513	4,231	14,848	8,123	20,227	2,404	2,416	552	369	19,904	87,629

(a) Miscellaneous (Group XIV.) Includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others.

(b) 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.

CHANGES IN RATES OF WAGES.



6. Changes in Industrial Groups, 1924 to 1926.—(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 1924-26 :—

Changes in Rates of Wage—Industrial Groups, Australia, 1924 to 1926.

Industrial Group.	1924.		1925.		1926.	
	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.
I. Wood, Furniture, Timber, etc...	62,728	£ (a)2,500	65,720	£ 7,905	60,422	£ 1,069
II. Engineering, Metal Works, etc.	79,067	(a)2,270	123,669	9,509	96,677	860
III. Food, Drink, Tobacco, etc.	43,085	2,713	68,566	7,600	43,416	4,130
IV. Clothing, Hats, Boots, etc.	55,155	4,103	40,202	1,444	98,650	5,334
V. Books, Printing, etc.	8,803	4,246	16,224	1,128	21,157	2,513
VI. Other Manufacturing	78,843	(a)1,881	115,692	8,407	92,324	4,231
VII. Building	66,596	7,806	121,549	10,149	132,012	14,848
VIII. Mines, Quarries, etc.	12,100	580	31,373	4,108	57,650	8,123
IX. Rail and Tram Services	86,961	6,544	188,732	18,196	283,101	20,227
X. Other Land Transport	43,843	1,555	37,240	3,435	27,019	4,240
XI. Shipping, etc.	94,110	(a)5,350	77,285	5,050	90,635	2,416
XII. Pastoral, etc.	13,980	4,749	55,495	10,577	13,160	552
XIII. Domestic, Hotels, etc.	7,007	1,834	37,472	4,230	1,006	360
XIV. Miscellaneous	194,668	19,248	262,931	27,074	204,412	19,904
All Groups	847,855	41,366	1,262,209	119,427	1,221,760	87,820

(a) Decrease.

Note.—See paragraph (v.), page 58.

During the year 1926 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, 1926*.—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 1926.

Changes in Rates of Wage—Female Occupations in Industrial Groups, 1926.

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.		
<b>New South Wales—</b>														
Persons Affected	..	..	130	29,031	2,539	5,686	5,232	..	1,500	..	2,400	47,168		
Increase per week	£	..	35	1,345	137	258	473	..	23	..	537	2,813		
<b>Victoria—</b>														
Persons Affected	..	134	34	6,150	35,085	4,110	3,516	3,830	1,800	..	5,803	60,512		
Increase per week	£	26	1	(a)40	1,407	371	126	400	25	..	613	3,279		
<b>Queensland—</b>														
Persons Affected	..	..	..	57	5,158	0	122	..	200	185	795	6,523		
Increase per week	£	..	..	5	168	1	10	..	50	35	31	300		
<b>South Australia—</b>														
Persons Affected	..	..	..	330	8,210	660	415	80	1,650	103	653	12,101		
Increase per week	£	..	..	..	379	33	..	..	4	32	80	678		
<b>Western Australia—</b>														
Persons Affected	..	..	..	120	..	384	33	..	300	149	3,884	4,870		
Increase per week	£	..	..	16	..	39	4	..	7	26	611	602		
<b>Tasmania—</b>														
Persons Affected	..	..	..	200	1,350	59	..	39	..	..	192	1,839		
Increase per week	£	..	..	8	37	4	..	(a)4	..	..	30	75		
<b>Common to all States—</b>														
Persons Affected	..	..	..	..	..	..	..	2,383	..	..	6,195	8,578		
Increase per week	£	..	..	..	..	..	..	134	..	..	63	197		
<b>Australia—</b>														
Persons Affected	..	134	84	6,937	79,434	7,753	9,772	9,230	2,383	5,450	437	10,022	141,591	
Increase per week	£	26	1	24	3,426	585	393	934	134	109	142	2,065	7,844	

(a) Decrease.

7. Changes according to Sex of Employees, 1922 to 1926.—The next table gives particulars of changes in rates of wage for male and female workers separately for the years 1922 to 1926 :—

Changes in Rates of Wage—Male and Female Employees, 1922 to 1926.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States. (a)	AUST.
MALE EMPLOYEES AFFECTED.										
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
1926	478,633	369,093	26,430	91,190	33,401	23,539	53	63	57,767	1,080,160

NET INCREASE PER WEEK TO MALE EMPLOYEES.										
	£	£	£	£	£	£	£	£	£	£
1922	540,245	56,943	513,065	52,626	51,640	51,818	..	556	5138	567,431
1923	50,954	33,902	52,290	9,270	5123	1,893	520	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
1926	40,658	24,641	4,791	4,019	3,562	673	20	11	1,411	79,776

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.										
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1922	52	6	51	8	54	4	1	6	51	10
1923	2	2	2	8	1	8	3	1	50	1
1924	0	9	0	2	6	2	1	6	0	9
1925	1	9	1	2	5	2	1	10	1	6
1926	1	8	1	4	3	7	0	11	2	2

FEMALE EMPLOYEES AFFECTED.										
1922	41,096	5,167	14,318	1,637	299	1,563	..	..	..	64,082
1923	53,994	19,428	2,630	2,242	550	987	..	..	130	80,011
1924	14,287	43,170	14,704	15,518	3,413	2,044	..	..	4,791	97,927
1925	34,823	21,048	21,624	15,384	3,501	718	6,806	..	..	153,904
1926	47,168	60,512	6,523	12,101	4,870	1,839	..	..	8,578	141,591

NET INCREASE PER WEEK TO FEMALE EMPLOYEES.										
	£	£	£	£	£	£	£	£	£	£
1922	22,685	318	5871	661	51	117	..	..	..	53,131
1923	2,914	3,032	113	514	54	5138	..	..	59	6,480
1924	913	4,712	2,124	825	422	249	..	..	780	10,025
1925	3,300	1,520	2,082	945	432	..	182	..	..	8,461
1926	2,813	3,379	300	578	602	75	..	..	197	7,944

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.										
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1922	51	4	1	3	51	4	50	9	3	5
1923	1	1	3	2	50	10	4	7	2	0
1924	1	3	2	2	1	1	2	6	2	5
1925	0	9	1	5	1	11	1	3	2	6
1926	0	1	1	1	0	11	0	11	2	6

(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 58.

8. Methods by which changes were Effected, 1926.—(i.) States.—The following table shows the methods by which changes were effected in 1926:—

Changes in Rates of Wage—Methods by which effected—States, 1926.

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.
<b>New South Wales—</b>		£		£		£
By direct negotiation ..	3,466	422	360	62	3,826	484
By negotiation, intervention or assistance of third party ..	30,440	2,888	..	..	30,440	2,888
By award of court under Commonwealth Act ..	402,112	25,008	..	..	402,112	25,008
By agreement registered under Commonwealth Act ..	26,000	1,883	..	..	26,000	1,883
By award under State Act ..	62,124	11,727	..	..	52,124	11,727
By agreement registered under State Act ..	3,991	990	100	52	4,001	1,042
By other means ..	6,290	349	..	..	6,290	349
<b>Total ..</b>	<b>525,341</b>	<b>43,357</b>	<b>400</b>	<b>114</b>	<b>525,801</b>	<b>43,471</b>
<b>Victoria—</b>						
By direct negotiation ..	4,073	1,248	600	143	4,673	1,391
By negotiation, intervention or assistance of third party ..	4,624	967	..	..	4,624	967
By award of court under Commonwealth Act ..	326,007	13,163	..	..	326,007	13,163
By agreement registered under Commonwealth Act ..	31,544	2,583	..	..	31,544	2,583
By determination under State Act ..	55,748	9,170	..	..	55,748	9,170
By agreement registered under State Act ..	1,287	178	..	..	1,287	178
By other means ..	5,722	468	..	..	5,722	468
<b>Total ..</b>	<b>429,005</b>	<b>27,777</b>	<b>600</b>	<b>143</b>	<b>429,605</b>	<b>27,920</b>
<b>Queensland—</b>						
By direct negotiation ..	117	21	..	..	117	21
By negotiation, intervention or assistance of third party ..	3,082	857	..	..	3,082	857
By award of court under Commonwealth Act ..	8,639	251	..	..	8,639	251
By agreement registered under Commonwealth Act ..	645	127	..	..	645	127
By award under State Act ..	16,396	3,367	..	..	10,396	3,367
By agreement registered under State Act ..	1,735	327	..	..	1,735	327
By other means ..	2,339	131	..	..	2,339	131
<b>Total ..</b>	<b>32,953</b>	<b>5,081</b>	<b>..</b>	<b>..</b>	<b>32,953</b>	<b>5,081</b>
<b>South Australia—</b>						
By direct negotiation ..	..	..	2,796	821	2,796	821
By negotiation, intervention or assistance of third party ..	901	169	..	..	901	169
By award of court under Commonwealth Act ..	87,078	1,624	..	..	87,078	1,624
By agreement registered under Commonwealth Act ..	8,026	802	..	..	8,026	802
By award, or determination under State Act ..	2,136	983	..	..	2,136	983
By agreement registered under State Act ..	765	78	..	..	765	78
By other means ..	1,589	120	..	..	1,589	120
<b>Total ..</b>	<b>100,495</b>	<b>3,776</b>	<b>2,796</b>	<b>821</b>	<b>103,201</b>	<b>4,597</b>

