

CHAPTER II.—WAGES.

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

I. **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 were first compiled for the year 1913, and reviews to the end of each annual period appear in previous issues of the Labour Report and in the Quarterly Summaries of Australian Statistics.

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 legislation dealing with these matters during each of the years 1928 to 1932.

Awards and Determinations Made and Industrial Agreements Filed.

State.	1928.		1929.		1930.		1931.		1932.	
	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.
New South Wales ..	93	36	53	27	31	16	46	40	38	25
Victoria ..	73	..	46	..	83	..	204	..	103	..
Queensland ..	34	27	21	16	14	44	28	28	21	4
South Australia ..	14	4	13	9	17	1	64	15	18	8
Western Australia ..	19	28	15	29	18	38	7	10	5	4
Tasmania ..	10	3	4	2	10	1	37	3	11	3
Commonwealth Court ..	40	30	29	26	17	10	11	16	21	9
Commonwealth Public Service Arbitrator ..	6	..	4	..	5	..	1	..	1	..
Total ..	289	128	187	109	185	110	412	112	218	53

The figures in the above table are exclusive of variations and interpretations of principal awards and agreements, of which a considerable number are made each year. The variations made by the State and the Commonwealth Courts, Wages and Industrial Boards, and the Commonwealth Public Service Arbitrator, numbered 971 in 1932, compared with 923 in 1931, and were distributed as follows:—New South Wales 695, Commonwealth Court 122; Queensland 174; South Australia 27; Western Australia 43, and the Commonwealth Public Service Arbitrator 32 (including three Common Rules). 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.

Industrial agreements filed during the year 1932 numbered 53, of which 44 were filed under the provisions of the State Industrial Acts in New South Wales, Queensland, South Australia, Western Australia and Tasmania, and 9 under the provisions of the Commonwealth Conciliation and Arbitration Act. The registration of industrial agreements is not provided for under the State Act in force in Victoria, but agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act are in operation within the State.

3. Awards, Determinations, and Agreements in Force.—Considerable expansion of the principle of the fixation of legal minimum and marginal rates of wage and of working conditions has taken place during the period under review. The number of industrial awards and determinations in force throughout Australia at the 31st December, 1932, was 1,337, and the industrial agreements filed at the same date numbered 625. Including the operations under the Commonwealth Arbitration Acts* the number of awards or determinations and industrial agreements in force increased by 762 and 224 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, awards and determinations made by both State and Commonwealth tribunals generally continue in force after the term of operation mentioned therein has expired, until rescinded or superseded by a subsequent order or award. Section 28 (2) of the Commonwealth Conciliation and Arbitration Act provides that after the expiration of the period specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made; provided that where in pursuance of this sub-section an award has continued in force after the expiration of the period specified in the award, any award made by the Court for the settlement of a new industrial dispute between the parties may, if the Court so orders, be made retrospective to a date not earlier than the date upon which the Court first had cognizance of that dispute. In the Industrial Code of South Australia, Section 47 (2), and in legislation for other States, similar provisions are in force. 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 by a subsequent agreement.

The provisions in the Commonwealth and State Industrial Acts that awards and agreements shall remain in force until they have been superseded or cancelled occasion some difficulty when the compilation of a list of awards, determinations and agreements actually operative is undertaken as the specified periods for many awards, etc., have expired. This difficulty applies not only to State awards and determinations but to awards of the Commonwealth Court also. New awards or subsequent determinations for the industries concerned have not been made, and the records do not show that such awards, etc., have been superseded or rescinded and legally, therefore, they are still in force. Awards, determinations and industrial agreements regarding which definite information regarding supersession or rescission is not readily ascertainable, are therefore included in these records, but in cases where it could be definitely claimed that the award, determination or agreement was out of date and the terms of the award, etc., were not actually in operation, such awards, etc., have not been included in the records as at 31st December, 1932.

* The Commonwealth Conciliation and Arbitration Act 1904-50, and the Arbitration (Public Service) Act 1920-28.

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.

