

## Index-Numbers of Retail Prices in Various Countries, &amp;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.	81	Warsaw.	49	33	Bombay.	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 ..	..	at 230	..	1,230	..	..	1,070	1,040	990	1,308	1,124	1,080
" 1916 ..	1,510	at 530	..	1,360	..	..	1,160	1,120	1,090	1,302	1,193	1,160
" 1917 ..	2,100	at 030	..	1,750	..	..	1,290	1,530	1,430	1,263	1,280	1,260
" 1918 ..	3,250	at 710	..	2,610	..	..	1,340	1,730	1,660	1,303	1,393	1,540
" 1919 ..	3,100	at 900	..	3,100	..	..	1,300	1,840	1,660	1,473	1,459	1,740
" 1920 ..	4,450	3,100	..	2,970	..	..	1,970	2,240	2,150	1,942	1,677	1,900
" 1921 ..	5,060	2,920	456,550	2,320	2,110	1,740	1,390	1,490	1,450	1,612	1,641	1,890
" 1922 ..	4,920	2,330	744	1,790	1,570	1,600	1,100	1,360	1,390	1,482	1,421	1,810
" 1923 ..	4,960	2,180	714	1,600	1,600	1,490	1,160	1,350	1,440	1,644	1,430	1,770
" 1924 ..	5,080	2,480	1,391	1,590	1,700	1,610	1,170	1,310	1,400	1,485	1,493	1,840
" 1925 ..	6,020	2,600	1,739	1,600	1,690	1,620	1,200	1,350	1,560	1,559	1,509	1,890
" 1926 ..	6,540	1,980	2,070	1,560	1,590	1,550	1,170	1,510	1,530	1,588	1,498	1,870
" 1927 ..	5,240	1,750	1,431	1,510	1,570	1,540	1,190	1,480	1,500	1,517	1,447	2,040
Dec. 1927 ..	5,130	1,710	1,465	1,540	1,600	1,490	1,190	1,500	1,520	1,547	1,460	2,290

a Last quarter. 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 1916 for month of August. i Including fuel and soap. j Average of selected week in the middle of the year. k 1st June. l October, 1927. m Since 1922 "Zloty" prices; recalculated base, October, 1926. n Third quarter of each year specified. o Since 1923 gold prices. p Since 1926 new series. q Base 1913 = 1,000. r Since 1926 gold index.

## 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, 1927.

\*Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 16, pages 548 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 1926 and 1927.\*

**Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1926 and 1927.**

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.
1926.										
New South Wales .. .. .	27	21	6	17	35	6	83	7	151	51
Victoria .. .. .	18	..	19	..	38	..	36	..	100	..
Queensland .. .. .	25	7	20	..	11	6	34	4	90	27
South Australia .. .. .	1	3	1	..	1	..	5	2	14	7
Western Australia .. .. .	1	10	..	7	7	6	8	14	10	37
Tasmania .. .. .	..	..	..	..	..	..	..	..	..	..
Commonwealth Court .. .. .	10	10	11	8	9	6	20	6	50	30
Commonwealth Public Service Arbitrator .. .. .	8	..	2	..	..	..	2	..	10	..
<b>Total .. .. .</b>	<b>82</b>	<b>51</b>	<b>59</b>	<b>42</b>	<b>106</b>	<b>28</b>	<b>191</b>	<b>33</b>	<b>438</b>	<b>154</b>
1927.										
New South Wales .. .. .	31	10	42	8	47	8	43	7	163	33
Victoria .. .. .	16	..	18	..	17	..	23	..	74	..
Queensland .. .. .	7	6	16	4	10	3	21	5	56	18
South Australia .. .. .	2	2	7	..	1	1	5	1	15	4
Western Australia .. .. .	..	8	2	6	3	7	1	36	6	57
Tasmania .. .. .	..	..	1	..	1	..	2	..	4	..
Commonwealth Court .. .. .	2	2	5	6	15	8	12	9	54	25
Commonwealth Public Service Arbitrator .. .. .	1	..	..	..	..	..	..	..	1	..
<b>Total .. .. .</b>	<b>59</b>	<b>28</b>	<b>93</b>	<b>24</b>	<b>94</b>	<b>27</b>	<b>107</b>	<b>58</b>	<b>353</b>	<b>187</b>

A comparison of the operations of industrial tribunals during the years 1926 and 1927 shows that during the latter year there was a considerable decrease in the number of awards made, and similarly with the number of industrial agreements filed. All tribunals showed less activity in the issue of new awards and determinations during 1927, with the exception of New South Wales. The number of agreements filed shows a decline in all States excepting Western Australia. Of the 137 agreements registered during 1927, 57 originated in that State, and of this number 29 relate to provisions for long service leave to Government employees. It should be noted that in Western Australia, many agreements have been made "common rules"

\* Corresponding figures for the years 1914 to 1925 were published in Labour Reports Nos. 9 to 17.

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 590 in 1927, compared with 384 in 1926, and were distributed as follows:—New South Wales 409, Queensland 51, Western Australia 1, Commonwealth Court 75, and the Commonwealth Public Service Arbitrator 54. No variations were recorded in South Australia. The great increase in the number of variations of awards in New South Wales was due to the alteration in the living wage in that State. 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 of the number of boards authorized and constituted, and, including operations under the Commonwealth 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, 1927.

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\* the number of awards or determinations and industrial agreements† in force has increased by 783 and 343 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. 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

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\* The *Commonwealth Conciliation and Arbitration Act 1904-27*, 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*.

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 1927.**

Dates.	Boards Authorized.	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force. <sup>a</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
" " 1927..	613	547 <sup>h i</sup>	534	1,358	744

<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 *Queensland Industrial Peace Act 1912*. The work of these Boards is now undertaken by the Court of Arbitration constituted under the *Industrial Arbitration Act 1910*.

<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 10th 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 the years 1921 and 1927 the majority of the South Australian Boards expired, and all had not been reconstituted at the close of the respective years.

<sup>i</sup> During 1927 three Industrial Boards were constituted in Western Australia pursuant to section 107 of the *Industrial Arbitration Act 1912-1925*.

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, 1926, and 1927.

**Boards Authorized and Constituted : Awards, Determinations, and Agreements in Force 1913, 1926, and 1927.(d)**

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
Boards Authorized, etc. Boards authorized ...	1913	..	..	5210	135	75	56	..	23	505
	1926	..	..	291	152	2	75	..	49	599
	1927	..	..	300	163	2	76	9	49	613
Boards constituted	1913	..	..	6223	132	74	51	..	21	501
	1926	..	..	291	150	2	49	..	43	665
	1927	..	..	298	176	2	25	9	43	547
Boards, which have made Awards or Determinations	1913	..	..	123	123	74	47	..	19	386
	1926	..	..	205	168	..	66	..	39	538
	1927	..	..	273	169	..	53	..	30	534
Awards and Determinations— Awards and Determinations in force	1913	17	..	2265	127	73	54	18	21	575
	1926	199	34	346	179	237	199	197	51	1,232
	1927	223	36	398	180	243	112	110	51	1,358
State Awards and Determinations— Applying to Whole State	1913	..	..	32	8	3	..	..	15	58
	1926	..	..	54	67	66	16	5	41	249
	1927	..	..	69	66	70	16	5	41	287
Applying to Metro- politan area	1913	..	..	58	..	28	53	13	1	153
	1926	..	..	94	2	60	64	59	1	280
	1927	..	..	103	2	62	65	61	1	294
Applying to Metropol- itan and Country areas	1913	..	..	49	105	1	..	1	6	161
	1926	..	..	133	97	47	2	10	7	296
	1927	..	..	134	99	52	2	10	7	304
Applying to Country areas	1913	..	..	126	14	41	1	4	..	186
	1926	..	..	65	13	64	27	33	2	204
	1927	..	..	72	13	64	29	34	2	214
Commonwealth Court Awards— Awards in force in each State	1913	..	..	13	17	15	16	9	13	..
	1926	..	..	123	144	39	111	41	78	..
	1927	..	..	131	156	41	126	46	83	..
Commonwealth Public Service Arbitrator— Determinations in force in each State	1926	..	..	32	29	27	27	27	26	..
	1927	..	..	34	29	27	27	27	26	..
Industrial Agreements— in force .. ..	1913	228	..	75	..	5	11	62	..	401
	1926	252	..	167	..	95	48	115	4	681
	1927	260	..	177	..	108	51	144	4	744
Commonwealth Agree- ments in force in each State	1913	..	..	132	129	68	62	57	61	..
	1926	..	..	90	105	28	25	19	25	..
	1927	..	..	97	103	31	27	79	23	..

a The figures for New South Wales are exclusive of Demarcation Boards.—b Including boards which were subsequently dissolved owing to alteration in the sectional arrangement of industries and callings.—c Omitting a number of awards which expired on the 31st December, 1913.—d For particulars relating to the years 1914 to 1925, see Labour Reports Nos. 9 to 17.

The number of awards and agreements in force in the Commonwealth at the end of December, 1927, showed an increase of 96 and 63 respectively over the number in force at the same date in 1926.

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 1927.

(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).

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 the functions previously vested in the Court.

The *Industrial Arbitration (Amendment) Act* 1926, assented to on 13th 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.

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 subsequent pages.

The Industrial Arbitration (Amendment) Act, No. 45, 1927, assented to on 9th December, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. This Act also amends the law with respect to the declaration of living wages and the granting of preference to unionists.

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 from 1926 of the Industrial Commission.

## New South Wales—Determinations of Male and Female Living Wages, 1914 to 1927.

(Other than Rural Industries.)

Date.	Males.		Females.		
	Weekly Living Wage.	Area.	Date.	Weekly Living Wage.	Area.
16.2.14	£ s. d.	Sydney and Suburbs	17.12.18	£ s. d.	Sydney and Suburbs
17.12.16	2 8 0	State	23.12.19	1 10 0	State
18.8.16	2 15 6	"	23.12.20	1 19 0	State "except" County of
5.9.18	3 0 0	Sydney and Suburbs		2 3 0	Yancowinna
8.10.19	3 17 0	"	3.3.21	2 3 0	State
19.4.20	3 16 6	Newcastle District	22.12.21	2 1 0	State "except" County of
11.5.20	3 17 6	South Coast			Yancowinna
8.7.20	3 18 0	Central Tablelands	9.10.23	1 19 6	State
8.10.20	4 5 0	State except Newcastle, South Coast, Central Tablelands and the County of Yancowinna	10.4.23	2 0 0	State " " "
15.12.20	4 5 0	State except County of Yancowinna	7.9.23	2 1 6	"
3.3.21	4 5 0	State	7.3.24	2 1 6	"
8.10.21	4 2 0	State except County of Yancowinna	1.8.24	2 1 6	"
12.5.22	3 18 0	"	24.8.25	2 2 6	"
26.5.22	3 18 0	County of Yancowinna	27.6.27	2 6 0	"
29.9.22	3 18 0	State except County of Yancowinna			
10.4.23	3 19 0	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	"			
27.6.27	4 5 0	" (except rural employees)			
20.7.27	4 4 0	" (rural employees)			

(a) Declaration by the Industrial Commission under the provisions of the Industrial Arbitration (Living Wage Declaration) Act, No. 38, 1927.

Family Endowment Act, No. 39, 1927, was assented to on 11th April, 1927. This Act established a scheme for the payment of an allowance of 5s. per week in respect of children under the age of fourteen years, subject to certain limitations as regards the income of the family claiming the allowance. The income limitations of recipients are covered in the main by the following provision:—

"(2) No certificate for endowment shall be issued in any case where—

- (a) the family income in the twelve months immediately preceding the date of the claim exceeded the aggregate of the following amounts, namely:—the amount for one year of the living wage based on the requirements of a man and wife without children and for the time being in force and appropriate to the case and the amount of thirteen pounds for each child in the family; or
- (b) if the magistrate is satisfied that the claimant or his spouse has directly or indirectly deprived himself of property or income in order to qualify for or obtain an endowment.