## Changes in Rates of Wage—Methods by which effected—States, 1926—continued.

METHODS.	WITHOUT STOPPAGE OF WORK.		AFTER STOPPAGE OF WORK.		ALL CHANGES.	
	Workpeople Affected.	Net Increase per week.	Workpeople Affected	Net Increase per week.	Workpeople Affected.	Net Increase per week.
		£		£		£
<b>Western Australia—</b>						
By direct negotiation ..	37	8	..	..	37	8
By negotiation, intervention or assistance of third party ..	705	129	24	7	729	136
By award of court under Commonwealth Act ..	14,098	228	..	..	14,098	228
By agreement registered under Commonwealth Act ..	128	179	..	..	128	179
By award under State Act (b) ..	13,978	2,658	..	..	13,978	2,658
By agreement registered under State Act ..	7,697	846	185	23	7,882	869
By other means ..	1,419	86	..	..	1,419	86
<b>Total ..</b>	<b>38,062</b>	<b>4,134</b>	<b>209</b>	<b>80</b>	<b>38,271</b>	<b>4,164</b>
<b>Tasmania—</b>						
By direct negotiation ..	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	335	64	..	..	335	64
By award of court under Commonwealth Act ..	21,092	359	..	..	21,092	359
By agreement registered under Commonwealth Act ..	2,176	195	..	..	2,176	195
By determination under State Act ..	86	71	..	..	86	71
By agreement registered under State Act ..	240	27	..	..	240	27
By other means ..	540	32	..	..	540	32
<b>Total ..</b>	<b>25,378</b>	<b>748</b>	<b>..</b>	<b>..</b>	<b>25,378</b>	<b>748</b>
<b>Northern Territory—</b>						
By direct negotiation ..	..	..	40	18	40	18
By negotiation, intervention or assistance of third party ..	13	2	..	..	13	2
<b>Total ..</b>	<b>13</b>	<b>2</b>	<b>40</b>	<b>18</b>	<b>53</b>	<b>20</b>
<b>Federal Capital Territory—</b>						
By negotiation, intervention or assistance of third party ..	3	1	..	..	3	1
By other means ..	60	10	..	..	60	10
<b>Total ..</b>	<b>63</b>	<b>11</b>	<b>..</b>	<b>..</b>	<b>63</b>	<b>11</b>
<b>All States—</b>						
By direct negotiation ..	32,800	717	..	..	32,800	717
By award of court under Commonwealth Act ..	33,418	875	..	..	33,418	875
By agreement registered under Commonwealth Act ..	127	16	..	..	127	16
<b>Total ..</b>	<b>66,345</b>	<b>1,608</b>	<b>..</b>	<b>..</b>	<b>66,345</b>	<b>1,608</b>
<b>Australia—</b>						
By direct negotiation ..	40,493	2,416	3,796	1,044	44,289	3,460
By negotiation, intervention or assistance of third party ..	40,112	5,077	24	7	40,130	5,084
By award of court under Commonwealth Act ..	893,344	41,598	..	..	893,344	41,598
By agreement registered under Commonwealth Act ..	69,555	5,785	..	..	69,555	5,785
By award or determination under State Acts ..	140,468	27,976	..	..	140,468	27,976
By agreement registered under State Acts ..	15,715	2,440	285	75	16,000	2,521
By other means ..	17,968	1,196	..	..	17,968	1,196
<b>Total ..</b>	<b>1,217,655</b>	<b>86,494</b>	<b>4,105</b>	<b>1,126</b>	<b>1,221,760</b>	<b>87,620</b>

(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 58.

(ii.) *Australia*, 1922 to 1926.—The following table gives the number and effect of all changes in rates of wage in Australia for the years 1922 to 1926:—

**Changes in Rates of Wage—Methods by which Effected, Australia, 1922 to 1926.**

Particulars	By Direct Negotiation.	By Negotiation, Indenture or Assistance of Third Party.	By Award of Court under Commonwealth Act.	By Agreement Registered under Commonwealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	By Other Means.	TOTAL
<b>1922.</b>								
Workpeople affected	7,186	54,878	125,195	43,002	370,991	20,361	..	628,110
Increase per week	£ 1,905	5,122	*12,307	*4,242	*58,266	*2,774	..	*70,562
<b>1923.</b>								
Workpeople affected	18,605	52,298	334,180	46,974	503,722	35,073	..	990,852
Increase per week	£ 2,488	1,124	46,438	6,633	42,614	4,721	..	104,018
<b>1924.</b>								
Workpeople affected	1,930	65,653	521,469	34,401	205,615	18,578	..	847,655
Increase per week	£ 654	14,627	*14,636	*51	31,668	9,104	..	41,366
<b>1925.</b>								
Workpeople affected	15,110	23,317	581,306	64,849	547,086	20,641	..	1,222,209
Increase per week	£ 1,380	1,959	20,996	4,524	80,322	746	..	87,927
<b>1926.</b>								
Workpeople affected	44,280	40,136	893,344	69,555	140,408	16,000	17,968	1,221,760
Increase per week	£ 3,460	5,084	41,598	5,785	27,976	2,521	1,196	87,620

\* Decrease.

Note.—See sub-section (v.), page 58.

Awards and agreements made and filed under the Commonwealth Conciliation and Arbitration Act affected the greatest number of persons during the last years shown. So far as possible, the effect of awards or agreements is recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective, while in others it is difficult to ascertain promptly particulars as to the number of workpeople affected and the effect of the change.

### § 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 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

\* 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	223	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	182	24	223
W. Australia	45	36	32	7	8	16	32	142	40	9	32	118	31	158
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	10	80
Australia ..	435	606	561	231	169	400	632	853	494	182	335	1,915	330	2,390

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, 1914-26.**—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 groups and States. The following table gives particulars of the weighted average nominal weekly rates of wage payable to adult male workers, at the

\* 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, Foots, 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	3	47	40
South Australia .. ..	3	56	7	22	32
Western Australia .. ..	1	29	..	20	..
Tasmania .. ..	1	18	2	8	..
Australia .. ..	61	731	118	290	307

30th June, 1914, and at the end of the periods specified to the 31st December, 1926, 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, 1926.**

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)Aus- tralia.
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.
30th June, 1914	55	11	54	4	52	10	54	4	62	9	52	7
31st December, 1914	56	2	54	7	53	5	54	5	62	10	52	8
30th June, 1920	82	9	77	5	86	10	73	4	81	0	74	2
31st December, 1920	94	0	86	1	91	6	82	8	89	9	85	9
30th June, 1921	95	3	92	0	96	5	85	8	93	6	88	3
31st December, 1921	95	10	93	7	96	8	80	5	95	0	91	8
30th June, 1922	63	8	91	5	94	0	87	5	93	6	88	7
31st December, 1922	91	6	91	4	93	10	87	6	93	9	88	5
30th June, 1923	91	10	91	1	93	9	87	5	93	3	88	3
31st December, 1923	94	6	95	7	94	2	90	9	94	2	92	4
30th June, 1924	94	0	95	10	94	8	91	1	93	9	92	7
31st December, 1924	93	6	95	5	95	9	91	10	94	8	92	6
30th June, 1925	93	11	95	6	95	10	92	6	96	3	92	11
31st December, 1925	96	0	97	2	99	11	94	4	97	0	93	5
31st March, 1926	96	3	97	5	100	2	95	0	96	10	93	7
30th June, 1926	96	11	98	2	100	3	95	10	97	6	94	0
30th September, 1926	97	7	99	9	100	4	97	0	98	5	95	2
31st December, 1926	100	5	99	6	100	1	95	8	98	9	94	10

INDEX-NUMBERS.

30th June, 1914	1,091	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914	1,096	1,065	1,042	1,062	1,226	1,028	1,085
30th June, 1920	1,615	1,510	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	1,752
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	1,768	1,844
30th June, 1922	1,828	1,784	1,835	1,706	1,824	1,728	1,801
31st December, 1922	1,785	1,733	1,830	1,708	1,829	1,726	1,785
30th June, 1923	1,791	1,778	1,829	1,705	1,820	1,723	1,785
31st December, 1923	1,844	1,865	1,837	1,770	1,838	1,802	1,840
30th June, 1924	1,835	1,870	1,847	1,778	1,820	1,807	1,840
31st December, 1924	1,824	1,862	1,868	1,791	1,847	1,805	1,839
30th June, 1925	1,832	1,864	1,870	1,804	1,877	1,812	1,846
31st December, 1925	1,873	1,897	1,950	1,841	1,893	1,823	1,887
31st March, 1926	1,879	1,901	1,955	1,854	1,890	1,827	1,892
30th June, 1926	1,891	1,916	1,956	1,870	1,902	1,843	1,904
30th September, 1926	1,905	1,947	1,958	1,892	1,921	1,856	1,922
31st December, 1926	1,959	1,941	1,952	1,867	1,927	1,851	1,938

(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, 1926, the Australian average was exceeded by New South Wales, Victoria and Queensland.

During the year 1926 the trend of nominal wages showed a progressively upward tendency in all States, with the exception of the final quarter, when all the States except New South Wales and Western Australia showed decreases. The steady rise was, however, continued in the weighted average wage for Australia, mainly on account of the substantial rise in New South Wales in the final quarter.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-26.**—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 1926.



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, 1926.