Date.	Boards Authorized.	Boards which had made Awards or Determinations.	Awards or Determinations in Force.(a)	Industrial Agreements in Force.
31st December, 1913	505	387	575	401
" " 1915	573	498	663	546
" " 1920	475	440	1,041	972
" " 1925	575	524	1,181	607
" " 1930	644	582	1,285	601
" " 1931	651	583	1,317	614
" " 1932	657	591	1,337	625

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

The following table shows the number of Industrial and Wages Boards authorized, and the number of awards, determinations and industrial agreements in force at 31st December, 1913 and 1932 :—

Industrial and Wages Boards Authorized, and Industrial Awards, Determinations, and Agreements in Force.

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
Industrial and Wages— Boards authorized ..	1913 .. ..	..	..	216	135	75	56	..	23	505
	1932 .. ..	..	..	(a) 319	187	2	76	19	54	637
Boards which have made determinations	1913 .. ..	..	..	123	123	74	..	47	19	386
	1932 .. ..	..	..	(b) 279	176	2	66	17	51	591
Awards and Determinations— In force	1913	17	..	265	127	73	54	18	21	575
	1932	159	43	490	176	267	72	79	51	1,337
Industrial Agreements— In force	1913	228	..	75	..	5	11	82	..	401
	1932	141	..	140	..	131	33	173	7	625
Commonwealth Court Awards— Number in force in each State ..	1913 .. ..	..	..	13	17	15	16	9	13	..
	1932 .. ..	..	..	96	110	31	82	31	63	..
Commonwealth Agree- ments— Number in force in each State ..	1913 .. ..	..	..	132	129	68	62	37	61	..
	1932 .. ..	..	..	37	66	19	25	14	34	..
Commonwealth Public Service Arbitrator— Number of Deter- minations in force in each State ..	1932 .. ..	..	..	38	36	30	32	29	29	..

(a) Under Industrial Arbitration Act 1926, Conciliation Committees have been appointed, and at the end of 1932, 263 Committees were in operation.

(b) Two awards of Demarcation Boards.

Information concerning the main provisions of the various Industrial Acts in force throughout the Commonwealth was given in earlier Reports, and brief reviews are furnished each year respecting new industrial legislation, as well as details 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 1932.

(i.) *Commonwealth Conciliation and Arbitration Court.*—The number of awards made by the Commonwealth Court during 1932 was 21, and 9 industrial agreements were filed under the provisions of the Act. Among the industries and occupations for which awards were made during the year were—waterside workers in all States; printing industry employees (commercial printing) in New South Wales, Victoria, South Australia, Western Australia and Tasmania; meat industry employees in New South Wales and Queensland; liquor trade employees (breweries) Victoria; rubber workers in New South Wales and Victoria; railway workers in New South Wales (interim award *re* employees in power stations); pastoral workers in New South Wales, Victoria, South Australia, Western Australia and Tasmania; and wool and basil workers (fellmongering) in New South Wales and Victoria.

Industrial agreements covering the undermentioned occupations were made during the year:—actors in all States; confectioners in Victoria and Tasmania; health inspectors at Charters Towers, Queensland; municipal employees, various municipalities in Victoria; boot trade employees in Victoria; marine and power engineers at Wyndham, Western Australia; and waterside workers at Cairns and Rockhampton, Queensland.

A full description of the considerations which led to the reduction by 10 per cent. as from 1st February, 1931, of all wages controlled by the Commonwealth Court of Conciliation and Arbitration, and the refusal of the Court in June, 1932, to restore the "cut", appears in the preceding issue of the Report (*see* Labour Report No. 22, pp. 45-48).

The question of the restoration of the 10 per cent. "cut", was again brought before the Court by the unions in 1933, the case being heard by the Full Court from 3rd April to 13th April, 1933. The main reasons stated on the affidavits filed in support of the applications were expressed thus— "The wages now payable to adult workers under the awards of the Court are insufficient, having regard to their commitments, to provide a reasonable living according to Australian standards." "It is impossible to restore industries in Australia to a state of prosperity or to absorb thousands now unemployed unless and until the purchasing power of the community is increased so as to create a more even balance between production and consumption."