(3) Where the family income would by the issue of a certificate of endowment be increased beyond the aggregate mentioned in paragraph (a) of subsection two of this section the certificate shall be issued for such an amount only as will with the amount of the family income for the twelve months immediately preceding the date of the claim amount to that aggregate.



(4) For the purposes of this Act, 'family income' means the combined incomes of a claimant, his spouse, and children under the age of fourteen years, arising from any source whatsoever, whether in or out of the State, and income includes any money, valuable consideration, or profits earned, derived, or received by or to which any such person is entitled for his own use and benefit, and without limiting the generality of the foregoing part of this definition shall be deemed to include—

- (a) any weekly payment under the *Workers' Compensation Act 1926* or other law relating to workmen's compensation ;
- (b) any endowment under this Act ;
- (c) five per centum of the value of any real or personal property owned by the claimant, or his spouse, other than the residence in which he resides, or his furniture and personal effects therein, or by his children under the age of fourteen years, and which produces no income or produces an income of less than five per centum per annum ;
- (d) moneys derived or received from investments of capital wherever invested ;
- (e) any amount applied for the maintenance or education of any child under the age of fourteen years by the administrator of any estate, the executor of any will, or the trustee of any settlement, or paid to a claimant for such purpose ;

But shall not include—

- (a) any payment by way of sick allowance or funeral benefit from any association or society ; nor
- (b) any money received under an insurance policy on the destruction or damage by fire or otherwise of a building or other property of any nature ; nor
- (c) any lump sum payment under any law relating to workers or workmen's compensation, or any gratuity paid under any Act relating to superannuation ; nor
- (d) the earnings of a child under the age of fourteen years ; nor
- (e) the earnings of a mother from casual employment ; nor
- (f) the earnings of an employee for overtime in his usual employment ; nor
- (g) any amount received as pension under the *War Pensions Act 1914-1916* in respect of a member of the Forces or his wife or as the widow of such a member.

In any case where the income is derived otherwise than from wages the magistrate shall deduct an amount equal to the amount which in his opinion has been expended in the production of that income.

(5) In the case of children in a charitable institution the income of the institution shall not be taken into account in determining whether any endowment shall be paid in respect of any particular child or in determining the amount of the endowment, but the family income shall be the combined incomes of the particular child and of his parents (if any)."

Payments may also be made in respect of incapacitated children up to the age of sixteen years, and also in respect of illegitimates. Children benefiting or eligible for benefits under the *Child Welfare Act 1923*, and those in receipt of war pensions are excluded ; in the latter case, however, payment of the difference in the two benefits may be made. A residential qualification is imposed for the mother and child of two years preceding the claim, or in the case of a child under two if born in the State. Claims are made in a

prescribed manner and supported by statutory declarations; they are finally decided by a magistrate with or without special investigation. Certificates for payment cover a period of one year, and renewal applications are subject to the same investigation as the originals, excepting that reference to a magistrate may be dispensed with, the Commissioner administering the Act issuing the necessary certificate. The fund from which payments are made is created by a levy on the total wages bill of employers, subject to a reduction of 10 per cent. on all wages paid under awards made under an Act of Parliament of the Commonwealth of Australia.

An employer whose wages bill does not exceed £150 per annum, or an employer which is a public hospital or public benevolent or charitable institution, is not subject to this levy.

The amount of levy was fixed at 3 per cent. of the wages bill by the Finance (Family Endowment Tax) Act, No. 40, 1927, assented to on 11th April, 1927.

The Industrial Arbitration (Living Wage Declaration) Act, No. 38, 1927, assented to on 11th April, 1927, was a necessary corollary to the foregoing Acts dealing with Family Endowment, and is to be read and construed with the *Industrial Arbitration Act 1912*, as amended by subsequent Acts, and the *Industrial Arbitration (Amendment) Act 1926*. This Act provides that in any declaration of a living wage for adult male employees such living wage shall be based upon a standard of living in accordance with the provisions of the *Industrial Arbitration (Amendment) Act 1926*, and on the requirements for man and wife without children. Provision is also made for the declaration of a separate living wage for rural employees.

The Family Endowment (Amendment) Act, No. 58, 1927, assented to on 16th December, 1927, provided, *inter alia* (a) for the discontinuance for a certain period of the imposition of contributions of employers to the Family Endowment Fund; (b) for the assessment and collection of the tax by the Commissioner of Taxation; (c) for the office and status of the Commissioners of Family Endowment, &c.

Factories and Wages (Amendment) Act, No. 12, 1927, was assented to on 17th February, 1927. The main provisions of this Act dealt with the registration of factories and fees payable therefor; the provision of adequate ventilation and safeguards against accident, and the notification of the latter; hours of employment in Chinese and certain other factories; the marking of furniture; and provision for penalties against persons who expose for sale or sell furniture improperly stamped.

Other Acts of industrial import passed were the Workers' Compensation (Amendment) Act, No. 32, 1927, assented to 15th March, 1927, and the Workmen's Compensation (Broken Hill) (Amendment) Act, No. 22, 1927, assented to 1st March, 1927.

(iii.) *Victoria*.—During the year 1927 five new Wages Boards were authorized.

There were, in addition, variations of the constitutions and powers of Boards, totalling 16 for the year, mainly in respect of the area or locality over which the determinations of the Wages Boards should have effect.

In April the Gas Works Board was authorized, but so far no determination has been made. The Hospital Attendants' Board and the Hospital Attendants' (Country) Board have been dissolved, and the Hospital and Benevolent Asylum Attendants' Board was appointed in their stead and determinations will cover the whole of the State. The Hotel and Restaurant Board was authorized in place of the Hotel Board and the Restaurant Board, which were dissolved accordingly. No determination has been issued

but when made it will operate over the whole of the State. The Lathers' Board was authorized in October, and the Excavation or Earthwork Board in November, but these Boards have not yet made determinations.

The following Acts bearing on industrial matters were passed during the year :—

The Apprenticeship Act, No. 3546, 1927, assented to 21st December, 1927, amended the law relating to apprenticeship and for other purposes. The Act created a Board of five members, to be called the Apprenticeship Commission of Victoria, and consisting of (a) a President of proved ability, (b) two members representing employers nominated by the Victorian Chamber of Manufactures, and (c) two members representing employees nominated by the Trades Hall Council of Melbourne. The Secretary to the Commission acts as the Registrar of Apprenticeship. The Commission will operate in the main through trade and advisory committees, and industries suitable thereto will be proclaimed apprenticeship trades. The Commission will supervise the technical and educational progress of the apprentice from his indenture up to the issue of the final certificate of competency. Provision is made for the gazettal of a list of names of all apprentices who have obtained final certificates in the preceding twelve months. The payment of premiums in connexion with apprenticeship is prohibited.

The Wages Attachment Act, No. 3537, 1927, assented to 13th December, 1927, provides that no order shall be made for the attachment of the wages of any married clerk, servant, labourer, or workman receiving up to £3 per week.

The Factories and Shops Act, No. 3573, 1927, assented to 30th December, 1927, amended the principal Act of 1915, in respect of a number of matters, including (a) the provision of adequate guards for machinery, (b) extension of metropolitan district, (c) Saturday half-holiday outside metropolitan district, (d) exclusion of charitable institutions from observance of determinations of wages boards, (e) annual holiday in certain trades, &c.

(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. The Board proposed to review the basic wage again in 1927, and therefore heard a joint application by the Australian Workers Union and the Trades and Labour Council of Queensland for the revision of the basic wage. On the 7th March, 1927, the Board issued judgment. After investigating the capacity of industry to bear an increase, it was decided that no alteration would be made. Reference was made to the principle of child endowment which received the unqualified approval of the Board, but it was considered that any such scheme should apply to the whole of the Commonwealth.

An amendment of the Apprenticeship Act of 1924 was assented to on 16th November, 1927.

(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 Board has not altered the basic wage, either for males or females, since 1925.

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 1927.**

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

The Workmen's Compensation Amendment Act, No. 1834, of 1927, was assented to on 5th January, 1927. The Act applies only to employees of the Broken Hill Associated Smelters Proprietary Ltd. at Port Pirie, and provides conditions as to medical inspection and re-examination of workers in connexion with the payment of compensation.

(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.

In pursuance of the provisions of Part VII. of the above Act the Court of Arbitration, after hearing evidence from representatives of employers and employees, declared, on 7th June, 1927, the basic wage for male and female workers for the year, 1927-28, at £4 5s. and £2 5s. 11d. per week respectively.

The *Industries Assistance Act Continuation Act 1927* was assented to on 16th November, 1927, and extended the operation of the Act for the year 1928. The Workmen's Compensation Act was amended in 1927, and the amending Act was assented to on 28th December, 1927.

During the year 18 industrial agreements were declared "common rule" by the Court of Arbitration, and are thereby given the force of awards.

(vii.) *Tasmania*.—Four awards were made by Wages Boards during the year, superseding existing awards. No alteration was made in the number of Boards now in operation.

The *Workers' Compensation Act, No. 82, 1927*, assented to on 22nd December, 1927, consolidated and amended the law relating to Compensation to Workers on account of injuries suffered in the course of their employment. The chief respect in which the new Act differs from the old is in regard to the rates of compensation, which are generally on a higher scale.

A table of the highest rate of compensation for various degrees of injury is included. As provided in the original Act the whole liability for compensation is imposed on the employer, neither Government nor employee contributing towards the liquidation of any damages incurred under the Act. The only other Act of industrial interest passed during the year was the *Tasmanian Government Officers' Salaries Attachment Act, No. 52, 1927*, assented to on the 2nd December, 1927. The Act provides for attachment of salaries, and payment therefrom by paying officers of amounts due to judgment creditors, by instalments, up to within £2 per week, or one-third of amount ordinarily due to the officer.

(viii.) *Commonwealth Court*.—The number of awards and variations of awards made during 1927 was considerably lower than in 1926, though at the close of the period 24 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.

Act No. 8 of 1927, which was assented to on the 8th April, 1927, constitutes an amendment to the Commonwealth Conciliation and Arbitration Act. The effect of the amendment was:—(a) to fix the situation of the Principal Registry at the Seat of Government, on and after

a date to be appointed, by proclamation, but until the date has been so fixed, the Principal Registry will be situated at such place as the Minister, from time to time, directs; (b) to fix the situation of each District Registry in the capital city of the State.

A very important Bill to amend the above Principal Act was submitted to the Commonwealth Parliament, and read for the first time on 15th December, 1927. The main objects of the Bill were:—(a) to prevent overlapping and conflicting awards, resulting from the separate and unco-ordinated operations of State and Federal Arbitration Tribunals; (b) the appointment of Conciliation Commissioners; (c) the imposition of penalties on organizations and individual members of employers' associations and trade unions in respect of lock-outs and strikes; (d) provision for declaration of a "legal" strike or lock-out; (e) expulsion of undesirable union officials; (f) provision for a secret ballot in connexion with any election or resolution; (g) the furnishing by organizations of a bond for observance of awards; (h) uniformity in relation to hours, holidays, &c.; (i) provision that the Court shall, before making any award or certifying any agreement . . . take into consideration the probable economic effect of the agreement or award, in relation to the community in general, and the probable economic effect upon the industry or industries concerned; (j) appointment of Conciliation Committees; (k) appointment of inspectors for the purpose of securing the observance of the Act and of awards and orders made under the Act; (l) provision that all books and documents produced in evidence before the Court may be inspected by the Court, and by such of the parties as the Court allows; (m) provision for penalties for boycotts of persons, goods, or premises. The Bill provided for a general revision of the existing Act, and was the subject of vigorous debate in Parliament during the early sessions of 1928. The Act was passed by both Houses, and was assented to on 22nd June, 1928 (*vide* Act No. 18 of 1928).

(ix.) *Commonwealth Public Service Arbitrator*.—In 1927 one determination was made by the Arbitrator as compared with ten made in 1926. During the year five determinations came into force, three were repealed, whilst 54 were varied. The new determination, which operates from 9th April, 1927, was made in respect of draughtsmen at Cockatoo Island Dockyard, and governs salaries and other terms and conditions of service to members of that organization employed by the Australian Commonwealth Shipping Board.