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. <sup>(a)</sup>	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc. <sup>(a)</sup>	XII. Agricultural, etc. <sup>(b)</sup>	XIII. Domestic, etc. <sup>(b)</sup>	XIV. Miscellaneous.	All Industrial Groups. <sup>(c)</sup>
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	48 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, 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	82 11	82 4	88 8	91 6
30th June, 1923 ..	95 7	94 4	91 10	91 2	102 10	92 0	100 10	103 7	94 0	87 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	96 11	85 11	85 9	92 6	94 3
31st December, 1924 ..	90 7	97 5	94 0	93 0	108 3	95 6	105 8	104 2	96 11	89 4	97 10	85 10	86 0	92 2	94 3
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
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
31st March, 1926 ..	101 5	100 5	96 10	94 10	110 5	98 5	109 0	108 10	101 2	93 3	104 9	87 7	89 1	94 0	97 0
30th June, 1926 ..	101 9	101 3	97 2	94 10	110 6	99 3	109 8	108 11	101 10	93 5	105 1	88 9	89 9	94 5	97 7
30th September, 1926 ..	104 6	102 10	98 11	95 9	111 2	101 2	110 9	109 2	103 8	94 6	105 9	89 0	89 10	95 4	98 6
31st December, 1926 ..	104 5	102 0	98 9	96 6	111 5	100 6	110 9	109 6	102 6	95 6	103 7	93 5	90 10	95 6	99 4
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, 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	2,094	1,859	2,035	2,028	1,881	1,756	1,931	1,677	1,674	1,804	1,840
31st December, 1924 ..	1,943	1,901	1,835	1,815	2,113	1,893	2,053	2,033	1,892	1,744	1,904	1,675	1,678	1,798	1,839
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	1,676	1,668	1,801	1,846
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
31st March, 1926 ..	1,980	1,959	1,890	1,851	2,155	1,920	2,126	2,123	1,975	1,820	2,044	1,708	1,738	1,834	1,892
30th June, 1926 ..	1,986	1,975	1,896	1,851	2,156	1,937	2,140	2,125	1,986	1,823	2,051	1,732	1,751	1,842	1,904
30th September, 1926 ..	2,038	2,007	1,930	1,868	2,168	1,973	2,160	2,130	2,023	1,843	2,063	1,736	1,753	1,860	1,922
31st December, 1926 ..	2,037	1,991	1,920	1,883	2,173	1,961	2,160	2,137	2,001	1,803	2,020	1,823	1,772	1,863	1,938

(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), 113.1 per cent., followed in the order named by Groups XIII. (Domestic, etc.) 93.0 per cent., and X. (Other Land Transport) 86.7 per cent. The smallest increase occurred in Group VII. (Building) 69.4 per cent. In six of the groups the increase was more, and in eight groups less than the increase in the weighted average for all groups. During 1926 increases in average wages occurred in all industrial groups with the exception of Group XI. (Shipping), which showed a decrease of 1.1 per cent. The increase was greatest in Group XII. (Agricultural, etc.) 7 per cent., followed by 3.6 per cent. in Group IV. (Clothing, Boots, etc.), 3.2 per cent. in Group I. (Wood, Furniture, etc.) and 2.4 per cent. in Groups VI. (Other Manufacturing) and X. (Other Land Transport). The percentage increase during the year was least in Group VIII. (Mining), 0.8 per cent. The weighted average wage for all groups combined increased by 2.7 per cent.

4. **Adult Female Weekly Wages—States, 1914 to 1926.**—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, 1926. 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, 1926.**

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.	Aus- tralia.
No. of Occupations Included.	85	87	37	47	24	28	308

RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	26 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, 1922 ..	48 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 ..	40 8	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
30th June, 1925 ..	49 0	49 0	50 8	47 5	57 2	50 1	49 8
31st December, 1925 ..	49 8	50 8	51 0	48 10	57 6	50 2	50 7
31st March, 1926 ..	50 2	51 6	52 7	49 7	57 6	50 9	51 2
30th June, 1926 ..	50 2	51 6	52 7	49 8	57 6	50 9	51 3
30th September, 1926 ..	50 5	51 7	52 7	50 0	57 9	50 11	51 5
31st December, 1926 ..	50 8	51 11	52 10	50 0	58 6	51 8	51 8

INDEX-NUMBERS.

30th June, 1914 ..	984	1,006	993	885	1,373	950	1,000
31st December, 1914 ..	987	1,022	996	885	1,373	950	1,008
30th June, 1922 ..	1,778	1,760	1,771	1,639	2,073	1,749	1,770
31st December, 1922 ..	1,754	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	2,075	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
30th June, 1925 ..	1,803	1,830	1,865	1,745	2,104	1,844	1,829
31st December, 1925 ..	1,827	1,866	1,904	1,796	2,116	1,845	1,861
31st March, 1926 ..	1,847	1,892	1,935	1,826	2,116	1,868	1,884
30th June, 1926 ..	1,847	1,895	1,933	1,827	2,117	1,868	1,886
30th September, 1926 ..	1,856	1,900	1,936	1,839	2,127	1,873	1,892
31st December, 1926 ..	1,865	1,911	1,944	1,839	2,152	1,902	1,902

“ 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 an increase, while during 1926 it rose to 51s. 8d., each State showing an increase over the previous year. The advance during the whole period under review was 90.2 per cent., as compared with 79.6 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, 1914-26.**—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 1922 to 1926, 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, 1926.**

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

Date.	INDUSTRIAL GROUP.					
	III. Food, Drinks, etc.	IV. Clothing, Boots, etc.	I, II, V, and VI. All Other Manufacturing.	XIII. Domestic, Hotels, etc. <sup>a</sup>	XIV. Miscel- laneous.	All Groups <sup>b</sup>
<b>RATES OF WAGE.</b>						
	<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
31st December, 1914 .. .. .	23 5	24 11	27 0	30 2	31 4	27 5
30th June, 1922 .. .. .	43 10	48 1	47 5	48 1	49 2	48 1
31st December, 1922 .. .. .	43 3	47 10	47 4	48 3	48 9	47 11
30th June, 1923 .. .. .	43 2	47 8	47 3	48 5	48 9	47 10
31st December, 1923 .. .. .	44 1	50 1	48 10	49 5	49 6	49 6
30th June, 1924 .. .. .	44 11	50 1	49 5	49 6	51 3	50 0
31st December, 1924 .. .. .	45 2	49 7	49 6	49 7	50 7	49 7
30th June, 1925 .. .. .	45 2	49 6	49 5	49 10	51 2	49 8
31st December, 1925 .. .. .	46 8	50 1	51 2	51 0	52 0	50 7
31st March, 1926 .. .. .	46 11	51 3	51 9	51 0	52 0	51 2
30th June, 1926 .. .. .	47 0	51 3	51 10	51 1	52 0	51 3
30th September, 1926 .. .. .	47 5	51 5	52 10	51 1	52 0	51 5
31st December, 1926 .. .. .	47 8	51 7	52 10	52 0	52 0	51 8
<b>INDEX-NUMBERS.</b>						
30th June, 1914 .. .. .	828	911	991	1,144	1,110	1,000
31st December, 1914 .. .. .	892	917	994	1,110	1,153	1,008
30th June, 1922 .. .. .	1,612	1,770	1,746	1,770	1,810	1,770
31st December, 1922 .. .. .	1,593	1,762	1,741	1,777	1,794	1,763
30th June, 1923 .. .. .	1,588	1,755	1,739	1,788	1,795	1,760
31st December, 1923 .. .. .	1,622	1,842	1,799	1,819	1,821	1,821
30th June, 1924 .. .. .	1,674	1,845	1,817	1,823	1,885	1,839
31st December, 1924 .. .. .	1,661	1,826	1,821	1,824	1,862	1,826
30th June, 1925 .. .. .	1,662	1,821	1,817	1,834	1,882	1,829
31st December, 1925 .. .. .	1,682	1,844	1,884	1,877	1,914	1,861
31st March, 1926 .. .. .	1,725	1,886	1,903	1,877	1,914	1,884
30th June, 1926 .. .. .	1,720	1,886	1,908	1,881	1,914	1,886
30th September, 1926 .. .. .	1,740	1,892	1,943	1,881	1,914	1,892
31st December, 1926 .. .. .	1,754	1,900	1,943	1,912	1,914	1,902

<sup>a</sup> Including the value of board and lodging where supplied.

<sup>b</sup> Weighted Average.

The greatest increase since June, 1914, occurred in Group III. (Food, Drink, etc.), 140.9 per cent., followed in the order named by Groups IV. (Clothing, Boots, etc.), 108.6 per cent. ; I., II., V. and VI. (All Other Manufacturing), 96.1 per cent. ; XIV. (Miscellaneous), 72.4 per cent., and XIII (Domestic, Hotels, etc.), 67.1 per cent. The increase for all groups combined over the period has been 90.2 per cent.

With the exception of Group XIV. (Miscellaneous), which has remained stationary since September, 1925, average wages in each industrial group increased during the year 1926, the largest increase being 4.3 per cent. in Group III., followed in the order named by Groups I., II., V. and VI., 3.1 per cent., IV., 3.0 per cent., and XIII., 1.9 per cent. The weighted average for all groups increased by 2.2 per cent.

#### 6. Hours of Labour and Hourly Rates of Wage, 31st December, 1926.—

(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, 1926 :—

Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1926.