Argument by the representatives of the unions was directed to proving (a) that industry had recovered sufficiently to justify the restoration; (b) that the "all houses" series of index numbers, covering only 60 per cent. of household expenditure, was not a satisfactory measure of total expenditure. The representatives of the employers opposed the restoration of any portion of the "cut". Very few witnesses were called by either side. The Court in a majority judgment (by their Honours Justices Dethridge, C.J., and Drake-Brockman, J.) delivered on 5th May, 1933, refused to restore any portion of the 10 per cent. "cut", as it was not considered the applicants had proved that industry generally had recovered to that extent. It was

possible, however, that individual industries could stand the restoration, and the Court was prepared to hear claims in such instances as had already been done in the past. The Court stated, however, that it felt that the workers had lost more in "real" wages than the 10 per cent. "cut" owing to the method of adjusting wages according to the cost of living variations disclosed by the "all houses" series of index numbers (food and rent of all houses) especially since 1930 when the fall in prices first showed itself. It had decided, therefore, to adopt a new method of adjustment which would result in a repayment from 1st May, 1933, of various small sums which the workers had lost in this way. The method adopted was as follows:—The "Harvester" (all houses) index number for each town or combination of towns for the 4th Quarter of 1929 was taken as the base; to this was equated the corresponding "all items" (food, rent of four and five rooms, clothing and miscellaneous expenditure) index number for the whole year 1929, and the first-mentioned "all houses" index varied according to the ratio of change shown between such "all items" index and the corresponding "all items" index for the 4th Quarter, 1932, and similarly for all succeeding quarters. The index number so derived is a "Harvester" index, and has been designated the "Harvester-All Items" Index ("D" series). Its value for wage fixation and variation is ascertainable in the ordinary way, that is from the "Table of Daily and Weekly Wages on Commonwealth Statistician's Index Numbers" where that table can be applied, or from the "Points" tables of the awards affected. The award was made applicable only to workers who had suffered the full 10 per cent. cut.

The Court deplored the anomalies created by the varying basic wages throughout the States, and the fact that State tribunals had not followed the lead taken by the Commonwealth Court to reduce wages in conformity with the lowered capacity of industry to pay.

In a later declaration (Commonwealth Railways), the Court stated that when industrial affairs emerged from their present precarious condition into apparent stability so that a basic real wage may be reassessed with some assurance that as so reassessed it can be maintained, a simple system of adjusting that wage to changes in the cost of living would have to be adopted by the Court.

In a minority judgment, Mr. Justice Beeby stated that adjustments based upon any index numbers were unsatisfactory, and recommended (a) that rates (which closely approximated those of the majority judgment) should be granted to operate for a period of six months, or until further order; (b) that during such period the method of future fixation should be investigated; (c) that in view of the wide disparities in the basic wages of the various States, the Court, by means of conference with State tribunals, should endeavour to arrive at some common formula for basic wage fixation; and (d) that the wages now paid in the pastoral industry should not be disturbed without further investigation.

(ii.) *New South Wales*.—During the year 1932 the number of Conciliation Committees established under the Industrial Act of 1926 was 218, the number which expired, were dissolved or were no longer operative was 139, and at the end of the year 263 Committees were in force. In addition, 319 Industrial Boards, constituted under the Act of 1912, were in force, but no awards were issued by these Boards, the work previously performed by them being undertaken mainly by the Conciliation Committees. Principal awards published by the Industrial Commission numbered 5, and by Conciliation Committees 24. The number of subsidiary awards and variations issued

during the year was 695, of which 26 were made by the Industrial Commission, and 316 by Conciliation Committees (which included 165 subsidiary awards relating to apprentices) and 353 by the Industrial Registrar. The number of principal awards in force at the end of the year was 490, and at the same date 140 industrial agreements were in force.