(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 recently.

(xi.) *Industrial Board—Territory for the Seat of Government.*—This tribunal, authorized by the *Industrial Board Ordinances 1922–26*, 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 an award on the 12th January, 1927, determining the rates of pay and conditions of labour to be observed in the Territory from the commencement of the first pay period following the 10th December, 1926. The award covered a wide range of occupations, including surface labourers, store employees, quarrymen, watchmen, fire brigade employees, engine-drivers, firemen, engineers, electricians, building employees, timber-mill employees, and others. Variations of the award were made during the year, and rates of pay, &c., for other workmen were determined. 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 17, while details for the year 1927 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 may figure on four occasions, in the event of the index numbers varying sufficiently to justify an increase or decrease in the rates of wage. 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 1927.**—The following table shows the effect of increases and decreases in rates of wage in each State during the year 1927 :—

Changes in Rates of Wage—Effect in each State, 1927.

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.
		£		£		£	s. d.
New South Wales	486,226	47,164	156,121	8,553	642,347	38,611	1 3
Victoria ..	172,723	21,090	230,481	12,149	403,154	8,941	0 5
Queensland ..	7,864	1,162	1,383	92	9,232	1,070	2 4
South Australia ..	72,023	6,312	37,749	2,054	109,772	4,258	0 9
Western Australia ..	13,511	1,525	5,107	337	18,678	1,183	1 3
Tasmania ..	4,844	416	22,515	1,442	27,359	1,026	0 9
N. Territory ..	413	113	35	6	448	107	4 9
Federal Capital Territory ..	261	41	..	..	261	41	3 2
Common to all States ..	14,074	893	38,647	1,090	52,721	192	0 1
<b>Total ..</b>	<b>771,939</b>	<b>78,723</b>	<b>492,053</b>	<b>25,723</b>	<b>1,263,992</b>	<b>52,908</b>	<b>0 10</b>

(a) Decrease.

The changes in wages include all those which have occurred through the operations of wage tribunals, or as the result of direct negotiations between employers and employees. Many workers in all States come under the jurisdiction of awards made by the Federal Arbitration Court. The principle of quarterly adjustments adopted by that Court was mainly responsible for the variations in rates of wage during the year, and as the index numbers on which these quarterly and half-yearly adjustments were made varied considerably during the period, the increases in rates were offset to a greater extent by the decreases, the result being that the wages were not materially affected. The net effect of all changes, including those brought about by the Federal Court, was an average increase of 10d. per week.

3. **Effect of Changes, Australia, 1923 to 1927.**—The following table gives separate particulars of the effect of increases and decreases in rates of wage in Australia during the years 1923 to 1927 :—

Changes in Rates of Wage—Number and Effect in Australia, 1923 to 1927.

Year.	Increases.		Decreases.		Total Result of all Changes.		
	Work-people Affected.	Increase per Week.	Work-people Affected.	Decrease per Week.	Work-people Affected.	Net Increase per Week.	Average Increase per Head per Week.
		£		£		£	s. d.
1923 ..	820,856	125,379	160,998	21,361	990,852	104,018	3 0
1924 ..	337,823	35,616	500,332	44,250	347,855	41,366	1 0
1925 ..	1,124,065	130,220	136,114	10,763	1,262,246	119,457	1 11
1926 ..	951,490	117,314	270,270	30,194	1,221,760	87,320	1 4
1927 ..	771,939	78,721	492,053	25,723	1,263,992	52,908	0 10

4. **Changes in each State, 1923 to 1927.**—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—Effect of Changes, States, 1923 to 1927.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	aAll States.	Aust.	
Persons Affected	1923	519,440	276,094	30,051	63,209	32,057	25,918	71	1,002	43,010	990,852
	1924	196,066	338,781	62,975	111,261	40,598	20,144	35	30	81,785	847,865
	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	38,271	25,378	53	63	66,345	1,291,760
	1927	642,347	403,154	9,252	100,772	18,678	27,359	448	261	52,721	1,263,992
Net Increase per week	£	£	£	£	£	£	£	£	£	£	
	1923	53,868	36,934	52,177	0,724	569	1,755	620	208	3,645	104,018
	1924	7,860	7,312	13,993	7,835	1,879	1,335	15	1	1,136	41,366
	1925	40,780	19,968	43,075	9,693	3,199	293	59	133	1,395	119,427
	1926	43,471	27,920	5,081	4,597	4,164	748	29	11	1,608	87,620
1927	38,611	8,941	1,070	4,258	1,168	61,026	107	41	6192	52,998	
Average Increase per head per week	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
	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 5	0 11	1 0	3 7	0 8	0 3	1 0
	1925	1 7	1 2	4 9	1 8	1 7	0 4	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
1927	1 3	0 5	2 4	0 9	1 3	50 9	4 9	3 2	60 1	0 10	

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 61.

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 was 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.

In 1927 the basic rates of wages in New South Wales were increased for male and female workers, but no alterations were made to the existing basic rates fixed by State industrial tribunals in Queensland, South Australia, and Western Australia.

5. **Changes in Industrial Groups, 1927.**—The following table shows the effect of changes in rates of wage during 1927 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 1926 have been published in Labour Reports Nos. 5 to 17

## Changes in Rates of Wage—Industrial Groups, 1927.

Particulars.	Industrial Group.														All Groups.
	I. Wood, Furni- ture, 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 <sup>a</sup>	
<b>New South Wales—</b>															
Persons Affected	18,616	83,351	23,093	76,610	7,263	46,855	34,265	25,375	139,617	9,567	14,484	19,685	16,953	124,073	642,347
Increase per week	£ 917	4,285	1,768	3,768	1,367	2,016	535	1,370	3,465	1,908	(b)56	2,163	2,956	12,149	38,611
<b>Victoria—</b>															
Persons Affected	6,686	40,495	20,243	69,356	8,410	30,139	49,328	1,021	82,971	15,300	6,024	14,340	..	52,841	403,154
Increase per week	£ (b)339	656	1,760	508	(b)296	526	1,847	(b)30	1,357	562	(b)156	1,952	..	594	8,941
<b>Queensland—</b>															
Persons Affected	47	1,041	1,205	692	512	1,357	..	40	41	445	124	..	1,130	2,618	9,252
Increase per week	£ 31	104	265	(b)11	111	22	..	6	13	45	7	..	99	378	1,070
<b>South Australia—</b>															
Persons Affected	2,620	14,088	4,271	11,701	2,250	24,691	12,469	..	11,552	1,100	5,091	10,680	18	7,441	109,772
Increase per week	£ 96	604	13	178	(b)107	1,060	805	..	289	(b)55	47	987	28	313	4,258
<b>Western Australia—</b>															
Persons Affected	648	..	1,268	2,888	34	236	1,020	..	1,333	33	2,120	1,280	..	7,770	18,678
Increase per week	£ 82	..	29	63	7	21	102	..	(b)57	11	16	213	..	701	1,188
<b>Tasmania—</b>															
Persons Affected	1,600	2,565	..	2,962	331	660	1,385	4,004	7,309	2,500	1,006	..	..	3,137	27,359
Increase per week	£ (b)130	(b)198	..	(b)38	(b)12	(b)19	(b)95	2	(b)279	(b)125	(b)3	..	..	(b)129	(b)1,026
<b>Northern Territory—</b>															
Persons Affected	..	..	..	..	..	..	..	..	121	..	..	..	..	327	448
Increase per week	£ ..	..	..	..	..	..	..	..	33	..	..	..	..	74	107
<b>Federal Capital Territory—</b>															
Persons Affected	..	..	..	..	..	..	..	..	..	..	..	..	..	261	261
Increase per week	£ ..	..	..	..	..	..	..	..	..	..	..	..	..	41	41
<b>All States (c)—</b>															
Persons Affected	..	..	..	..	..	..	..	..	..	..	43,053	..	..	9,663	52,721
Increase per week	£ ..	..	..	..	..	..	..	..	..	..	(b)73	..	..	(b)119	(b)192
<b>Total Australia—</b>															
Persons Affected	30,217	142,440	50,680	164,207	18,800	109,933	98,307	30,440	242,994	28,945	72,802	45,985	20,101	208,186	1,263,992
Increase per week	£ 657	5,451	3,835	4,468	1,070	3,626	3,194	1,348	4,821	2,346	(b)218	5,315	3,083	14,002	52,998

CHANGES IN RATES OF WAGES.

(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.

6. Changes in Industrial Groups, 1925 to 1927.—(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 1925-27 :—

Changes in Rates of Wage—Industrial Groups, Australia, 1925 to 1927.

Industrial Group.	1925.		1926.		1927.	
	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.
I. Wood, Furniture, Timber, etc...	95,720	7,905	60,422	1,609	30,217	5,657
II. Engineering, Metal Works, etc.	123,669	9,509	96,677	850	142,440	5,451
III. Food, Drink, Tobacco, etc.	68,596	7,609	33,416	4,180	50,680	3,835
IV. Clothing, Hats, Boots, etc.	40,262	1,444	98,659	5,334	164,207	4,468
V. Books, Printing, etc.	16,224	1,128	21,157	2,513	18,800	1,070
VI. Other Manufacturing	115,692	8,407	92,324	4,231	109,938	5,626
VII. Bulking	121,549	10,149	132,012	14,545	98,307	3,194
VIII. Mines, Quarries, etc.	31,373	4,103	57,650	3,123	30,440	1,348
IX. Rail and Tram Services	138,762	18,106	233,101	20,227	242,994	4,821
X. Other Land Transport	27,240	3,435	27,019	2,404	28,945	2,346
XI. Shipping, etc.	77,285	5,656	90,685	2,410	72,802	(a) 218
XII. Pastoral, etc.	55,495	10,577	13,100	552	45,985	5,315
XIII. Domestic, Hotels, etc.	37,472	4,239	1,068	369	20,101	3,083
XIV. Miscellaneous	262,931	27,074	204,412	19,904	208,136	14,002
All Groups	1,262,298	119,427	1,221,760	87,620	1,263,992	52,998

(a) Decrease. Note.—See paragraph (v.), page 61.

During the year 1927 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net increase in all the groups, with the exception of Group XI. (Shipping, etc.).

(ii.) *Female Employees, 1927*.—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 1927.

Changes in Rates of Wage—Female Occupations in Industrial Groups, 1927.

Particulars.	Industrial Group.											All Groups.
	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.	
<b>New South Wales—</b>												
Persons Affected	53	212	7,604	58,859	2,081	4,633	735		375	10,902	36,150	121,595
Increase per week	£ 9	37	1,080	2,947	352	400	(a)17		(a)17	2,530	5,475	12,796
<b>Victoria—</b>												
Persons Affected		254	2,781	55,920	2,985	3,158	1,242				2,904	60,334
Increase per week	£ ..	7	10	808	(a)70	4	14				111	898
<b>Queensland—</b>												
Persons Affected			320	122	65	50				904	305	1,825
Increase per week	£ ..		78	15	5	(a)3				84	42	221
<b>South Australia—</b>												
Persons Affected			188	10,380	294	1,355			1,650	3	230	14,109
Increase per week	£ ..		7	173	(a)4	23			(a)53	5	6	156
<b>Western Australia—</b>												
Persons Affected				2,650		4			300		316	3,270
Increase per week	£ ..			77		2			19		10	108
<b>Tasmania—</b>												
Persons Affected				2,544	72						17	2,633
Increase per week	£ ..			(a)26	(a)2						1	(a)27
<b>Federal Capital Territory—</b>												
Persons Affected											55	55
Increase per week	£ ..										6	6
<b>Common to all States—</b>												
Persons Affected								424			5,066	6,390
Increase per week	£ ..							(a)5			(a)50	(a)55
<b>Australia—</b>												
Persons Affected	53	460	10,903	130,466	5,497	9,200	1,977	424	2,325	11,869	46,042	219,222
Increase per week	£ 9	44	1,184	3,994	281	426	(a)3	(a)5	(a)51	2,610	5,600	14,096

(a) Decrease.