Industrial Groups.	Particulars. <sup>a</sup>	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
I. Wood, Furniture, &c. . .	Weekly Wage	107/5	104/9	102/1	100/3	102/1	103/1	104/5
	Working Hours	44.13	46.23	44.03	45.64	45.20	45.60	45.03
	Hourly Wage	2/5 $\frac{1}{4}$	2/3 $\frac{1}{4}$	2/3 $\frac{1}{4}$	2/2 $\frac{1}{4}$	2/3	2/3 $\frac{1}{4}$	2/3 $\frac{1}{4}$
II. Engineering, Metal Works, &c. . .	Weekly Wage	102/-	103/2	99/4	100/7	102/10	103/4	102/-
	Working Hours	45.03	47.92	44.00	48.00	47.30	48.00	46.41
	Hourly Wage	2/3 $\frac{1}{4}$	2/1 $\frac{1}{4}$	2/3	2/1 $\frac{1}{4}$	2/2	2/1 $\frac{1}{4}$	2/2 $\frac{1}{4}$
III. Food, Drink, &c. . .	Weekly Wage	98/10	99/1	98/9	99/2	97/7	95/5	98/9
	Working Hours	44.54	47.11	44.00	46.36	46.20	47.94	45.51
	Hourly Wage	2/2 $\frac{1}{4}$	2/1 $\frac{1}{4}$	2/3	2/1 $\frac{1}{4}$	2/11	2/-	2/2
IV. Clothing, Boots, &c. . .	Weekly Wage	95/4	95/3	101/10	101/9	101/5	92/5	96/6
	Working Hours	44.00	45.76	44.00	44.00	44.00	46.20	44.40
	Hourly Wage	2/2	2/1	2/3 $\frac{1}{4}$	2/3 $\frac{1}{4}$	2/3 $\frac{1}{4}$	2/-	2/1 $\frac{1}{4}$
V. Books, Printing, &c. . .	Weekly Wage	108/2	112/6	112/4	114/7	113/8	114/9	111/5
	Working Hours	43.59	45.24	44.00	46.65	43.00	46.35	44.40
	Hourly Wage	2/5 $\frac{1}{2}$	2/5 $\frac{1}{2}$	2/6 $\frac{1}{4}$	2/5 $\frac{1}{4}$	2/9 $\frac{1}{4}$	2/5 $\frac{1}{2}$	2/6
VI. Other Manufacturing . .	Weekly Wage	101/4	99/6	99/1	102/3	100/6	98/4	100/6
	Working Hours	45.42	47.44	44.72	47.73	47.55	47.64	46.43
	Hourly Wage	2/2 $\frac{1}{4}$	2/1 $\frac{1}{4}$	2/2 $\frac{1}{4}$	2/1 $\frac{1}{4}$	2/1 $\frac{1}{4}$	2/0 $\frac{1}{2}$	2/2
VII. Building . . .	Weekly Wage	110/-	112/7	114/9	109/1	102/10	105/3	110/8
	Working Hours	43.67	44.00	44.00	44.00	44.53	44.15	43.90
	Hourly Wage	2/6 $\frac{1}{4}$	2/6 $\frac{1}{2}$	2/7 $\frac{1}{4}$	2/5 $\frac{1}{2}$	2/3 $\frac{1}{2}$	2/4 $\frac{1}{4}$	2/6 $\frac{1}{4}$
VIII. Mining <sup>b</sup> . . .	Weekly Wage	111/2	109/0	117/5	71/5	108/9	100/5	109/6
	Working Hours	42.65	45.12	43.47	43.79	43.65	45.42	43.60
	Hourly Wage	2/7 $\frac{1}{4}$	2/5 $\frac{1}{4}$	2/8 $\frac{1}{4}$	1/7 $\frac{1}{4}$	2/6	2/2 $\frac{1}{4}$	2/6 $\frac{1}{4}$
IX. Rail and Tram Services	Weekly Wage	102/1	105/10	102/4	99/7	98/11	97/3	102/6
	Working Hours	48.00	47.49	44.00	48.38	44.71	48.00	47.01
	Hourly Wage	2/1 $\frac{1}{4}$	2/2 $\frac{1}{4}$	2/4	2/0 $\frac{1}{2}$	2/2 $\frac{1}{2}$	2/0 $\frac{1}{2}$	2/2 $\frac{1}{4}$
X. Other Land Transport . .	Weekly Wage	97/4	93/2	97/2	91/10	96/10	97/2	95/6
	Working Hours	44.00	48.13	44.00	48.00	48.00	48.00	45.93
	Hourly Wage	2/2 $\frac{1}{4}$	1/11 $\frac{1}{4}$	2/2 $\frac{1}{4}$	1/11	2/0 $\frac{1}{4}$	2/0 $\frac{1}{4}$	2/1
XI. Shipping, &c. . .	Weekly Wage <sup>c</sup>	101/3	106/3	103/2	106/11	103/2	104/6	103/7
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, &c. . .	Weekly Wage <sup>d</sup>	98/10	87/10	94/-	88/6	91/0	90/10	93/5
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, &c. . .	Weekly Wage	90/2	94/6	88/5	91/3	92/6	70/2	90/10
	Working Hours	44.00	48.33	41.00	48.00	48.00	54.60	46.16
	Hourly Wage	2/0 $\frac{1}{4}$	1/11 $\frac{1}{4}$	2/-	1/10 $\frac{1}{4}$	1/11 $\frac{1}{4}$	1/3 $\frac{1}{4}$	1/11 $\frac{1}{4}$
XIV. Miscellaneous . . .	Weekly Wage	94/9	98/3	96/3	92/9	91/8	89/8	95/6
	Working Hours	44.35	47.72	44.00	47.78	47.61	48.56	46.20
	Hourly Wage	2/1 $\frac{1}{4}$	2/0 $\frac{1}{2}$	2/2 $\frac{1}{4}$	1/11 $\frac{1}{4}$	1/11	1/10 $\frac{1}{4}$	2/0 $\frac{1}{2}$
All Groups . . .	Weekly Wage	100/5	99/6	100/1	95/8	98/9	94/10	99/4
All Groups excepting XI. and XII.	Weekly Wage	100/9	101/9	102/1	97/-	100/3	96/1	100/8
	Working Hours	44.55	46.94	43.95	46.95	45.80	47.27	45.57
	Hourly Wage	2/3 $\frac{1}{4}$	2/2	2/4	2/0 $\frac{1}{2}$	2/2 $\frac{1}{4}$	2/0 $\frac{1}{4}$	2/2 $\frac{1}{4}$

<sup>a</sup> Particulars relate to the average weighted weekly wage, working hours, and hourly wage, respectively.  
<sup>b</sup> Average rates of wage and hours prevailing at the principal mining centres in each State. <sup>c</sup> 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 30s. 1d. per month.  
<sup>d</sup> 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, 1926 :—

**Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1926.**

Industrial Groups.	Particulars. <sup>a</sup>	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
III. Food, Drink, &c. ..	Weekly Wage	45/6	50/5	44/1	45/-	45/-	50/-	47/8
	Working Hours	44.80	47.33	44.00	48.00	44.00	48.00	46.09
	Hourly Wage	1/0 $\frac{1}{2}$	1/0 $\frac{1}{2}$	1/-	-/11 $\frac{1}{2}$	1/0 $\frac{1}{2}$	1/0 $\frac{1}{2}$	1/0 $\frac{1}{2}$
IV. Clothing, Boots, &c. ..	Weekly Wage	51/10	50/9	52/7	53/10	54/2	49/8	51/7
	Working Hours	44.14	44.64	44.00	44.00	44.00	45.11	44.35
	Hourly Wage	1/2	1/1 $\frac{1}{4}$	1/2 $\frac{1}{2}$	1/2 $\frac{1}{2}$	1/2 $\frac{1}{2}$	1/1 $\frac{1}{4}$	1/2
I., II., V., & VI. All other Manufacturing	Weekly Wage	51/1	54/10	48/11	51/1	..	53/-	52/10
	Working Hours	44.59	46.87	44.14	47.50	..	48.00	45.89
	Hourly Wage	1/1 $\frac{1}{4}$	1/2	-/11 $\frac{1}{4}$	1/1	..	1/1 $\frac{1}{4}$	1/1 $\frac{1}{4}$
XIII. Domestic, Hotels, &c. ..	Weekly Wage <sup>b</sup>	48/8	53/8	50/-	49/3	63/3	56/1	52/-
	Working Hours	43.38	47.69	44.00	48.00	47.20	54.00	45.69
	Hourly Wage	1/1 $\frac{1}{4}$	1/1 $\frac{1}{4}$	1/1 $\frac{1}{4}$	1/0 $\frac{1}{2}$	1/4	1/0 $\frac{1}{2}$	1/1 $\frac{1}{4}$
XIV. Shop Assistants, Clerks, &c.	Weekly Wage	51/1	53/-	58/8	44/-	..	..	52/-
	Working Hours	44.00	45.75	44.00	48.00	..	..	45.05
	Hourly Wage	1/2	1/2	1/4	-/11	..	..	1/1 $\frac{1}{4}$
All Groups ..	Weekly Wage	50/8	51/11	52/10	50/-	58/6	51/8	51/8
	Working Hours	44.02	45.60	44.01	46.10	45.57	47.86	44.94
	Hourly Wage	1/1 $\frac{1}{4}$	1/1 $\frac{1}{4}$	1/2 $\frac{1}{2}$	1/1	1/3 $\frac{1}{4}$	1/1	1/1 $\frac{1}{4}$