The "living" wage for the State was not revised during the years 1930 and 1931, the declaration made on 20th December, 1929, by the Industrial Commission continuing in force. The rates declared on that date were—£4 2s. 6d. per week for adult male workers, and £2 4s. 6d. per week for adult female workers. The family unit taken for the adult male rate was "a man, wife and one child". These rates remained in force until 26th August, 1932, when the Industrial Commission declared the "living" wage for adult male employees at £3 10s. per week, and for adult female employees at £1 18s. per week.

A further declaration on 13th April, 1933, reduced these rates to £3 8s. 6d. and £1 17s. for adult males and females respectively, operating from 1st May, 1933.

Legislation of industrial import passed in 1932 and 1933 comprised the following:—

Family Endowment (Amendment) Acts 1932, Nos. 9 and 10, assented to on the 27th June, 1932, provide for contributions by employers from 1st January, 1932, at the rate of 5d. in the £1 in lieu of the former percentage contributions on all wages paid to employees above a total amount of £3 per week, with the proviso that if board and lodging are provided for an employee, £1 shall be deemed to have been paid in wages; impose the obligation on employers to purchase the prescribed contribution stamps, but provide for the refund of such contributions where the payments of wages had been less than £156, or where such employer was not required to obtain such stamps.

Industrial Arbitration (Eight Hours) Amendment Act 1932, No. 17, assented to 30th June, 1932, extends the operation of Section 8 of the *Industrial Arbitration (Eight Hours) Further Amendment Act 1930 and Amendment 1930*.

Industrial Arbitration (Amendment) Act 1932, No. 39, operative from 6th December, 1932, authorizes the Industrial Commission of New South Wales to determine the standard hours to be worked in certain industries; provides for the appointment of a Conciliation Commissioner and for the abolition of the offices of Deputy Commissioner and of the Chairmen of Conciliation Committees, and the exercise by the Conciliation Commissioner of certain of their duties, powers and functions; and provides for the appointment of Apprenticeship Councils, etc. Provision is made for the declaration of the living wage to be made within 28 days of the end of the months of March and September, and that any award or industrial agreement covering rates of pay shall be deemed to be varied in accord with such declaration as from the date of declaration, and with such adjustment as from the commencement of the first pay period in the month immediately following the month in which the adjustment is published in the *Gazette*—the Commission having the power to grant exemptions from the effect to any extent it may direct. The Registrar is empowered, on application by parties, to make such variation of awards and agreements as will clearly express the effect of such declaration or adjustment.

Mr. W. C. Wurth, LL.B., was appointed Industrial Registrar and Assistant Under-Secretary, Department of Labour and Industry, on the 24th August, 1932.

(iii.) *Victoria.* Wages Boards made 103 determinations during the year, the number including determinations which were reviewed more than once during the twelve months. Although the legislation in this State does not provide for automatic adjustment of wages according to the rise or fall in the retail price index-numbers, it is the practice for certain of the Wages Boards regulating wages and working conditions in industries for which Commonwealth Court awards are also in force in the State to meet and revise the rates of wage, bringing them into close conformity with those being paid by employers working under the Commonwealth awards. Among the Boards adopting this practice are those covering employees in the industries of engineering (skilled and unskilled); iron-moulding; gas-working, and engine-driving (factory). Determinations covering these trades were revised and gazetted, in some cases three, and in other cases, four times during the year. At 31st December, 1932, 176 determinations were considered to be legally in force.

The weekly hours fixed by Wages Boards in this State vary considerably, according to the nature of the sections of industry concerned. In Determinations, such as those of the Cement Workers' and Stonecutters', different hours are prescribed for different occupations within the industries. Other Boards, such as the Photographers' and the Carters' provide for seasonal variation of hours, while in cases such as the Clerks' (commercial) and the Storemen and Packers' different hours for different sections of the industries are prescribed. A general statement of hours as determined by Wages Boards would be misleading, but it may be assumed that the weekly hours throughout Determinations, therefore, range from a maximum of 48 to a minimum of 44.