7. Changes according to Sex of Employees, 1923 to 1927.—The next table gives particulars of changes in rates of wage for male and female workers separately for the years 1923 to 1927 :—

Changes in Rates of Wage—Male and Female Employees, 1923 to 1927.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.O.T.	All States. (a)	AUST.
MALE EMPLOYEES AFFECTED.										
1923 ..	465,446	256,666	27,421	60,067	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	1,080,169
1927 ..	520,752	333,820	7,416	95,663	15,408	24,726	448	206	46,331	1,044,770

NET INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
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	16	1	356	31,341
1925 ..	37,480	18,448	41,893	8,748	2,767	293	59	133	1,213	110,966
1926 ..	40,653	24,041	4,791	4,019	3,562	873	20	11	1,411	79,776
1927 ..	25,315	8,048	849	4,102	1,080	6999	107	35	6137	38,900

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1923 ..	2 2	2 8	1 8	3 1	60 1	1 6	65 8	5 11	1 9	2 2	2 2
1924 ..	0 9	0 2	6 2	1 6	0 9	0 11	8 7	0 8	0 1	0 10	0 10
1925 ..	1 9	1 2	5 2	1 10	1 6	0 4	66 11	10 11	0 7	2 0	2 0
1926 ..	1 8	1 4	3 7	0 11	2 2	0 7	7 7	3 6	0 6	1 6	1 6
1927 ..	1 0	0 6	2 3	0 10	1 5	60 10	4 10	3 6	60 1	0 9	0 9

FEMALE EMPLOYEES AFFECTED.

1923 ..	53,994	19,423	2,630	2,242	550	987	..	..	180	80,011
1924 ..	14,287	43,170	14,704	15,518	3,413	2,044	..	..	4,791	97,927
1925 ..	84,823	21,048	21,624	15,384	3,501	718	6,800	..	..	163,904
1926 ..	47,163	60,512	6,523	12,101	4,870	1,839	..	..	8,578	141,591
1927 ..	121,595	69,334	1,836	14,109	3,270	2,633	..	55	6,390	219,222

NET INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1923 ..	2,914	3,032	113	514	54	5138	..	..	69	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
1927 ..	12,796	893	221	150	108	527	..	6	655	14,008

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1923 ..	1 1	3 2	50 10	4 7	2 0	0 3	..	..	1 0	1 8	1 8
1924 ..	1 3	2 2	2 11	1 1	2 6	2 5	..	..	3 3	2 1	2 1
1925 ..	0 9	1 5	1 11	1 3	2 6	..	0 6	..	..	1 1	1 1
1926 ..	0 1	1 1	0 11	0 11	2 6	0 10	..	..	0 6	1 1	1 1
1927 ..	2 1	0 3	2 4	0 2	0 8	60 2	..	2	2 60	2	1 3

(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.

8. Methods by which changes were Effected, 1927.—(i.) States.—The following table shows the methods by which changes were effected in 1927 :—

Changes in Rates of Wage—Methods by which effected—States, 1927.

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 .. .. .	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	4,168	493	..	..	4,168	493
By award of court under Commonwealth Act .. .. .	297,736	2,992	..	..	297,736	2,992
By agreement registered under Commonwealth Act .. .. .	21,476	604	..	..	21,476	604
By award under State Act ..	311,942	32,388	..	..	311,942	32,388
By agreement registered under State Act .. .. .	7,025	2,134	..	..	7,025	2,134
Total .. .. .	642,347	38,611	..	..	642,347	38,611
<b>Victoria—</b>						
By direct negotiation .. .. .	..	..	21	21	21	21
By negotiation, intervention or assistance of third party ..	3,970	481	..	..	3,970	481
By award of court under Commonwealth Act .. .. .	328,836	6,534	..	..	328,836	6,534
By agreement registered under Commonwealth Act .. .. .	24,160	130	..	..	24,160	130
By determination under State Act .. .. .	45,717	1,600	..	..	45,717	1,600
By agreement registered under State Act .. .. .	450	85	..	..	450	85
Total .. .. .	403,133	8,920	21	21	403,154	8,941
<b>Queensland—</b>						
By direct negotiation .. .. .	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	1,432	167	..	..	1,432	167
By award of court under Commonwealth Act .. .. .	1,442	15	..	..	1,442	15
By agreement registered under Commonwealth Act .. .. .	895	14	..	..	895	14
By award under State Act ..	5,342	813	..	..	5,342	813
By agreement registered under State Act .. .. .	141	61	..	..	141	61
Total .. .. .	9,252	1,070	..	..	9,252	1,070
<b>South Australia—</b>						
By direct negotiation .. .. .	..	..	51	14	51	14
By negotiation, intervention or assistance of third party ..	958	111	..	..	958	111
By award of court under Commonwealth Act .. .. .	103,962	4,091	..	..	103,962	4,091
By agreement registered under Commonwealth Act .. .. .	4,783	14	..	..	4,783	14
By award or determination under State Act .. .. .	..	..	..	..	..	..
By agreement registered under State Act .. .. .	18	28	..	..	18	28
Total .. .. .	109,721	4,244	51	14	109,772	4,268

## Changes in Rates of Wage—Methods by which effected—States, 1927—continued.

METHODS.	WITHOUT STOPPAGE OF WORK.		AFTER STOPPAGE OF WORK.		ALL CHANGES.	
	Workpeople Affected.	Net Increase per week.	Work- people Affected.	Net Increase per week.	Workpeople Affected.	Net Increase per week.
		£		£		£
<b>Western Australia—</b>						
By direct negotiation ..	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	1,080	131	..	..	1,080	131
By award of court under Com- monwealth Act ..	8,423	163	..	..	8,423	163
By agreement registered under Commonwealth Act ..	171	25	..	..	171	25
By award under State Act (b) By agreement registered under State Act ..	6,736	615	..	..	6,736	615
..	2,268	254	..	..	2,268	254
<b>Total .. ..</b>	<b>18,678</b>	<b>1,188</b>	<b>..</b>	<b>..</b>	<b>18,678</b>	<b>1,188</b>
<b>Tasmania—</b>						
By negotiation, intervention or assistance of third party ..	387	43	..	..	387	43
By award of court under Com- monwealth Act ..	25,078	(a)1,094	..	..	25,078	(a)1,094
By agreement registered under Commonwealth Act ..	1,804	29	..	..	1,804	29
By determination under State Act ..	90	(a)4	..	..	90	(a)4
By agreement registered under State Act ..	..	..	..	..	..	..
<b>Total .. ..</b>	<b>27,359</b>	<b>(a)1,026</b>	<b>..</b>	<b>..</b>	<b>27,359</b>	<b>(a)1,026</b>
<b>Northern Territory—</b>						
By award of court under Commonwealth Act ..	448	107	..	..	448	107
<b>Total .. ..</b>	<b>448</b>	<b>107</b>	<b>..</b>	<b>..</b>	<b>448</b>	<b>107</b>
<b>Federal Capital Territory—</b>						
By negotiation, intervention or assistance of third party ..	261	41	..	..	261	41
<b>Total .. ..</b>	<b>261</b>	<b>41</b>	<b>..</b>	<b>..</b>	<b>261</b>	<b>41</b>
<b>All States—</b>						
By direct negotiation ..	15,200	169	..	..	15,200	169
By award of court under Com- monwealth Act ..	37,521	(a)361	..	..	37,521	(a)361
By agreement registered under Commonwealth Act ..	..	..	..	..	..	..
<b>Total .. ..</b>	<b>52,721</b>	<b>(a)192</b>	<b>..</b>	<b>..</b>	<b>52,721</b>	<b>(a)192</b>
<b>Australia—</b>						
By direct negotiation ..	15,200	169	72	35	15,272	204
By negotiation, intervention or assistance of third party ..	12,256	1,467	..	..	12,256	1,467
By award of court under Com- monwealth Act ..	803,446	12,447	..	..	803,446	12,447
By agreement registered under Commonwealth Act ..	53,289	816	..	..	53,289	816
By award or determination under State Acts ..	369,827	35,502	..	..	369,827	35,502
By agreement registered under State Acts ..	9,902	2,562	..	..	9,902	2,562
<b>Total .. ..</b>	<b>1,263,920</b>	<b>52,963</b>	<b>72</b>	<b>35</b>	<b>1,263,992</b>	<b>52,998</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.

(ii.) *Australia, 1923 to 1927.*—The following table gives the number and effect of all changes in rates of wage in Australia for the years 1923 to 1927:—

**Changes in Rates of Wage—Methods by which Effected, Australia, 1923 to 1927.**

Particulars.	By Direct Negotiation.	By Negotiation, Intervention 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>1923.</b>								
Workpeople affected ..	18,606	52,298	334,180	49,974	503,722	35,073	..	990,852
Increase per week £	2,483	1,124	46,438	6,633	42,614	4,721	..	104,018
<b>1924.</b>								
Workpeople affected ..	1,939	65,653	521,469	34,401	205,615	18,578	..	847,655
Increase per week £	654	14,627	114,636	451	31,668	9,104	..	41,866
<b>1925.</b>								
Workpeople affected ..	15,110	23,317	581,306	64,849	547,986	29,641	..	1,263,209
Increase per week £	1,880	1,959	29,956	4,524	80,322	746	..	119,427
<b>1926.</b>								
Workpeople affected ..	44,289	40,136	893,344	69,555	140,468	16,000	17,968	1,221,760
Increase per week £	3,460	5,034	41,598	5,785	27,976	2,521	1,196	87,620
<b>1927.</b>								
Workpeople affected ..	15,272	12,256	803,446	53,289	369,827	9,902	..	1,263,992
Increase per week £	204	1,467	12,447	816	35,502	2,502	..	52,998

a Decrease.

Changes recorded under the headings of awards and agreements made and filed under the Commonwealth Conciliation and Arbitration Act show the greatest number of persons during the last four years. Reference has already been made to the overstatement in these figures, due to the same persons being affected more than once during the year owing to quarterly adjustments. The reduced figures under the heading "By Award or Determination under State Act" during the past two years as compared with the year, 1925, are mainly due to the fact that basic rates of wage were not altered in certain States. 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 8.

† 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 follows:—

**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	225	199	84	65	162	252	343	187	74	137	704	134	902
Victoria ..	118	195	100	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
E. Australia	24	71	45	16	13	40	68	29	48	17	44	182	24	223
W. Australia	65	36	32	7	8	16	32	142	40	9	32	118	31	158
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	10	80
Australia ..	435	606	561	231	169	400	632	853	494	182	335	1,916	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, 1914-27.**—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, Boots, etc.	I, II, V, VI, Other Manufactures Combined.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous Shop Assistants, Clerks, etc.
New South Wales .. .. .	23	228	44	104	124
Victoria .. .. .	23	320	57	80	111
Queensland .. .. .	5	60	8	47	40
South Australia .. .. .	3	56	7	22	32
Western Australia .. .. .	1	29	..	29	..
Tasmania .. .. .	1	18	2	8	..
Australia .. .. .	61	731	118	290	307

30th June, 1914, and at the end of the periods specified to the 31st December, 1927, 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, 1927.**

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	(a) Australia.
No. of Occupations included.	874	909	627	567	489	482	3,948

## RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	55 11	54 4	52 10	54 4	62 9	52 7	65 3
31st December, 1914	56 2	54 7	53 5	54 5	62 10	52 8	65 7
30th June, 1921	95 3	92 0	96 5	85 8	93 6	88 3	93 3
31st December, 1921	95 10	93 7	96 8	89 5	95 0	91 8	94 6
30th June, 1922	93 8	91 5	94 0	87 5	93 6	88 7	92 4
31st December, 1922	91 6	91 4	93 10	87 6	93 9	88 5	91 6
30th June, 1923	91 10	91 1	93 9	87 5	93 3	88 3	91 6
31st December, 1923	94 6	93 7	94 2	90 9	94 2	92 4	94 4
30th June, 1924	94 0	95 10	94 8	91 1	93 9	92 7	94 3
31st December, 1924	93 6	95 5	95 9	91 10	94 8	92 6	94 3
30th June, 1925	93 11	95 6	95 10	92 6	96 3	92 11	94 6
31st December, 1925	96 0	97 2	99 11	94 4	97 0	93 5	96 9
30th June, 1926	96 11	98 2	100 3	95 10	97 6	94 6	97 7
31st December, 1926	100 5	99 6	100 1	95 8	98 9	94 10	99 4
31st March, 1927	100 9	100 2	100 1	95 5	98 8	94 6	99 7
30th June, 1927	100 10	99 9	100 1	95 8	98 8	94 1	99 7
30th September, 1927	101 2	99 8	100 1	95 6	98 8	93 9	99 7
31st December, 1927	101 10	100 3	100 1	96 7	98 10	93 10	100 2