<sup>a</sup> Particulars relate to the average weighted weekly rates of wage, working hours, and hourly wage respectively. <sup>b</sup> 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 1926.**—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1918, to 1926 (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 1926.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
MALE WORKERS.								
30th April, 1914.	Weekly Wage <i>a</i> ..	s. d. 55 9	s. d. 54 3	s. d. 52 8	s. d. 54 4	s. d. 62 2	s. d. 52 6	s. d. 55 1
	Working Hours <i>b</i> ..	49.42	48.80	48.73	48.60	47.78	48.62	48.98
	Hourly Wage <i>b</i> ..	1/2	1 1/2	1 1/2	1 1/2	1 1/4	1/1	1/2
31st Dec., 1918.	Weekly Wage <i>a</i> ..	s. d. 65 11	s. d. 65 6	s. d. 69 6	s. d. 65 6	s. d. 70 4	s. d. 81 2	s. d. 60 5
	Working Hours <i>b</i> ..	48.10	47.98	46.90	47.77	47.69	48.39	47.88
	Hourly Wage <i>b</i> ..	1 1/4	1 1/4	1/6	1 1/4	1/6	1/3	1/5
31st Dec., 1919.	Weekly Wage <i>a</i> ..	s. d. 76 9	s. d. 72 0	s. d. 78 7	s. d. 70 5	s. d. 77 8	s. d. 69 0	s. d. 74 11
	Working Hours <i>b</i> ..	47.77	47.36	46.19	47.58	47.60	47.89	47.41
	Hourly Wage <i>b</i> ..	1 7/8	1 6/8	1/9	1 5/8	1 7/8	1 5/8	1 7/8
31st Dec., 1920.	Weekly Wage <i>a</i> ..	s. d. 94 0	s. d. 86 1	s. d. 91 6	s. d. 82 8	s. d. 89 9	s. d. 85 9	s. d. 89 10
	Working Hours <i>b</i> ..	47.51	47.19	45.63	47.29	46.53	47.33	47.07
	Hourly Wage <i>b</i> ..	2/-	1/10	2/0	1 8/8	1 11/8	1/10	1/11
31st Dec., 1921.	Weekly Wage <i>a</i> ..	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 <i>b</i> ..	45.66	46.95	45.52	47.07	46.24	46.84	46.22
	Hourly Wage <i>b</i> ..	2 1/2	2/0	2/2	1 10/8	2/1	1 11/8	2/0
31st Dec., 1922.	Weekly Wage <i>a</i> ..	s. d. 91 6	s. d. 91 4	s. d. 93 10	s. d. 87 6	s. d. 93 9	s. d. 88 5	s. d. 91 8
	Working Hours <i>b</i> ..	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Hourly Wage <i>b</i> ..	2/0	1 11/8	2 1/2	1 10/8	2/0	1 10/8	2/-
31st Dec., 1923.	Weekly Wage <i>a</i> ..	s. d. 96 6	s. d. 98 0	s. d. 95 9	s. d. 91 8	s. d. 95 2	s. d. 93 3	s. d. 96 3
	Working Hours <i>b</i> ..	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Hourly Wage <i>b</i> ..	2 0/8	2/1	2 1/2	1 11/8	2 0/8	1 11/8	2 0/8
31st Dec., 1924.	Weekly Wage <i>a</i> ..	s. d. 93 6	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 <i>b</i> ..	46.75	46.99	45.40	46.98	46.52	47.26	46.64
	Hourly Wage <i>b</i> ..	2 0/8	2/1	2 1/2	1 11/8	2 0/8	1 11/8	2 0/8
31st Dec., 1925.	Weekly Wage <i>a</i> ..	s. d. 96 0	s. d. 97 2	s. d. 99 11	s. d. 94 4	s. d. 97 0	s. d. 93 5	s. d. 96 0
	Working Hours <i>b</i> ..	46.78	46.98	43.88	46.97	46.26	47.25	46.44
	Hourly Wage <i>b</i> ..	2 1/2	2 1/4	2 3/4	2 0/8	2 1/4	2/-	2 1/4
31st Dec., 1926.	Weekly Wage <i>a</i> ..	s. d. 100 5	s. d. 99 6	s. d. 100 1	s. d. 95 8	s. d. 98 9	s. d. 94 10	s. d. 99 4
	Working Hours <i>b</i> ..	44.55	46.94	43.95	46.95	45.80	47.27	45.57
	Hourly Wage <i>b</i> ..	2 3/4	2/2	2 1/4	2 0/8	2 1/4	2 0/4	2 1/4
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. 27 4	s. d. 25 10	s. d. 27 2
	Working Hours ..	49.34	48.54	49.32	49.33	48.69	50.76	49.06
	Hourly Wage ..	-/6	-/6	-/6	-/5	-/9	-/6	-/6
31st Dec., 1918.	Weekly Wage ..	s. d. 31 10	s. d. 31 3	s. d. 32 10	s. d. 29 5	s. d. 32 10	s. d. 28 9	s. d. 31 9
	Working Hours ..	48.35	48.32	48.37	48.73	48.78	49.53	48.42
	Hourly Wage ..	-/8	-/7	-/8	-/7	-/9	-/7	-/7
31st Dec., 1919.	Weekly Wage ..	s. d. 40 0	s. d. 34 5	s. d. 38 4	s. d. 35 3	s. d. 43 7	s. d. 33 7	s. d. 37 1
	Working Hours ..	47.53	47.63	48.76	47.67	48.12	49.23	47.54
	Hourly Wage ..	-/10	-/8	-/9	-/8	-/11	-/8	-/9
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 ..	-/11	-/11	-/11	-/10	1/1	-/10	-/11
31st Dec., 1921.	Weekly Wage ..	s. d. 49 0	s. d. 47 10	s. d. 50 3	s. d. 45 2	s. d. 56 4	s. d. 47 6	s. d. 48 8
	Working Hours ..	45.06	46.04	45.86	48.10	45.97	47.86	45.66
	Hourly Wage ..	1/1	1 0/4	1 1/4	-/11	1 2/4	1/-	1 0/8
31st Dec., 1922.	Weekly Wage ..	s. d. 47 8	s. d. 48 0	s. d. 48 2	s. d. 44 0	s. d. 56 4	s. d. 47 7	s. d. 47 11
	Working Hours ..	45.33	46.14	45.60	48.10	45.97	47.86	45.82
	Hourly Wage ..	1 0/8	1 0/8	1 0/8	-/11	1 2/4	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 6	s. d. 48 6	s. d. 49 6
	Working Hours ..	45.81	46.13	45.60	46.10	45.97	47.86	45.88
	Hourly Wage ..	1/1	1 0/8	1 1/4	1/-	1 2/4	1 0/8	1/1
31st Dec., 1924.	Weekly Wage ..	s. d. 49 1	s. d. 49 7	s. d. 50 10	s. d. 46 6	s. d. 56 11	s. d. 48 3	s. d. 49 3
	Working Hours ..	45.98	46.08	45.60	48.10	45.97	47.86	46.02
	Hourly Wage ..	1 0/8	1/1	1 1/4	3/-	1 2/4	1 0/8	2/1
31st Dec., 1925.	Weekly Wage ..	s. d. 49 8	s. d. 50 8	s. d. 51 9	s. d. 48 10	s. d. 57 6	s. d. 50 2	s. d. 50 7
	Working Hours ..	46.17	45.83	44.00	46.10	45.67	47.86	45.78
	Hourly Wage ..	1/1	1 1/4	1 1/2	1 0/8	1 3/4	1 0/8	1 1/4
31st Dec., 1926.	Weekly Wage ..	s. d. 50 8	s. d. 51 11	s. d. 52 10	s. d. 50 0	s. d. 58 6	s. d. 51 8	s. d. 51 5
	Working Hours ..	44.02	45.60	44.01	46.10	45.57	47.86	44.04
	Hourly Wage ..	1 1/3	1 1/4	1 2/4	1/1	1 3/4	1/1	1 1/3

*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 to 1926 has been towards a slight reduction in hours of labour, particularly in Queensland, where a 44-hour week became operative on 1st July, 1925, and in New South Wales, where a 44-hour week became operative on 4th January, 1926. 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, 1918 to 1926.**

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.
<b>MALE WORKERS.</b>								
30th April, 1914	Weekly Wage	1,011	984	955	986	1,128	952	1,000
	Hourly Wage	998	980	963	901	1,170	933	1,000
31st Dec., 1918	Weekly Wage	1,196	1,189	1,261	1,188	1,276	1,110	1,205
	Hourly Wage	1,196	1,192	1,297	1,176	1,282	1,120	1,210
31st Dec., 1919	Weekly Wage	1,393	1,306	1,426	1,277	1,409	1,251	1,359
	Hourly Wage	1,405	1,322	1,512	1,262	1,408	1,259	1,378
31st Dec., 1920	Weekly Wage	1,706	1,561	1,659	1,500	1,628	1,556	1,629
	Hourly Wage	1,725	1,570	1,753	1,492	1,656	1,567	1,655
31st Dec., 1921	Weekly Wage	1,738	1,997	1,753	1,623	1,723	1,663	1,715
	Hourly Wage	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st Dec., 1922	Weekly Wage	1,660	1,657	1,702	1,588	1,701	1,605	1,660
	Hourly Wage	1,735	1,709	1,803	1,621	1,766	1,628	1,726
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	1,791	1,790	1,828	1,709	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
31st Dec., 1926	Weekly Wage	1,821	1,805	1,815	1,735	1,791	1,721	1,802
	Hourly Wage	1,944	1,864	1,997	1,776	1,878	1,746	1,900
<b>FEMALE WORKERS.</b>								
30th April, 1914	Weekly Wage	984	1,006	989	885	1,373	960	1,000
	Hourly Wage	980	1,021	976	881	1,386	920	1,000
31st Dec., 1918	Weekly Wage	1,178	1,151	1,208	1,084	1,430	1,059	1,168
	Hourly Wage	1,191	1,169	1,226	1,092	1,426	1,044	1,185
31st Dec., 1919	Weekly Wage	1,474	1,268	1,412	1,225	1,605	1,215	1,365
	Hourly Wage	1,523	1,307	1,483	1,262	1,639	1,211	1,410
31st Dec., 1920	Weekly Wage	1,695	1,586	1,652	1,496	1,947	1,540	1,637
	Hourly Wage	1,777	1,685	1,761	1,578	2,069	1,580	1,730
31st Dec., 1921	Weekly Wage	1,803	1,761	1,849	1,661	2,074	1,749	1,790
	Hourly Wage	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st Dec., 1922	Weekly Wage	1,764	1,767	1,771	1,620	2,075	1,751	1,763
	Hourly Wage	1,890	1,881	1,908	1,726	2,215	1,797	1,889
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	1,860	1,904	1,790	2,116	1,845	1,861
	Hourly Wage	1,944	2,000	2,125	1,918	2,280	1,893	1,995
31st Dec., 1926	Weekly Wage	1,865	1,911	1,944	1,839	2,152	1,902	1,902
	Hourly Wage	2,080	2,050	2,169	1,959	2,310	1,952	2,078