Legislation of industrial import passed since the preceding issue of this Report, comprised the following, viz. :—

Milk Board Act 1932, No. 4104, assented to 29th December, 1932, made provision for the appointment of a Milk Board and for the powers and duties thereof. The Board is obliged, inter alia, to submit before 1st June, 1933, a report containing such recommendations as the Board thinks wise or expedient with respect to (a) the regulation and control of the supply of milk to the metropolis; and (b) the better and more economic collection, transportation and distribution of milk, including the prices paid to producers and the prices paid by consumers.

(iv.) *Queensland.*—Twenty-one industrial awards were made during the year, seven of which were awards of the Industrial Court, and fourteen of the Conciliation Commissioner. The number of industrial agreements filed was four. Variations of awards numbered 168. At the end of the year, 267 awards and 131 industrial agreements were in force.

The last revision of the basic wage was made by the Industrial Court in February, 1933, when it was decided to make no alteration in the rates fixed as from 1st July, 1931, viz. :—74s. per week for adult male employees, and 39s. per week for adult female employees. The Court was unanimous in making no change at present after fully traversing the three main factors by which the Court has been guided since the basic wage was first fixed in 1921, i.e., Interstate Competition; Productivity; Unemployment. As regards the first, if the New South Wales basic wage inclusive of child endowment be taken as £3 11s. 6d., the reduction to that amount would be only

2s. 6d. per week, whereas the Court has never made a reduction of under 3s. per week. As regards the second (Productivity), the percentage drop between 1928-29 and 1930-31 is less than that of wages, and as figures for 1931-32 are not available, there is no evidence that the drop in values has since overtaken or exceeds the drop in wages. As regards Unemployment, it would appear that Queensland's position is by far the best in Australia, and notwithstanding sweeping reductions in wages in other States, the Court would hesitate to say that a reduction of the basic wage would increase employment. As regards the cost of living check, the Court expressed doubt as to whether the reductions shown by the index numbers of the Commonwealth Bureau were entirely conclusive, in view of the change of regimen made in 1932.

Legislation passed included the following :—

The *Bureau of Industry Act* 1932, proclaimed to operate from 22nd February, 1933, repealed the *Bureau of Economics and Statistics Act* 1930, and abolished the office of Director of Bureau of Economics and Statistics and transferred the officers to the new Bureau of Industry. The Bureau is invested with wide powers of inquiry into every factor governing the economic conditions of Queensland, and any recommendation of the Bureau approved by the Governor in Council shall be final and binding on the Department concerned. Three special Committees, each comprising five members of the Bureau, are appointed, viz., The Rural Development Committee; The Roads, Mining and General Works Committee; The Administrative, Finance and Industrial Committee—the main function of the lastnamed being to inquire into the causes of and means of reducing unemployment. The Bureau will issue an annual report.

The *Industrial Conciliation and Arbitration Act* of 1932, proclaimed to operate from 1st February, 1933, repealed the Acts of 1929 and 1931 similarly intitled. The Honorable W. F. Webb, Judge of the Supreme Court, and Messrs. W. J. Riordan and T. A. Ferry were appointed respectively President and Members of the Industrial Court established under the Act, for terms of seven years as from 1st February, 1933.

After an extensive hearing, the Industrial Court dismissed an application by the unions for a reduction of the working week to 30 hours. The President stated that the unions had adduced strong arguments for a drastic world-wide reduction of working hours to cope with the general unemployment evil, but they failed to show that Queensland could take independent steps in that direction without disaster to all its principal industries, that is to say, if the reduction in hours was to be without a reduction of pay, as the unions proposed. The Court drew attention to a recent Act of Parliament introducing from 1st July, 1933, a 44-hour week without reduction in pay where that can be operated without creating substantial unemployment or prejudicially affecting the community in general, and stated the Court must allow it to operate for a few months at least before exercising its undoubted authority to revoke it if circumstances should so demand.

(v.) *South Australia*.—The Industrial Court made eight awards, and ten determinations were made by Industrial Boards during the year. Eight industrial agreements were also filed. The number of awards and determinations varied by the Court or Industrial Boards was 27. Eleven Industrial Boards were re-constituted during the year. The Furniture Board, which was constituted on the 2nd December, issued a determination on the 17th December, 1931. The Special Board constituted under the

Industrial Acts by the Industrial Court by Order dated the 7th October, 1931, to determine the question which had arisen as to the right of employees in the calling of bricklayers to do certain work in an industry, viz., tiling, made a determination as follows:—The Special Board determines that employees in the calling of bricklayers shall not have the right to do tiling to the exclusion of employees in other callings.