## INDEX-NUMBERS.

30th June, 1914	1,001	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914	1,096	1,065	1,042	1,062	1,220	1,028	1,085
30th June, 1921	1,858	1,796	1,881	1,672	1,824	1,722	1,820
31st December, 1921	1,869	1,826	1,896	1,745	1,853	1,788	1,844
30th June, 1922	1,828	1,784	1,895	1,706	1,884	1,728	1,801
31st December, 1922	1,785	1,783	1,830	1,708	1,820	1,728	1,785
30th June, 1923	1,781	1,776	1,829	1,705	1,820	1,728	1,785
31st December, 1923	1,844	1,865	1,827	1,775	1,858	1,802	1,840
30th June, 1924	1,835	1,870	1,847	1,778	1,829	1,807	1,840
31st December, 1924	1,824	1,862	1,868	1,791	1,817	1,805	1,859
30th June, 1925	1,892	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
30th June, 1926	1,891	1,916	1,956	1,870	1,902	1,849	1,904
31st December, 1926	1,959	1,941	1,952	1,867	1,927	1,851	1,933
31st March, 1927	1,908	1,955	1,953	1,881	1,925	1,843	1,944
30th June, 1927	1,967	1,947	1,953	1,867	1,924	1,830	1,942
30th September, 1927	1,974	1,944	1,952	1,864	1,924	1,820	1,944
31st December, 1927	1,988	1,957	1,953	1,866	1,928	1,832	1,956

(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, 1927, the Australian average was exceeded by New South Wales and Victoria.

During 1927 nominal wages showed an upward tendency in all States, excepting Queensland and Tasmania. In the former the rate remained stationary throughout the year, and in the latter there was a slight decline. The weighted average wage for Australia was stationary for the first three quarters, but rose slightly in the fourth quarter.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-27.**—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 1923 to 1927.

**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, 1927.**

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

Date.	INDUSTRIAL GROUP.															
	I. Furni- ture, etc.	II. Engineer- ing, etc.	III. Food, Drink, etc.	IV. Clothing Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- factur- ing.	VII. Build- ing.	VIII. Mining.	IX. Railways, etc.	X. Other Land Trans- port.	XI. Shipping, etc.(a)	XII. Agricul- tural, etc.(b)	XIII. Domestic, etc.(b)	XIV. Miscel- laneous.	All Industrial Groups.(c)	
	RATES OF WAGE.															
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	59 2	57 2	55 2	52 10	53 9	55 8	55 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, 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	98 11	85 11	85 9	92 0	94 3	
31st December, 1924 ..	99 7	97 5	94 0	93 0	108 3	95 6	105 6	104 2	96 11	89 4	97 10	86 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 8	104 8	87 4	89 1	93 11	96 9	
30th June, 1926 ..	101 9	101 3	97 2	94 10	110 6	99 8	109 8	108 11	101 10	93 5	105 1	88 9	89 9	94 5	97 7	
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	
31st March, 1927 ..	104 4	101 10	98 8	97 8	112 1	100 6	111 2	109 4	102 4	95 2	103 0	94 4	90 10	95 10	99 7	
30th June, 1927 ..	104 0	101 8	98 7	97 7	113 9	100 1	111 3	109 5	101 11	95 5	102 5	94 4	91 0	95 8	99 7	
30th September, 1927 ..	104 1	101 8	98 10	97 3	113 5	100 2	111 2	109 4	101 9	95 5	102 2	94 9	91 8	95 8	99 7	
31st December, 1927 ..	104 6	102 10	99 8	98 3	113 7	101 4	112 10	109 9	103 1	97 4	103 7	94 8	93 3	96 0	100 2	
	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, 1923 ..	1,864	1,841	1,792	1,778	2,006	1,794	1,968	2,023	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	1,900	1,840	
30th June, 1924 ..	1,946	1,908	1,839	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	1,863	2,058	2,033	1,892	1,744	1,908	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	1,750	1,935	1,676	1,688	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	
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	
31st December, 1926 ..	2,037	1,991	1,926	1,883	2,173	1,961	2,160	2,137	2,001	1,863	2,020	1,823	1,772	1,863	1,938	
31st March, 1927 ..	2,036	1,986	1,925	1,905	2,188	1,960	2,170	2,134	1,996	1,857	2,010	1,841	1,772	1,870	1,944	
30th June, 1927 ..	2,028	1,984	1,924	1,905	2,219	1,953	2,171	2,135	1,989	1,861	1,996	1,841	1,776	1,867	1,942	
30th September, 1927 ..	2,071	1,984	1,920	1,898	2,214	1,955	2,189	2,133	1,985	1,862	1,993	1,848	1,789	1,867	1,944	
31st December, 1927 ..	2,039	2,006	1,944	1,917	2,216	1,977	2,202	2,142	2,012	1,900	2,021	1,839	1,820	1,872	1,955	

RATES OF WAGE AND HOURS OF LABOUR.

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(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), 113.2 per cent., followed in the order named by Groups XIII. (Domestic, etc.) 98.4 per cent., and XII. (Agricultural, etc.) 90.7 per cent. The smallest increase occurred in Group VIII. (Mining) 69.1 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. Compared with the fourth quarter, 1926, increases in average wages occurred during 1927 in all industrial groups with the exception of Group XI. (Shipping), which remained stationary. The increase was greatest in Group XIII. (Domestic, etc.) 2.7 per cent., followed by Group V. (Books, Printing, etc.) 2 per cent., Group VII. (Building) and Group X. (Other Land Transport) 1.9 per cent., and Group IV. (Clothing, Boots, etc.) 1.8 per cent. The increase during the year was lowest in Group I. (Wood, Furniture, etc.) 0.1 per cent., whilst no change was recorded in Group XI. (Shipping, etc.) The weighted average wage for all groups combined increased by 0.8 per cent.

4. **Adult Female Weekly Wages—States, 1914 to 1927.**—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, 1927. 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, 1927.

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Australia
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 9	27 1	24 1	37 4	25 10	27 5
30th June, 1923 .. ..	47 6	48 0	48 2	44 0	56 4	47 7	47 10
31st December, 1923 ..	49 3	49 5	50 5	46 4	56 4	48 6	49 6
30th June, 1924 .. ..	49 3	50 2	51 3	48 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 9	50 8	47 5	57 2	50 1	49 8
31st December, 1925 ..	49 8	50 8	51 9	48 10	57 6	50 2	50 7
30th June, 1926 .. ..	50 2	51 0	52 7	49 8	57 6	50 9	51 3
31st December, 1926 ..	50 8	51 11	52 10	50 0	58 6	51 8	51 8
31st March, 1927 .. ..	51 0	52 2	53 2	50 4	58 6	52 1	52 0
30th June, 1927 .. ..	51 1	52 2	53 10	50 4	58 6	52 0	52 1
30th September, 1927 ..	52 3	52 6	53 5	49 11	58 6	52 7	52 7
31st December, 1927 ..	53 0	52 7	53 5	49 11	58 8	52 7	52 10

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, 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	1,866	1,721	2,085	1,863	1,849
31st December, 1924 ..	1,807	1,824	1,872	1,710	2,094	1,870	1,926
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
30th June, 1926 .. ..	1,847	1,895	1,933	1,827	2,117	1,866	1,886
31st December, 1926 ..	1,865	1,911	1,944	1,839	2,152	1,902	1,902
31st March, 1927 .. ..	1,878	1,921	1,958	1,854	2,152	1,916	1,914
30th June, 1927 .. ..	1,880	1,921	1,980	1,853	2,152	1,915	1,917
30th September, 1927 ..	1,922	1,932	1,965	1,838	2,152	1,936	1,934
31st December, 1927 ..	1,950	1,934	1,966	1,838	2,160	1,935	1,945

(a) Weighted Average.

The general upward movement in the average weekly wage for adult female workers as given for Australia was comparatively small until 1916, when the average wage increased rapidly, the increase in 1920 being the largest recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. Reductions were recorded in female wages during 1922, but the decrease over the whole of Australia was relatively much less than in the case of males. There was an increase in each State during 1923 with the exception of Western Australia where the wage remained stationary. The upward tendency was continued during 1924 and 1925 with increases in all States excepting Tasmania, while during 1926 further increases were recorded in all States, and similarly during 1927, with the exception of South Australia which showed a slight decrease. The advance during the whole period under review was 94.5 per cent., as

compared with 81.3 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, 1914-27.**—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 1923 to 1927, 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, 1927.**

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

Date.	INDUSTRIAL GROUP.					
	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I., II., V. and VI. All Other Manu- facturing.	XIII. Domestic, Hotels, etc. <sup>a</sup>	XIV. Miscel- laneous.	All Groups. <sup>b</sup>

## RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 .. ..	22 6	24 9	28 11	31 1	30 2	27 2
31st December, 1914 ..	23 5	24 11	27 0	30 2	31 4	27 5
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 8
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 ..	45 8	50 1	51 2	51 0	52 0	50 7
30th June, 1926 .. ..	47 0	51 3	51 10	51 1	52 0	51 3
31st December, 1926 ..	47 3	51 7	52 10	52 0	52 0	51 8
31st March, 1927 .. ..	47 3	52 2	52 8	52 0	52 3	52 0
30th June, 1927 .. ..	47 6	52 3	52 8	52 4	52 3	52 1
30th September, 1927 ..	48 2	52 5	53 0	53 5	52 8	52 7
31st December, 1927 ..	48 9	52 7	53 2	54 5	52 8	52 10

## INDEX-NUMBERS.

30th June, 1914 .. ..	628	911	991	1,144	1,110	1,000
31st December, 1914 ..	882	917	904	1,110	1,153	1,008
30th June, 1923 .. ..	1,588	1,755	1,739	1,783	1,795	1,760
31st December, 1923 ..	1,622	1,842	1,799	1,819	1,821	1,821
30th June, 1924 .. ..	1,654	1,845	1,817	1,823	1,885	1,859
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
30th June, 1926 .. ..	1,729	1,886	1,908	1,881	1,914	1,886
31st December, 1926 ..	1,754	1,900	1,943	1,912	1,914	1,902
31st March, 1927 .. ..	1,754	1,921	1,938	1,912	1,922	1,914
30th June, 1927 .. ..	1,747	1,922	1,938	1,927	1,922	1,917
30th September, 1927 ..	1,773	1,930	1,950	1,960	1,937	1,934
31st December, 1927 ..	1,798	1,936	1,958	2,001	1,937	1,945

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

(b) Weighted average.

The greatest increase since June, 1914, occurred in Group III. (Food, Drink, etc), 116.5 per cent., followed in the order named by Groups IV. (Clothing, Boots, etc.), 112.5 per cent.; I, II., V., and VI. (All Other Manufacturing), 97.6 per cent.; XIII. (Domestic, Hotels, etc.), 74.9 per cent.; and XIV. (Miscellaneous), 74.5 per cent. The increase for all groups combined over the period has been 94.5 per cent.

During the year 1927 the weighted average wage in each industrial group increased, the greatest being in Group XIII., 4.7 per cent.; followed in the order named by Group III., 2.2 per cent.; Group IV., 1.9 per cent. Group XIV., 1.2 per cent.; and Groups I, II., V., and VI., 0.8 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, 1927.**—  
(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, 1927 :—



Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1927.