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 1926. 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 1926.**

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	Tas.	Aust.
30th April, 1914.							
Weighted average weekly hours of labour (a) ..	48.42	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	48.59	48.18	48.62	48.87
Index-numbers ..	1,009	994	994	993	985	994	999
31st Dec., 1915.							
Weighted average weekly hours of labour (a) ..	49.28	48.50	48.56	48.50	48.12	48.56	48.77
Index-numbers ..	1,007	991	993	991	982	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	47.79	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) ..	48.16	47.98	46.90	47.77	47.60	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	46.54	47.34	47.07
Index-numbers ..	971	964	933	966	951	967	962
31st Dec., 1921.							
Weighted average weekly hours of labour (a) ..	45.66	46.95	45.52	47.07	46.24	46.34	46.22
Index-numbers ..	933	969	930	962	945	957	945
31st Dec., 1922.							
Weighted average weekly hours of labour (a) ..	46.05	46.99	46.51	47.00	46.41	46.33	46.38
Index-numbers ..	941	960	930	961	948	959	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	46.09	45.40	46.98	46.52	47.26	46.66
Index-numbers ..	955	960	928	960	951	966	954
31st Dec., 1925.							
Weighted average weekly hours of labour (a) ..	46.76	46.08	43.88	46.97	46.26	47.25	46.44
Index-numbers ..	956	960	897	960	945	966	949
31st Dec., 1926.							
Weighted average weekly hours of labour (a) ..	44.55	46.94	43.95	46.95	45.80	47.27	45.57
Index-numbers ..	910	950	898	960	936	966	931

(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, while, for 1926, four of the States show decreases, the remaining two, Queensland and Tasmania, showing minor increases on account of further industries being brought under Commonwealth Arbitration Court awards, where the prescribed hours are greater than in the corresponding State awards. The weighted average weekly hours index-number for Australia at 31st December, 1926, was 931, as compared with 1,000 at 30th April, 1914, a reduction of 6.9 per cent. During the period under review the percentage reduction in hours was greatest in New South Wales and Queensland (9.9), followed by Western Australia (4.1), Victoria (3.8), South Australia (3.3), and Tasmania (2.8).

9. **Average Nominal Weekly Wage—States, 1891 to 1926.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1926. 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 1926.**

Particulars.	1891.	1896.	1901.	1911.	1914.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.
	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 11	51 556	285 11	76 994	095 1091	694 603	698 0	100 5					
Victoria	40 538	940 950	854 766	672 856	193 791	495 795	597 2	99 0						
Queensland	46 844	846 251	153 569	678 791	636 893	1094 205	999 11	100 1						
S. Australia	41 741	842 051	1154 505	670 582	889 587	690 991	1094 4	95 8						
W. Australia	52 453	753 1159	062 1070	477 839	895 093	934 204	897 0	98 9						
Tasmania	38 835	636 1041	052 861	269 861	991 888	592 402	693 5	94 10						
<b>Australia</b>	<b>43 541</b>	<b>1043 551</b>	<b>355 766</b>	<b>574 11</b>	<b>89 1094</b>	<b>691 694</b>	<b>494 396</b>	<b>99 4</b>						

A comparison of the 1911 rates with those ruling in 1891 shows an increase of only 18 per cent. for Australia against 93.8 per cent. from 1911 to 1926. 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 1926, the position is reversed so far as Tasmania is concerned, the largest increase (131.3 per cent.) having taken place in that State. The least increase has occurred in Western Australia, viz., 67.4 per cent.

10. **Average Nominal Weekly Wage—Industrial Groups, 1891 to 1926.**—

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 1926.**

Particulars.	1891.	1896.	1901.	1911.	1914.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.
	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.	52 548	252 357	859 668	1175 9	95 1 98 2	95 4 99 2	99 7 101 2	164 5						
" II.	47 847	748 554	657 968	877 6	92 5 99 2	93 10 97 4	97 5 100 4	102 6						
" III.	38 237	1144 760	955 866	075 6	89 3 93 10	91 10 94 2	94 0 96 6	98 9						
" IV.	36 836	596 350	859 001	573 5	86 5 93 3	91 1 93 11	93 0 95 6	96 6						
" V.	53 550	151 059	1183 1074	180 9	96 6 164 7	702 9 104 5	108 3 109 6	111 7						
" VI.	46 444	846 551	1156 066	175 4	88 11 95 0	91 11 96 2	95 6 96 11	100 8						
" VII.	50 647	659 1082	165 574	379 8	95 7 102 5	100 8 103 5	103 5 104 2	108 7						
" VIII.	58 159	1054 861	295 278	688 4	103 10 105 4	103 10 105 4	103 10 104 2	108 7						
" IX.	50 1051	052 457	059 868	1178 6	93 1 97 5	93 4 97 6	96 8 96 11	100 6						
" X.	39 636	040 946	752 633	573 4	87 3 90 2	88 5 92 6	89 4 93 3	95 6						
" XI.	38 284	628 544	749 1064	577 9	88 0 101 8	99 9 102 4	97 10 104 3	103 7						
" XII.	34 1033	632 143	049 583	170 3	87 1 80 0	83 11 85 8	85 10 87 4	93 5						
" XIII.	32 1030	630 845	547 1156	768 7	80 6 84 2	82 4 84 6	85 0 89 1	90 10						
" XIV.	39 738	738 1047	754 063	371 3	84 11 91 1	88 6 92 3	92 3 92 11	95 6						
<b>ALL GROUPS</b>	<b>43 541</b>	<b>1043 551</b>	<b>355 766</b>	<b>574 11</b>	<b>89 1094</b>	<b>691 694</b>	<b>494 396</b>	<b>99 4</b>						

During the period 1891 to 1911, the greatest increase occurred in Group XIII. (Domestic) 33.3 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 1926 Group XI. (Shipping, etc.) showed the largest increase with 132.3 per cent., followed by XII. (Pastoral, Agricultural, etc.) 117.3 per cent., and X. (Other Land Transport) 105.0 per cent. The rate of increase was least in Group VII. (Building) with 78.3 per cent.

11. **Nominal Wage Index-Numbers—States, 1901 to 1926.**—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 1926. (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.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	
N.S. Wales	158	874	858	1,003	1,096	1,286	1,498	1,835	1,869	1,785	1,844	1,824	1,873	1,959	
Victoria	150	909	796	983	1,065	1,278	1,404	1,679	1,826	1,783	1,865	1,862	1,897	1,941	
Queensland ..	87	627	901	997	1,042	1,356	1,534	1,785	1,896	1,830	1,837	1,868	1,950	1,952	
S. Australia	134	587	819	1,013	1,062	1,278	1,373	1,613	1,745	1,708	1,770	1,791	1,841	1,867	
W. Australia	69	489	1,052	1,152	1,226	1,372	1,516	1,751	1,853	1,829	1,838	1,847	1,893	1,927	
Tasmania ..	54	432	719	799	1,023	1,103	1,340	1,674	1,788	1,726	1,802	1,805	1,823	1,851	
Australia(a)	652	3,948	848	1,000	1,085	1,296	1,462	1,732	1,844	1,785	1,840	1,839	1,887	1,938	

(a) Weighted average.

12. **Nominal Wage Index-Numbers—Industrial Groups, 1901 to 1926.**—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 1926. (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.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.		
I. Wood, Furniture, etc.	27	270	1,019	1,125	1,161	1,470	1,855	1,916	1,860	1,935	1,943	1,973	2,037		
II. Engineering, Metal Works, etc. ..	101	636	945	1,064	1,127	1,512	1,803	1,915	1,832	1,909	1,901	1,957	1,991		
III. Food, Drink, etc. ..	34	578	871	991	1,085	1,473	1,742	1,832	1,792	1,837	1,835	1,883	1,926		
IV. Clothing, Hats, Boots, etc. ..	13	124	708	981	1,034	1,453	1,687	1,819	1,777	1,833	1,815	1,817	1,889		
V. Books, Printing, etc.	25	205	996	1,149	1,246	1,578	1,911	2,040	2,004	2,037	2,113	2,137	2,173		
VI. Other Manufacturing	102	875	907	1,013	1,093	1,470	1,736	1,854	1,793	1,876	1,863	1,915	1,961		
VII. Building ..	67	190	1,050	1,213	1,276	1,554	1,805	1,999	1,900	2,023	2,058	2,115	2,160		
VIII. Mining ..	71	181	1,067	1,194	1,272	1,724	2,026	2,056	2,022	2,037	2,033	2,119	2,137		
IX. Rail and Tram Services	68	224	1,021	1,113	1,165	1,532	1,816	1,901	1,821	1,906	1,892	1,962	2,001		
X. Other Land Transport	9	70	795	910	1,026	1,431	1,702	1,769	1,725	1,806	1,744	1,820	1,893		
XI. Shipping, etc. ..	74	198	751	871	972	1,518	1,716	1,984	1,947	1,997	1,998	2,043	2,020		
XII. Agricultural, Pastoral, etc. ..	8	72	627	830	965	1,370	1,609	1,736	1,637	1,671	1,675	1,704	1,823		
XIII. Domestic, Hotels, etc.	17	114	598	837	935	1,338	1,571	1,642	1,666	1,643	1,678	1,738	1,772		
XIV. Miscellaneous ..	36	233	759	929	1,054	1,389	1,656	1,778	1,730	1,800	1,798	1,833	1,863		
All Groups(a)	652	3,948	848	1,000	1,085	1,462	1,732	1,844	1,785	1,840	1,839	1,887	1,938		

(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 1926.**—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 1926.