Industrial Groups.	Particulars <sup>a</sup>	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia
I. Wood, Furniture, &c.	Weekly Wage	107/7	101/6	102/8	101/7	102/1	101/5	104/6
	Working Hours	44.13	46.23	44.03	45.04	45.29	45.00	45.03
	Hourly Wage	2/5½	2/3½	2/4	2/2½	2/3	2/2½	2/3½
II. Engineering, Metal Works, &c.	Weekly Wage	103/1	103/8	99/6	102/7	103/5	101/1	102/10
	Working Hours	44.11	46.82	44.00	46.74	47.40	46.16	45.51
	Hourly Wage	2/4	2/2½	2/3½	2/2½	2/2½	2/2½	2/3
III. Food, Drink, &c.	Weekly Wage	99/11	100/8	98/10	99/8	98/-	95/5	99/8
	Working Hours	44.64	46.96	44.00	46.36	46.20	47.94	45.47
	Hourly Wage	2/3	2/1½	2/3	2/1½	2/1½	2/-	2/2½
IV. Clothing, Boots, &c.	Weekly Wage	96/3	98/3	101/8	101/8	105/4	93/3	98/3
	Working Hours	44.60	45.76	44.00	44.00	44.00	46.29	44.78
	Hourly Wage	2/2½	2/1½	2/3½	2/3½	2/4½	2/0½	2/2½
V. Books, Printing, &c.	Weekly Wage	113/4	119/7	112/4	112/8	119/8	113/2	113/7
	Working Hours	43.59	45.24	44.00	46.65	43.00	46.85	44.49
	Hourly Wage	2/7½	2/6½	2/6½	2/5	2/9½	2/5½	2/6½
VI. Other Manufacturing	Weekly Wage	102/9	100/3	98/10	102/4	100/11	97/7	101/4
	Working Hours	45.42	47.33	44.75	47.25	46.80	47.25	46.31
	Hourly Wage	2/3½	2/1½	2/3	2/2	2/2	2/0½	2/2½
VII. Building	Weekly Wage	114/4	113/5	114/9	110/5	109/9	103/3	112/10
	Working Hours	43.66	44.00	44.00	44.00	44.13	44.15	43.88
	Hourly Wage	2/7½	2/7	2/7½	2/6	2/4½	2/4	2/6½
VIII. Mining <sup>b</sup>	Weekly Wage	111/10	110/2	117/5	117/5	108/9	99/3	109/9
	Working Hours	42.65	45.12	43.47	43.79	43.65	45.42	43.60
	Hourly Wage	2/7½	2/5½	2/8½	1/7½	2/6	2/2½	2/6½
IX. Rail and Tram Services	Weekly Wage	102/1	107/1	102/4	101/10	98/11	95/8	103/1
	Working Hours	47.81	47.49	44.00	48.35	44.31	48.00	46.95
	Hourly Wage	2/1½	2/3	2/4	2/1½	2/2½	2/-	2/2½
X. Other Land Transport	Weekly Wage	99/3	95/4	97/2	95/8	96/10	98/2	97/4
	Working Hours	44.00	46.13	44.00	48.00	45.00	48.00	45.92
	Hourly Wage	2/3	1/11½	2/2½	2/-	2/0½	2/0½	2/1½
XI. Shipping, &c.	Weekly Wage	102/1	105/1	102/11	106/8	102/11	104/5	103/7
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, &c.	Weekly Wage	90/10	89/4	94/-	89/7	91/-	90/-	94/8
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, &c.	Weekly Wage	94/11	95/6	89/7	92/3	92/9	79/2	93/8
	Working Hours	44.00	48.33	44.00	48.00	48.00	54.00	46.10
	Hourly Wage	2/2	1/11½	2/0½	1/11	1/11½	1/3½	2/0½
XIV. Miscellaneous	Weekly Wage	96/1	98/5	96/3	93/6	91/1	88/9	96/-
	Working Hours	44.77	47.72	44.00	47.78	47.61	48.56	46.17
	Hourly Wage	2/1½	2/0½	2/2½	1/11½	1/11	1/10	2/1
All Groups	Weekly Wage	101/10	100/3	100/1	96/7	95/10	93/10	100/2
All Groups excepting XI. and XII.	Weekly Wage	102/4	102/6	102/3	98/-	100/2	95/-	101/7
	Working Hours	44.44	46.82	43.96	46.78	45.75	47.16	45.40
	Hourly Wage	2/3½	2/2½	2/4	2/1½	2/2½	2/0½	2/2½

<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 9s. 3d per month. <sup>d</sup> Including the estimated value of board and lodging where supplied. <sup>e</sup> Special agreement rates, mining industry dormant owing to reduced price of industrial metals.

(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, 1927 :—

**Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1927.**

Industrial Groups.	Particulars. <sup>a</sup>	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
III. Food, Drink, &c.	Weekly Wage	48/-	50/8	44/5	44/6	45/-	49/-	48/6
	Working Hours	44.80	47.33	44.00	48.00	44.00	48.00	46.00
	Hourly Wage	1/0½	1/0½	1/-	-/11	1/0½	1/0½	1/0½
IV. Clothing, Boots, &c.	Weekly Wage	53/4	51/0	52/7	53/10	54/7	51/2	52/7
	Working Hours	44.14	44.64	44.00	44.00	44.00	45.11	44.35
	Hourly Wage	1/2½	1/2	1/2½	1/2½	1/3	1/1½	1/2½
I., II., V., & VI. All other Manufacturing	Weekly Wage	52/10	54/5	48/0	60/10	..	53/-	55/2
	Working Hours	44.59	46.73	44.14	47.50	..	48.00	45.82
	Hourly Wage	1/2½	1/2	1/1½	1/0½	..	1/1½	1/2
XIII. Domestic, Hotels, &c.	Weekly Wage <sup>b</sup>	53/9	54/7	52/3	49/3	63/3	56/1	54/5
	Working Hours	43.39	47.69	44.00	48.00	47.20	54.00	45.69
	Hourly Wage	1/2½	1/1½	1/2½	1/0½	1/4	1/0½	1/2½
XIV. Shop Assistants, Clerks, &c.	Weekly Wage	52/8	53/-	58/0	44/-	..	..	52/8
	Working Hours	44.00	45.75	44.00	48.00	..	..	45.05
	Hourly Wage	1/2½	1/2	1/4	-/11	..	..	1/2
All Groups	Weekly Wage	53/-	52/7	53/5	49/11	58/8	52/7	52/10
	Working Hours	44.02	45.58	44.01	46.10	45.57	47.86	44.94
	Hourly Wage	1/2½	1/1½	1/2½	1/1	1/3½	1/1½	1/2

<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 1927.**—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1919, to 1927 (a) the weighted average weekly wage, (b) the weighted 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 1919 to 1927.

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 0	s. d. 55 1
	Working Hours <i>b</i>	49.42	48.80	48.78	48.60	47.78	48.62	48.93
	Hourly Wage <i>b</i> ..	1/2	1/1 1/2	1/1 1/2	1/1 1/2	1/4 1/2	1/1	1/2
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 1/2	1/8 1/4	1/9	1/5 1/2	1/7 1/2	1/5 1/2	1/7 1/2
31st Dec., 1920.	Weekly Wage <i>a</i> ..	s. d. 94 0	s. d. 88 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 1/2	1/8 1/2	1/11 1/2	1/10	1/11
31st Dec., 1921.	Weekly Wage <i>a</i> ..	s. d. 95 10	s. d. 93 7	s. d. 98 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 1/2	2/0 1/2	2/2	1/10 1/2	2/1	1/11 1/2	2/0 1/2
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 6
	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 1/2	1/11 1/2	2/1 1/2	1/10 1/2	2/0 1/2	1/10 1/2	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>	46.78	47.06	45.51	47.00	46.66	47.27	46.70
	Hourly Wage <i>b</i> ..	2/0 1/2	2/1	2/1 1/2	1/11 1/2	2/0 1/2	1/11 1/2	2/0 1/2
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	46.66
	Hourly Wage <i>b</i> ..	2/0 1/2	2/1	2/1 1/2	1/11 1/2	2/0 1/2	1/11 1/2	2/0 1/2
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 9
	Working Hours <i>b</i>	46.76	46.98	43.88	46.97	46.26	47.25	46.44
	Hourly Wage <i>b</i> ..	2/1 1/2	2/1 1/2	2/3 1/2	2/0 1/2	2/1 1/2	2/-	2/1 1/2
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 1/2	2/2	2/4	2/0 1/2	2/2 1/2	2/0 1/2	2/2 1/2
31st Dec., 1927.	Weekly Wage <i>a</i> ..	s. d. 101 10	s. d. 100 3	s. d. 100 1	s. d. 96 7	s. d. 98 10	s. d. 93 10	s. d. 100 2
	Working Hours <i>b</i>	44.44	46.82	43.96	46.78	45.75	47.16	45.46
	Hourly Wage <i>b</i> ..	2/3 1/2	2/2 1/2	2/4	2/1 1/2	2/2 1/2	2/0 1/2	2/2 1/2

FEMALE WORKERS.

30th April, 1914.	Weekly Wage ..	s. d. 26 9	s. d. 27 4	s. d. 26 11	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 3
	Working Hours ..	49.34	48.54	49.32	49.33	46.69	50.76	49.09
	Hourly Wage ..	-/6 1/2	-/8 1/2	-/6 1/2	-/5 1/2	-/9 1/2	-/0	-/6 1/2
31st Dec., 1919.	Weekly Wage ..	s. d. 40 0	s. d. 34 5	s. d. 38 4	s. d. 33 3	s. d. 43 7	s. d. 33 0	s. d. 37 1
	Working Hours ..	47.53	47.63	46.76	47.67	48.12	49.28	47.54
	Hourly Wage ..	-/10	-/8 1/2	-/8 1/2	-/8 1/2	-/11	-/8	-/9 1/2
31st Dec., 1920.	Weekly Wage ..	s. d. 46 0	s. d. 48 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 1/2	-/11 1/2	-/10 1/2	-/10 1/2	-/11 1/2	-/10 1/2	-/11 1/2
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 ..	45.05	46.04	45.66	46.10	45.97	47.86	45.69
	Hourly Wage ..	1/1	1/0 1/2	1/1 1/2	-/11 1/2	1/2 1/2	1/-	1/0 1/2
31st Dec., 1922.	Weekly Wage ..	s. d. 47 8	s. d. 48 0	s. d. 49 2	s. d. 44 0	s. d. 56 4	s. d. 47 7	s. d. 47 11
	Working Hours ..	45.33	46.14	45.80	46.10	45.97	47.86	45.33
	Hourly Wage ..	1/0 1/2	1/0 1/2	1/0 1/2	-/11 1/2	1/2 1/2	1/-	1/0
31st Dec., 1923.	Weekly Wage ..	s. d. 49 3	s. d. 49 5	s. d. 50 5	s. d. 46 4	s. d. 56 4	s. d. 48 6	s. d. 49 6
	Working Hours ..	45.81	46.13	45.60	46.10	45.97	47.86	45.98
	Hourly Wage ..	1/1	1/0 1/2	1/1 1/2	1/-	1/2 1/2	1/0 1/2	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. 50 3	s. d. 49 7
	Working Hours ..	45.98	46.08	45.60	46.10	45.97	47.86	46.02
	Hourly Wage ..	1/0 1/2	1/1	1/1 1/2	1/-	1/2 1/2	1/0 1/2	1/1
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	45.97	47.86	45.78
	Hourly Wage ..	1/1	1/1 1/2	1/2	1/0 1/2	1/3 1/2	1/0 1/2	1/1 1/2
31st Dec., 1926.	Hourly 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 8
	Working Hours ..	44.02	45.00	44.01	46.10	45.97	47.86	44.94
	Hourly Wage ..	1/1 1/2	1/1 1/2	1/2 1/2	1/1	1/3 1/2	1/1	1/1 1/2
31st Dec., 1927.	Weekly Wage ..	s. d. 53 0	s. d. 52 7	s. d. 53 6	s. d. 49 11	s. d. 58 8	s. d. 62 7	s. d. 52 10
	Working Hours ..	44.02	45.53	44.01	46.10	45.97	47.86	44.84
	Hourly Wage ..	1/2 1/2	1/1 1/2	1/2 1/2	1/1	1/3 1/2	1/1 1/2	1/2