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 1926.**

Particulars.	1901.	1911.	1914.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926
N.S.W. ..	961	973	906	835	885	890	875	911	1,079	1,113	1,040	1,069	1,048	1,035
Victoria ..	915	1,037	961	858	929	925	904	875	1,038	1,102	1,036	1,097	1,073	1,060
Queensland	1,172	1,090	1,038	944	1,041	1,042	990	1,036	1,244	1,273	1,214	1,232	1,241	1,183
S. Australia	948	957	929	863	961	934	901	853	1,027	1,090	1,036	1,051	1,053	1,076
W. Australia	1,024	1,023	1,070	985	1,051	1,005	1,008	1,012	1,139	1,226	1,192	1,161	1,162	1,166
Tasmania ..	827	838	942	839	875	869	840	830	977	1,053	1,000	1,017	1,044	1,037
<b>Australia</b>	<b>964</b>	<b>1,000</b>	<b>948</b>	<b>864</b>	<b>930</b>	<b>932</b>	<b>907</b>	<b>911</b>	<b>1,076</b>	<b>1,126</b>	<b>1,062</b>	<b>1,065</b>	<b>1,081</b>	<b>1,072</b>

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 1926 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 1926.**—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.

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\* 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 1926.(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 ..	1,076	5.3	1,021	1,071	1,104	975	970
1914 ..	1,081	8.3	991	1,040	1,140	948	912
1915 ..	1,092	9.3	990	1,039	1,278	854	813
1916 ..	1,144	5.8	1,078	1,131	1,324	864	854
1917 ..	1,226	7.1	1,139	1,195	1,318	930	907
1918 ..	1,270	5.8	1,196	1,255	1,362	932	921
1919 ..	1,370	6.6	1,280	1,343	1,510	907	889
1920 ..	1,627	6.5	1,521	1,596	1,785	911	894
1921 ..	1,826	11.2	1,621	1,701	1,697	1,076	1,002
1922 ..	1,801	9.3	1,634	1,715	1,600	1,126	1,072
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
1926 ..	1,914	7.1	1,778	1,866	1,786	1,072	1,045

(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 and 1926, the latter in 1926 reaching their highest point for the period under investigation. Unemployment remained stationary in 1925, but, as prices rose more rapidly than the rise in nominal wages, effective wages decreased. In 1926, unemployment decreased, and, although prices again rose more rapidly than nominal wages, the effective wage allowing for unemployment increased. Effective wages for full-time work, however, again decreased. In 1926, the effective wage, allowing for unemployment, was 4.5 per cent., and working full time 7.2 per cent., higher than in 1911.

### 16. Relative Productive Activity and Effective Wages, 1871 to 1926.—

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 1926.

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 ..	25,349	45,389	13,611	4,879	26,043	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	33,956	162,450
1909 ..	41,056	51,331	16,571	4,504	22,893	36,913	173,268
1910 ..	39,752	56,017	19,086	5,072	23,030	42,442	185,399
1911 ..	38,729	52,729	20,154	5,868	23,303	47,531	188,359
1912 ..	45,754	56,148	21,713	6,745	25,475	53,401	209,236
1913 ..	46,162	63,146	21,682	6,626	25,594	57,674	220,884
1914 ..	36,052	67,076	22,504	6,853	22,054	59,004	213,543
1915 ..	75,475	70,144	22,399	6,253	22,060	59,212	255,543
1916 ..	61,255	83,003	27,931	6,062	23,192	60,502	261,945
1917 ..	59,641	91,917	31,326	6,147	24,998	65,327	279,356
1918 ..	59,036	96,573	33,738	6,890	25,462	70,087	291,786
1919-20 ..	72,202	111,594	38,530	9,670	18,982	92,330	343,608
1920-21 ..	112,801	90,573	52,613	11,136	21,613	101,778	390,514
1921-22 ..	81,890	74,982	44,417	10,519	19,977	112,517	344,302
1922-23 ..	84,183	97,029	43,542	11,124	20,316	123,188	379,382
1923-24 ..	81,166	110,075	42,112	11,866	22,232	132,732	400,183
1924-25 ..	107,163	126,773	45,190	12,357	24,646	137,977	454,106
1925-26 ..	89,267	113,327	47,161	12,734	24,592	143,256	430,387

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 1926.

Year.	I. Estimated Value of Production.		II.	III.	IV.
	(a) Total. (000 omitted.)	(b) Per head of Popula- tion.	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	667	1,229	543
1881 .. .. .	71,116	30.83	749	1,121	668
1891 .. .. .	96,087	29.65	720	945	762
1901 .. .. .	114,585	29.96	728	974	747
1906 .. .. .	147,043	35.94	873	948	921
1907 .. .. .	168,881	39.86	968	1,021	948
1908 .. .. .	162,490	38.39	932	1,004	928
1909 .. .. .	173,268	40.07	973	976	997
1910 .. .. .	185,399	41.90	1,017	963	1,056
1911 .. .. .	188,359	41.18	1,000	1,000	1,000
1912 .. .. .	206,236	44.08	1,070	1,074	996
1913 .. .. .	220,884	45.14	1,096	1,054	1,040
1914 .. .. .	213,543	42.95	1,043	1,256	830
1915 .. .. .	255,543	51.42	1,249	1,292	967
1916 .. .. .	261,945	53.26	1,293	1,398	925
1917 .. .. .	279,356	56.07	1,362	1,486	917
1918 .. .. .	291,786	57.43	1,395	1,583	881
1919-20 .. .. .	343,608	64.79	1,573	1,875	839
1920-21 .. .. .	390,514	72.17	1,753	1,911	917
1921-22 .. .. .	344,302	62.60	1,518	1,579	961
1922-23 .. .. .	379,382	67.35	1,636	1,753	933
1923-24 .. .. .	400,183	69.60	1,690	1,850	914
1924-25 .. .. .	454,106	77.31	1,877	1,880	998
1925-26 .. .. .	430,387	71.83	1,744	1,836	950

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 effectiveness 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, 1926.

(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	94	93	82	89	98	89	..	91
Berlin ..	63	81	63	65	78	69	..	70
Brussels ..	40	44	38	38	45	43	..	41
Copenhagen	99	122	103	106	132	112	..	112
Dublin ..	97	99	100	96	102	97	..	99
Lisbon ..	38	36	32	33	34	35	..	35
Lodz ..	37	51	36	40	51	44	..	43
London ..	100	100	100	100	100	100	100	100
Madrid ..	57	64	50	56	57	53	..	56
Melbourne	142	136	147	146	122	148	153	142
Milan ..	44	50	43	46	53	46	..	47
Ottawa ..	144	144	149	145	162	158	152	151
Philadelphia	163	150	169	169	176	176	158	166
Prague ..	49	53	48	51	51	49	..	50
Riga ..	41	56	43	43	52	47	..	47
Rome ..	43	47	40	44	45	44	..	44
Stockholm	81	87	84	82	104	92	..	88
Sydney ..	128	124	137	136	123	136	146	133
Tallinn (Estonia) ..	37	48	37	38	47	41	..	41
Vienna ..	36	50	39	39	55	44	..	44
Warsaw ..	42	54	37	44	51	45	..	46

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, Sydney, Copenhagen and London.

Taking the last column, which gives the average of the seven preceding columns, the effective wage in Philadelphia is 66 per cent., in Ottawa 51 per cent., in Melbourne 42 per cent., in Sydney 33 per cent. and in Copenhagen 12 per cent. above the effective wage in London, while the effective wage in Amsterdam is 9 per cent., in Brussels 59 per cent. and in Berlin 30 per cent. below the effective wage in London.

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

1. **The Basic Wage.**—(i.) *General.*—The “basic wage” in Australia is understood to mean the lowest wage which can be paid to an unskilled labourer on the basis of “the normal needs of an average employee regarded as a human being living in a civilized community.”\* This wage is fixed by various industrial tribunals in Australia operating under Federal and State Arbitration Acts, and is varied from time to time according to changes in cost of living, constitution of the family unit, etc. In addition to the “basic” wage, these tribunals also determine what is known as the “secondary” wage—“the extra payment to be made for trained skill or other exceptional qualities necessary for an employee exercising the functions required.”†

(ii.) *History in Australia.*—The doctrine of a basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, when he incorporated in a Parliamentary Bill a clause to the following effect, viz. :—

“The natural and proper measure of wages is such a sum as is a fair immediate recompense for the labour for which they are paid, having regard to its character and duration; but it can never be taken at a less sum than such as is sufficient to maintain the labourer and his family in a state of health and reasonable comfort.

It is the duty of the State to make provision by positive law for securing the proper distribution of the net products of labour in accordance with the principles hereby declared.”

The Bill in question never became law, but the same principle was enunciated in the New South Wales Arbitration Court in somewhat similar terms by Mr. Justice Heydon in 1905. In spite, however, of these pronouncements and the fact that wage-fixing tribunals had been in operation as early as 1896 (in the State of Victoria) it was not until the year 1907 that the first basic wage, as such, was declared by a Court in Australia. This declaration was made by Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, and is popularly known as the “Harvester Judgment” on account of its having been determined in connexion with H. V. McKay’s Sunshine Harvester Works. The rate of wage declared in this case was 7s. per diem or £2 2s. per week for Melbourne, the amount considered reasonable for “a family of about five.” The constituent parts of this amount were £1 5s. 7d. for food, 7s. for rent, and 9s. 5d. for all other expenditure.

The above rate has been varied from time to time in accordance with the Retail Price Index Numbers prepared by the Commonwealth Bureau of Census and Statistics for the city or town in which the persons affected are employed. The present weekly wage rates (as at 1st August, 1927) for the various capital cities as so varied are as follows :—

	£	s.	d.
Sydney .. .. .	4	9	6
Melbourne .. .. .	4	7	0
Brisbane (a) .. .. .	3	18	6
Adelaide .. .. .	4	6	0
Perth (a) .. .. .	4	0	6
Hobart .. .. .	4	5	6
Six Capitals (Weighted Average) .. .. .	4	6	6

The above amounts include the sum of 3s. per week which was added in 1921 for the purpose of securing to the worker during a period of rising prices the full equivalent of the “Harvester” standard.