*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 1927 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, 1919 to 1927.**

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	966	1,128	952	1,000
	Hourly Wage a ..	999	980	963	991	1,170	933	1,000
31st Dec., 1919	Weekly Wage ..	1,393	1,308	1,426	1,277	1,409	1,251	1,359
	Hourly Wage a ..	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 a ..	1,725	1,579	1,753	1,492	1,686	1,567	1,655
31st Dec., 1921	Weekly Wage ..	1,738	1,697	1,763	1,623	1,723	1,603	1,715
	Hourly Wage a ..	1,817	1,741	1,885	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 a ..	1,785	1,709	1,803	1,621	1,786	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 a ..	1,775	1,790	1,808	1,676	1,754	1,696	1,771
31st Dec., 1924	Weekly Wage ..	1,608	1,731	1,737	1,665	1,717	1,679	1,710
	Hourly Wage a ..	1,761	1,790	1,838	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 a ..	1,908	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 a ..	1,944	1,864	1,997	1,778	1,878	1,746	1,900
31st Dec., 1927	Weekly Wage ..	1,848	1,810	1,816	1,753	1,792	1,703	1,817
	Hourly Wage a ..	1,980	1,830	1,993	1,800	1,882	1,731	1,920
<b>FEMALE WORKERS.</b>								
30th April, 1914	Weekly Wage ..	984	1,006	989	885	1,373	950	1,000
	Hourly Wage ..	980	1,021	976	881	1,386	920	1,000
31st Dec., 1919	Weekly Wage ..	1,474	1,268	1,412	1,225	1,606	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	1,566	1,652	1,495	1,947	1,540	1,637
	Hourly Wage ..	1,777	1,685	1,761	1,578	2,069	1,580	1,730
31st Dec., 1921	Weekly Wage ..	1,802	1,761	1,849	1,661	2,074	1,749	1,790
	Hourly Wage ..	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st Dec., 1922	Weekly Wage ..	1,754	1,767	1,771	1,620	2,075	1,751	1,763
	Hourly Wage ..	1,899	1,881	1,906	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 ..	1,920	1,943	2,017	1,821	2,234	1,895	1,949
31st Dec., 1925	Weekly Wage ..	1,827	1,866	1,904	1,796	2,116	1,845	1,861
	Hourly Wage ..	1,944	2,000	2,125	1,913	2,280	1,893	1,993
31st Dec., 1926	Weekly Wage ..	1,865	1,911	1,944	1,839	2,152	1,902	1,902
	Hourly Wage ..	2,080	2,059	2,169	1,959	2,319	1,952	2,078
31st Dec., 1927	Weekly Wage ..	1,960	1,934	1,966	1,838	2,160	1,935	1,945
	Hourly Wage ..	2,175	2,084	2,193	1,958	2,327	1,985	2,125

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 1927. 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, and end of years 1915 to 1927.**

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) ..	49.42	48.80	48.78	48.00	47.76	48.02	48.93
	Index-numbers ..	1,010	997	997	993	976	994	1,000
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	48.56	48.33
	Index-numbers ..	991	985	987	984	983	992	988
31st Dec., 1917.	Weighted average weekly hours of labour (a) ..	48.41	48.14	47.19	47.82	48.10	48.48	48.10
	Index-numbers ..	989	984	964	977	983	991	983
31st Dec., 1918.	Weighted average weekly hours of labour (a) ..	48.16	47.98	46.90	47.77	47.69	48.39	47.88
	Index-numbers ..	984	981	969	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 ..	970	968	944	972	973	979	969
31st Dec., 1920.	Weighted average weekly hours of labour (a) ..	47.51	47.10	45.63	47.20	46.53	47.33	47.07
	Index-numbers ..	971	964	933	966	951	967	962
31st Dec., 1921.	Weighted average weekly hours of labour (a) ..	45.66	46.05	45.52	47.07	46.24	46.84	46.22
	Index-numbers ..	933	960	930	962	945	957	945
31st Dec., 1922.	Weighted average weekly hours of labour (a) ..	40.05	45.90	45.51	47.00	46.41	46.93	46.38
	Index-numbers ..	941	960	930	961	948	959	948
31st Dec., 1923.	Weighted average weekly hours of labour (a) ..	40.73	47.00	45.51	47.00	46.66	47.27	46.70
	Index-numbers ..	955	962	930	961	954	966	964
31st Dec., 1924.	Weighted average weekly hours of labour (a) ..	46.75	46.09	45.40	46.98	46.52	47.26	46.60
	Index-numbers ..	956	960	928	960	951	966	954
31st Dec., 1925.	Weighted average weekly hours of labour (a) ..	46.76	46.98	43.88	46.97	46.26	47.25	46.44
	Index-numbers ..	956	960	897	960	945	960	949
31st Dec., 1926.	Weighted average weekly hours of labour (a) ..	44.55	46.94	43.96	46.05	45.80	47.27	45.57
	Index-numbers ..	910	959	898	900	930	966	931
31st Dec., 1927.	Weighted average weekly hours of labour (a) ..	44.44	46.82	43.98	46.78	45.75	47.10	45.46
	Index-numbers ..	908	957	898	950	935	964	929

(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, in which the prescribed hours are, in some instances, greater than in the corresponding State awards. Further decreases were recorded during 1927 in all States excepting Queensland, where hours remained stationary. The decline in New South Wales, Victoria, South Australia, and Tasmania was due mainly to the reduction of the standard hours of labour in Group II. (Engineering) from 48 to 44 hours per week, as awarded by the Commonwealth Court. The slight decrease recorded in Western Australia was due to Group VII. (Building). The weighted average weekly hours index-number for Australia at 31st December, 1927, was 929, as compared with

1,000 at 30th April, 1914, a reduction of 7.1 per cent. During the period under review the percentage reduction in hours was greatest in New South Wales (10.1), followed by Queensland (9.9), Western Australia (4.2), Victoria (4.1), South Australia (3.7), and Tasmania (3.0).

9. **Average Nominal Weekly Wage—Stats, 1891 to 1927.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1927. The wages given in this table are relatively identical with the index-numbers shown in the table on p. 84, 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 1927.**

Particulars.	1891.		1896.		1901.		1911.		1914.		1919.		1920.		1921.		1922.		1923.		1924.		1925.		1926.		1927.				
	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	55	2	78	9	04	0	95	10	91	0	94	0	93	6	09	0	100	5	101	10	10					
Victoria ..	40	538	9	40	9	50	6	54	7	72	0	86	1	93	7	91	4	95	7	05	5	07	2	99	6	100	3				
Queensland ..	46	644	8	46	2	51	1	53	5	78	7	91	6	96	8	93	10	94	2	05	9	09	11	100	1	100	1				
W. Australia ..	41	741	8	42	0	51	11	54	5	70	5	82	8	89	5	87	8	90	9	91	10	94	4	95	3	96	7				
S. Australia ..	52	453	7	53	11	59	0	62	10	77	8	89	0	95	0	93	9	94	2	14	8	07	0	93	9	98	10				
Tasmania ..	38	635	6	36	10	41	0	52	8	69	0	63	9	91	8	85	5	82	4	92	6	03	5	94	10	93	10				
<b>Australia (a)</b>	<b>43</b>	<b>541</b>	<b>10</b>	<b>43</b>	<b>5</b>	<b>51</b>	<b>3</b>	<b>55</b>	<b>7</b>	<b>74</b>	<b>11</b>	<b>89</b>	<b>10</b>	<b>94</b>	<b>6</b>	<b>91</b>	<b>6</b>	<b>94</b>	<b>0</b>	<b>94</b>	<b>3</b>	<b>96</b>	<b>9</b>	<b>99</b>	<b>4</b>	<b>100</b>	<b>2</b>				

(a) Weighted average.

A comparison of the 1911 rates with those ruling in 1891 shows an increase of only 18 per cent. for Australia, against 95.5 per cent. from 1911 to 1927. 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 1927, the position is reversed so far as Tasmania is concerned, the largest increase (129.2 per cent.) having taken place in that State. The least increase has occurred in Western Australia, viz., 67.3 per cent.

10. **Average Nominal Weekly Wage—Industrial Groups, 1891 to 1927.**—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 84, 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 1927.**

Particulars.	1891.		1896.		1901.		1911.		1914.		1919.		1920.		1921.		1922.		1923.		1924.		1925.		1926.		1927.					
	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	2	62	3	57	2	50	6	75	9	95	1	98	2	95	4	99	2	99	7	101	3	104	5	104	6					
.. II.	47	847	7	48	5	54	6	57	9	77	6	92	5	93	2	93	10	97	4	97	5	100	4	102	0	102	10					
.. III.	38	237	11	44	7	50	0	95	8	75	6	89	3	93	10	91	10	94	2	94	0	96	6	98	9	99	8					
.. IV.	36	836	6	36	3	50	3	53	0	73	5	86	5	93	8	91	1	93	11	93	0	93	2	96	6	98	3					
.. V.	53	550	1	51	0	58	11	63	10	80	9	99	6	104	7	102	9	104	5	108	3	109	6	111	5	113	7					
.. VI.	46	444	8	46	5	51	11	56	0	75	4	88	11	95	0	91	11	96	2	95	6	96	2	100	6	101	4					
.. VII.	50	647	6	53	10	62	1	65	5	70	8	95	7	102	5	100	6	103	8	105	6	108	5	110	8	112	10					
.. VIII.	58	153	10	54	8	61	2	65	2	88	4	103	10	105	4	103	8	104	5	104	1	108	7	109	6	109	9					
.. IX.	50	10	51	0	52	4	57	0	59	8	78	6	93	1	97	5	93	4	97	8	98	11	100	6	102	6	103	1				
.. X.	39	636	0	40	9	46	7	52	8	73	4	87	3	90	2	89	5	92	6	89	4	93	3	95	6	97	4					
.. XI.	38	234	6	33	5	44	7	49	10	77	9	88	0	101	8	99	9	102	4	97	10	104	8	108	7	108	7					
.. XII.	34	10	33	6	32	1	43	0	49	5	70	3	87	1	89	0	83	11	85	8	85	10	87	4	93	5	94	3				
.. XIII.	32	10	30	6	30	8	45	5	47	11	68	7	80	6	84	2	82	4	84	6	86	0	89	1	90	10	93	8				
.. XIV.	39	7	38	7	38	10	47	7	54	0	71	3	84	11	91	1	88	8	92	3	92	5	93	11	95	6	96	0				
<b>ALL GROUPS (a)</b>	<b>43</b>	<b>541</b>	<b>10</b>	<b>43</b>	<b>5</b>	<b>51</b>	<b>3</b>	<b>55</b>	<b>7</b>	<b>74</b>	<b>11</b>	<b>89</b>	<b>10</b>	<b>94</b>	<b>6</b>	<b>91</b>	<b>6</b>	<b>94</b>	<b>4</b>	<b>94</b>	<b>3</b>	<b>96</b>	<b>9</b>	<b>99</b>	<b>4</b>	<b>100</b>	<b>2</b>					

(a) Weighted average.

During the period 1891 to 1911, the greatest increase occurred in Group XIII. (Domestic) 35.3 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 1927 Group XI. (Shipping, etc.) showed the largest increase with 132.0 per cent., followed by XII. (Pastoral, Agricultural, etc.) 119.2 per cent., and X. (Other Land Transport) 108.8 per cent. The rate of increase was least in Group VIII. (Mining) 79.4 per cent.

11. **Nominal Wage Index-Numbers—States, 1901 to 1927.**—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 1927. (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.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	1927.
N.S. Wales ..	158	874	858	1,003	1,090	1,835	1,869	1,785	1,844	1,824	1,873	1,959	1,968
Victoria ..	150	909	796	985	1,065	1,679	1,826	1,783	1,865	1,862	1,897	1,941	1,957
Queensland ..	87	827	901	997	1,042	1,785	1,836	1,830	1,837	1,868	1,950	1,952	1,968
S. Australia ..	134	567	819	1,013	1,062	1,613	1,745	1,703	1,770	1,791	1,841	1,867	1,885
W. Australia ..	60	489	1,052	1,152	1,226	1,751	1,853	1,829	1,838	1,847	1,893	1,927	1,928
Tasmania ..	64	482	719	799	1,028	1,674	1,788	1,726	1,802	1,806	1,823	1,851	1,832
Australia(a)	652	3,948	848	1,000	1,085	1,752	1,844	1,785	1,840	1,839	1,887	1,938	1,956

(a) Weighted average.

12. **Nominal Wage Index-Numbers—Industrial Groups, 1901 to 1927.**—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 1927. (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.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	1927.
I. Wood, Furniture, etc.	27	270	1,019	1,125	1,161	1,855	1,916	1,890	1,935	1,943	1,973	2,037	2,039
II. Engineering, Metal Works, etc. ..	101	636	945	1,064	1,127	1,803	1,915	1,832	1,900	1,901	1,957	1,991	2,006
III. Food, Drink, etc. ..	34	576	871	991	1,085	1,742	1,832	1,792	1,837	1,838	1,833	1,926	1,944
IV. Clothing, Hats, Boots, etc. ..	13	124	708	981	1,034	1,687	1,819	1,777	1,833	1,816	1,817	1,883	1,917
V. Books, Printing, etc. ..	25	205	996	1,149	1,240	1,941	2,040	2,004	2,037	2,113	2,137	2,173	2,216
VI. Other Manufacturing	102	875	907	1,013	1,003	1,736	1,854	1,793	1,878	1,863	1,915	1,961	1,977
VII. Building ..	67	190	1,050	1,218	1,276	1,865	1,999	1,960	2,023	2,058	2,119	2,160	2,202
VIII. Mining ..	71	161	1,067	1,194	1,272	2,026	2,056	2,022	2,037	2,038	2,119	2,137	2,142
IX. Rail and Tram Services	68	224	1,021	1,113	1,165	1,818	1,901	1,821	1,906	1,892	1,962	2,001	2,012
X. Other Land Transport	9	70	705	910	1,026	1,702	1,760	1,725	1,806	1,744	1,820	1,863	1,900
XI. Shipping, etc. ..	74	198	751	871	972	1,716	1,984	1,947	1,997	1,908	2,043	2,020	2,021
XII. Agricultural, Pastoral, etc. ..	8	72	627	839	965	1,699	1,736	1,637	1,671	1,678	1,704	1,828	1,839
XIII. Domestic, Hotels, etc. ..	17	114	698	887	935	1,571	1,642	1,700	1,648	1,678	1,738	1,772	1,820
XIV. Miscellaneous ..	36	233	769	929	1,054	1,656	1,778	1,730	1,800	1,798	1,833	1,803	1,872
All Groups(a)	652	3,948	848	1,000	1,085	1,752	1,844	1,785	1,840	1,839	1,887	1,938	1,956

(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 1927.**—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 1927.

In computing these effective wage index-numbers, the nominal wage index-numbers for years prior to 1914 given in sub-para. 11 hereof have been divided by the price index-numbers. 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 (Full Work)—Adult Males—1901 to 1927.**

Particulars.	1901.	1911.	1914.	1917	1918.	1919	1920.	1921	1922.	1923.	1924.	1925	1926.	1927.
N.S.W. . .	961	973	908	882	890	875	911	1,079	1,113	1,040	1,069	1,048	1,035	1,079
Victoria . .	915	1,037	961	925	925	904	875	1,038	1,102	1,030	1,067	1,074	1,060	1,095
Queensland	1,172	1,090	1,038	1,041	1,042	990	1,036	1,244	1,273	1,214	1,232	1,241	1,183	1,222
S. Australia	948	957	920	961	954	901	853	1,027	1,090	1,036	1,051	1,053	1,076	1,073
W. Australia	1,024	1,023	1,070	1,051	1,095	1,008	1,012	1,139	1,226	1,192	1,181	1,162	1,165	1,199
Tasmania . .	827	838	942	875	869	840	830	977	1,053	1,000	1,017	1,044	1,037	1,072
<b>Australia</b>	<b>964</b>	<b>1,000</b>	<b>948</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>1,095</b>	<b>1,081</b>	<b>1,072</b>	<b>1,102</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 1927 with 1901, and with 1911, there has been an increase in the index-numbers in all States.

15. **Effective Wages and Standard of Comfort, 1901 to 1927.**—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 1927.<sup>(a)</sup>

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	998	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
1927 ..	1,946	7.0	1,810	1,899	1,766	1,102	1,075

(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. During 1927 nominal wages rose, whilst prices fell, and as the percentage of unemployment showed a slight decline the result was a rise in the effective wage index-number for full work, and also in the index-number allowing for unemployment. During the period under review the latter index-number reached its highest point, whilst the former has only been exceeded on one occasion, in 1922. Comparison with 1911 shows that the effective wage for full time work was 10.2 per cent., and allowing for unemployment, 7.5 per cent., higher during 1927.

#### 16. Relative Productive Activity and Effective Wages, 1871 to 1927.—

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 1927.

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	26,643	31,172	147,043
1907 ..	30,323	53,704	15,667	3,940	28,157	34,090	165,881
1908 ..	37,150	46,097	16,564	4,368	24,355	33,956	162,490
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 ..	38,774	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	38,830	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	48,278	12,784	24,592	143,256	431,504
1926-27 ..	98,295	111,168	46,980	12,790	24,007	153,634	446,874

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 1927.

Year.	I. Estimated Value of Production.		II. Relative Value of Production per head Year 1911 = 1,000.	III. Price-Index-Numbers Year 1911 = 1,000. a	IV. Estimate Relative Productive Activity per head Index-Numbers Year 1911 = 1,000.
	(a) Total. (000 omitted.)	(b) Per head of Population.			
	£	£			
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 ..	165,881	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 ..	209,236	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	1,266	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	62.50	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 ..	431,504	72.01	1,748	1,836	952
1926-27 ..	446,874	73.13	1,776	1,762	1,008

a The Index-numbers for years prior to 1908 are wholesale price 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, Philadelphia, and Sydney 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 of such commodities 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. A common working week of 48 hours is then assumed for all the cities included in the tabulation, and a weekly wage determined by taking the average hourly earnings of a number of occupations. The cost of the regimen is then divided into the wage thus ascertained, and index-numbers are computed on the basis of the numbers of times the food regimen can be purchased by the average wage in each city. The result in the case of London is taken as base and made equal to 100, the index numbers for the other cities being then ascertained by proportion. 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.

Particular note should also be made of the fact that, although for the purpose of making the computation a working week of 48 hours is assumed, the result is really a comparison on the basis of hourly rates, the actual weekly earnings depending of course on the number of hours worked per week in the different industries in the cities mentioned.

## Index Numbers of Comparative Real Wages in Various Cities—July, 1927.

(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	89	85	82	87	95	88	..	87
Berlin ..	61	70	64	65	76	70	..	67
Brussels ..	49	44	46	47	53	48	..	48
Copenhagen.	95	103	103	102	126	110	..	106
Dublin ..	98	102	105	99	103	103	..	102
Lisbon ..	32	32	30	30	29	31	..	31
Lodz ..	37	44	37	39	51	44	..	42
London ..	100	100	100	100	100	100	100	100
Madrid ..	55	55	51	54	54	54	..	54
Melbourne	143	152	146	139	120	144	152	142
Milan ..	49	62	48	52	54	43	..	52
Ottawa ..	147	156	157	148	170	163	159	157
Paris ..	55	53	49	52	60	52	..	53
Philadelphia	169	166	181	175	197	188	177	179
Prague ..	45	44	44	47	48	47	..	46
Riga ..	43	54	45	45	53	50	..	48
Rome ..	44	45	38	44	48	43	..	43
Stockholm	87	86	91	88	106	101	..	92
Sydney ..	142	143	150	143	126	150	155	144
Tallinn (Estonia) ..	41	51	39	42	54	48	..	46
Vienna ..	35	42	38	38	48	43	..	41
Warsaw ..	34	40	32	35	43	39	..	37

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, Sydney, Melbourne, Copenhagen and Dublin.

Taking the last column, which gives the average of the seven preceding columns, the effective wage in Philadelphia is 79 per cent., in Ottawa 57 per cent., in Sydney 44 per cent., in Melbourne, 42 per cent., and in Copenhagen 6 per cent. above the effective wage in London, while the effective wage in Amsterdam is 13 per cent., in Brussels 52 per cent., and in Berlin 33 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.”†

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

† *Ibid*

(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 did not become 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 May, 1928) for the various capital cities as so varied are as follows :—

	£	s.	d.
Sydney .. .. .	4	11	6
Melbourne .. .. .	4	8	0
Brisbane (a) .. .. .	3	19	6
Adelaide .. .. .	4	7	6
Perth (a) .. .. .	4	0	0
Hobart .. .. .	4	2	6
Six Capitals (Weighted Average) .. .. .	4	8	0

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.

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

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

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. The industrial tribunals in Queensland, South Australia and Western Australia made no alteration during 1927 in the basic rates of wage previously declared.

State.	Basic Wage.		Date of Operation.	Family Unit (for Male Rate).
	Males.	Females.		
	£ s. d.	£ s. d.		
New South Wales ..	(a) 4 5 0	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	(c)
Western Australia	4 5 0	2 5 11	1.7.26	(c)
Tasmania .. .. .	(b)	(b)	(b)	(b)

(a) Plus child allowances referred to hereafter. The basic rate for rural workers is £4 4s. per week.

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

(c) Although the family unit is not specifically defined in the legislation of these States the tribunals appointed to determine the basic wage have adopted the unit of man, 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 has been 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 2 8)*
Melbourne .. ..	5 16 6	(4 19 4)
Brisbane .. .. .	5 6 2	(4 13 2)
Adelaide .. .. .	5 16 1	(5 1 9)
Perth .. .. .	5 13 11	(5 1 1)
Hobart .. .. .	5 16 11	(4 14 10)
Six Capitals (Weighted Average)	5 15 8	(5 0 4)

\* The figures in brackets represent the equivalent amounts at the 1st February, 1928, 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 further 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 back 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 the total earnings of the worker and his family 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 commenced to operate from 1st September, 1927. The fund from which these payments are made was 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 worker per week) on all employers 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

\* The "Harvester" equivalent for Melbourne as at the time (September quarter, 1920) was £4 18s 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.* See also p. 53 for particulars of these Acts.

§ 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, 1927, 1,982,640 claims have been paid in this respect, representing a total expenditure of £9,763, 200.

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 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 £195 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 considerable gain to the workers 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 limit of 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,

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

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.

This Commission commenced its sittings in Brisbane on 31st October, 1927, and will take evidence in each State. The terms of reference to the Commission are as follows, viz :—

The Commission will inquire and report on the following questions :—

1. The general question of the institution of a system of child endowment or family allowances in Australia, with particular reference to its social and economic effects, and, if the institution of such a system is recommended.
2. The methods by which such a system should be established.
3. The relation of such a system to wage fixation, having regard to the interest of the wage earner, of industry generally, and of the community.
4. The application of a system of child endowment or family allowances to persons whose wages are not regulated by law, or who are not engaged in industry as wage earners.
5. The limit of income, if any, subject to which payment by way of child endowment or family allowances should be made.
6. The methods of financing or giving effect to a system of child endowment or family allowances, with particular reference to the practicability and desirability of providing the necessary funds from public revenue, from industry, or from both sources, and in what proportion and upon what principle.
7. The methods of administering such a system.
8. The cost of such a system, including administrative expenses and reserves, if thought necessary.
9. The legal methods of giving effect to any system recommended, with particular reference to the existing distribution of Commonwealth and State powers.
10. Any matters of public interest which may arise as the result of the institution of a system of child endowment or family allowances.