\* Mr. Justice Higgins—*A New Province for Law and Order.*

† *Ibid*

(a) These rates are not prevalent in these cities because the basic rates fixed by State tribunals are higher

The adequacy or otherwise of the amount allotted under the "Harvester" judgment has been the subject of much discussion, the author of the judgment himself urging on several subsequent occasions the need for its review. The upset from the war, however, placed such an inquiry out of the question. Whatever its limitations, the Harvester judgment proved a great boon during the war years by providing a basis for variation according to changes in cost of living and also a foundation upon which "margins for skill" could be imposed.

(iii.) *Awards in Operation.*—The basic wage rates fixed by State arbitration tribunals vary from those obtaining in the Federal sphere not only as regards amount, but also in respect of constitution of family unit whose needs it purports to supply.

The awards of various State tribunals in operation at the present moment are shown in the following statement:—

State	Basic Wage.		Date of Operation.	Family Unit. (for Male Rate).
	Males.	Females.		
New South Wales ..	£ s. d. (a) 4 5 0	£ s. d. 2 6 0	1.7.27	Man and wife
Victoria ..	(b)	(b)	(b)	(b)
Queensland ..	4 5 0	2 3 0	28.9.25	Man, wife, and three children
South Australia ..	4 5 6	1 19 6	1.7.25	Not defined
Western Australia	4 5 0	2 5 11	1.7.25	Not defined (c)
Tasmania ..	(b)	(b)	(b)	(b)

(a) Plus child allowances referred to hereafter

(b) None declared, but follow Federal rates to large extent.

(c) The family specified in the Act is covered by the following:—"The Basic Wage means a sum sufficient to enable the average worker to whom it applies to live in reasonable comfort, having regard to any domestic obligation to which such average worker would be ordinarily subject." In the latest judgment, however, the domestic obligation was taken to mean a wife and two children.

(iv.) *Royal Commission on the Basic Wage, 1920.*—The Federal basic wage referred to in paragraph 2 was made operative in other parts of Australia on the basis of the relative Retail Price Index Numbers applicable to the locality, but only one comprehensive attempt was made by the Federal authorities to ascertain specifically what the actual requirements were in the various States according to reasonable standards of comfort, including all matters comprised in the ordinary expenditure of a household in respect of a family consisting of a man, wife and three children under fourteen years of age.

The attempt referred to was made by a Royal Commission, and their report, issued in 1920, recommended the following amounts for the various capital cities, viz.:—

	£	s.	d.	£	s.	d.
Sydney .. .. .	5	17	1	(5	0	9)
Melbourne .. .. .	5	16	6	(4	17	5)
Brisbane .. .. .	5	6	2	(4	13	8)
Adelaide .. .. .	5	16	1	(5	1	8)
Perth .. .. .	5	13	11	(5	0	8)
Hobart .. .. .	5	16	11	(4	17	1)
Six Capitals (Weighted Average)	5	15	8	(4	19	0)

The figures in brackets represent the equivalent amounts at the 1st April, 1927, according to the variation in the appropriate Retail Price Index Numbers.

The recommendations of this Commission were not given effect to owing to the marked advance of the amounts suggested over ruling rates\* and the grave doubts expressed as to the ability of industry to pay such rates. For fuller particulars of this Commission see page 28 of this Report.

**2. Child Endowment.**—(i.) *General.*—The principle of supplementing wages by a payment in respect of dependent children under fourteen years of age has become very prominent in Australia in recent years, and is actually in operation in certain instances. The system has been in force in various forms in England and on the Continent as far as 1795, the first instance occurring in England in that year.†

(ii.) *The New South Wales Scheme.*—The earliest attempt made in Australia to institute the system was in New South Wales in 1919, when a Bill was introduced into the State Parliament to provide a flat basic wage for a man and wife, and an allowance of 5s. per week for each child, the latter rate to be reduced on a sliding scale and to cease automatically when the income reached an amount of £3 per week above the basic wage. The Bill was rejected, and the matter dropped until the Session of 1926–27, when measures providing for the payment of child allowances became law.‡ These measures provide for (a) the declaration of a basic wage for a man and wife,§ and (b) the payment of an allowance of 5s. per week in respect of each dependent child, subject to the provision that child allowances would only be paid to the extent by which a worker's total earnings fall short of the sum represented by the *basic wage* plus child allowance at the rate of 5s. per week for each child. Thus a worker with three dependent children receiving £5 by way of wages would not be entitled to the allowance, but would receive it in respect of a fourth child. These payments in New South Wales will commence to operate from 1st September, 1927. The fund from which these payments are to be made will be created by a levy of 3 per cent. on the wages bill of employers, with a rebate of 10 per cent. in respect of workers employed under Federal awards.

(iii.) *Commonwealth Public Service.*—The first payment of child endowment allowances in Australia was in connexion with the Commonwealth Public Service.|| Following upon the Report of the Royal Commission on the Basic Wage in 1920 (referred to above) the Prime Minister (Rt. Hon. W. M. Hughes, P.C.) asked the Chairman (A. B. Piddington, K.C.) to submit a scheme to give effect to the recommendations, and Mr. Piddington suggested splitting up the amount recommended into a flat rate of £4 per week for a man and wife, and 12s. per week for each child, with an appropriate levy (about 10s. 9d. per head per week) on all workers to finance the scheme. The Commonwealth Government decided to apply this scheme to the Commonwealth Public Service, and from 1st November, 1920, a flat rate basic wage of £4 per week and child endowment at the rate of 5s. per week for each dependent child under fourteen years of age was paid to officers, with a limitation of £400 per annum by way of salary plus allowance. This system of payment remained in force until 1923, when, owing to no adjustments of

\* The "Harvester" equivalent for Melbourne as at the time (September quarter, 1920) was £4 1s per week, but only £3 18s. to £4 2s. was being paid on the basis of an annual index number.

† A complete survey of the systems in force in various countries is contained in Elinor Rathbone's *Disinherited Family: A Plea for the Endowment of the Family*.

‡ *Family Endowment Act 1927; Finance (Family Endowment Tax) Act 1927; Industrial Arbitration (Living Wage Declaration) Act 1927.*

§ This was subsequently declared at £4 5s. per week for adult males and £2 6s. per week for adult females. A separate rate for rural employees was declared later at £4 4s. per week.

|| The payment of a single maternity bonus of £5 to the mother of any viable child or children delivered at a birth was instituted by the Commonwealth Government on 10th October, 1912, and up to 30th June 1926, 1,820,584 claims have been paid in this respect.

the basic wage according to Retail Price Index Numbers having taken place in the interim, the Government was sometimes paying over, and sometimes under, the true "Harvester" equivalent of wages, notwithstanding child allowance, which averaged £10 per annum per adult employee. At the time of its grant by the Commonwealth Government the Prime Minister stated that it was not suggested that the amount of 5s. per week was sufficient, but any adjustment was a matter for the Commonwealth Public Service Arbitrator.

The question was not considered by the Arbitrator until 1923, when the problem of amalgamating war-time cost of living allowances, married men's allowances, etc., was before him. The Arbitrator granted to the Service the full equivalent of the "Harvester" wage as a flat basic wage for single and married adults, based upon the Retail Price Index Number for the six capital cities for the year ended 31st March, 1923, deducting therefrom the averaged value per adult employee of child endowment (£10). By this process the net basic wage for the Service was £196 per annum with an allowance of £13 per annum in respect of each dependent child under fourteen years of age. It will be realized from the foregoing that the Arbitrator by his method altered the principle of paying these allowances as an addition to the basic wage to one whereby the officers, by suffering an all-round deduction of £10\* per annum, mutually created a fund from which the allowance was paid. Thus, for the first time in history, the basic wage was split up and distributed according to the family or economic needs of the employee. The payment of the allowance in the Service is now limited to a sum derived from salary and allowance of £500 per annum. The system propounded by Mr. Piddington,† and put into effect in a somewhat different form by the Public Service Arbitrator, was not approved by industrial workers, whose objective was the highest flat basic wage obtainable for the "average" employee, although compared with the rates being paid at the time it was estimated that the acceptance of Mr. Piddington's system would have meant a gain to the workers of £540,000 per week in child allowances, with practically no change in the basic wage rate on the basis of £4 per week for a single or married adult employee and 12s. per week for each dependent child under fourteen.

(iv) *National Scheme.*—The Federal Government, in June, 1927, called a conference at Melbourne of the Premiers of the several States to consider the question from a national stand-point. The Prime Minister submitted various estimates of cost of endowing dependent children under fourteen years of age in Australia at 5s. per week, ranging from £24,437,000 for all such, to £7,578,000 per annum for only those in excess of two in family—as an addition on the basic wage—with modifications of those estimates if salary limits were imposed. It was estimated that if income were limited to £500 the above amounts would be reduced by 2 per cent.; with a minimum income of £400 the reduction would be 5 per cent.; and with a limit of £300 the reduction would equal 8 per cent. If, on the other hand, the scheme took the form of that in operation in the Federal Public Service, i.e., by an all-round deduction from the "Harvester" basic wage to provide the fund from which to pay the allowances plus administrative expenses, then the amount of such deduction would be per adult male approximately 5s. 4d. per week. After discussion it was decided to refer the matter to a Royal Commission to be appointed by the Commonwealth Government.

\* By subsequent increase of the average number of children per adult employee, the deduction is now 12 per annum.