At the end of the year, 72 awards and determinations, and 33 industrial agreements were in force.

A review of the "living" wage was made by the Board of Industry in 1933 at the instance of the employers, but in its report dated 12th April, the Board recommended that no change be made in existing rates for the metropolitan area, fixed on 17th August, 1931, viz., for adult males 10s. 6d. per day or 63s. per week, and for females 31s. 6d. per week. A minority report was submitted by the representatives of the Employers on the Board objecting to the finding, chiefly on the grounds that decreased cost of living had been disregarded; that the economic outlook had not definitely improved; and that the effect of the finding would be to raise the standard of living to what the Board thought appropriate in 1930 and 1931, and superior to that prescribed by the Board in the prosperous year of 1925.

A review of the evidence and the reasons for the declarations, together with the minority report, are published in Bulletin No. 10, issued by the Department of Industry, South Australia. The rates of wage mentioned were in force at 30th June, 1933.

The only legislation of industrial import passed in 1932 was a consolidation of the "Workmen's Compensation Acts," assented to on the 30th November, 1932.

(vi.) *Western Australia*.—During the year, the Industrial Court made six awards, and an award covering the coal-mining industry was made by an Industrial Board. Four industrial agreements were filed under the provisions of the State Act during 1932. Thirty-six awards and seven industrial agreements were varied. At the end of the year there were 79 awards and 173 agreements in force.

The Court of Arbitration makes its declarations relating to the basic wage in accordance with the provisions of the Industrial Arbitration Amendment Act, No. 40 of 1930. Under this Act, the State Government Statistician is directed to supply, as soon as practicable at the end of each quarter, the price index-number and other information showing the variation in the cost of living which has occurred during the then last preceding quarter. If that statement shows a change of 1s. or more per week, then the Court shall consider the same. There is a direction also to the effect that the Court may adjust and amend the basic wage previously existing in accordance with the figures so supplied. The basic rates of wage in force at the end of the year 1931 were:—Metropolitan area—adult male employees, £3 13s. 6d. per week; adult female employees, £1 19s. 8d. per week. These rates were reduced on 29th February, 1932, to £3 12s. per week and £1 18s. 11d. per week respectively, and on the 2nd November, 1932, the rates were further reduced to £3 10s. 6d. per week and £1 18s. 1d. per week. A declaration of the Court dated 28th February, 1933, reduced the rate for adult male employees in the metropolitan area to £3 9s. per week, and for adult female employees in the same area to £1 17s. 3d. per week. These were further reduced to £3 8s. and £1 16s. 9d. on 30th June, 1933, and increased to £3 9s. 3d. and £1 17s. 5d. on the 3rd August,

1933; the latter being the first increase in the basic wage in the State since the 1st July, 1929. Further particulars relating to the basic wage declarations by the Court of Arbitration will be found in Section 3—The Basic Wage and Child Endowment in Australia.

The Financial Emergency Act, No. 20 of 1931, provides, under Division 2, Part V., Variation of Contracts of Service—that any employer who is subject to the provisions of the Industrial Act 1912-1925, and amendments thereof, or who is bound by any award or industrial agreement made under the provisions of the Act, and who is employing workers at a salary, wage, etc., which is fixed either directly or indirectly by any such award or industrial agreement may, within twelve months after the commencement of this Act, by notice in the prescribed form, apply to the Arbitration Court for a variation of the award or industrial agreement by which he is bound as regards the terms and conditions relating to rates of salary, wages, etc., prescribed or fixed thereunder.

If, on hearing the application, the Court is satisfied that the national emergency with which the State is faced justifies it in making an order for a reduction of rates of salary or wages prescribed in the award or industrial agreement in relation to which the application is made so as to bring them into accord with the reductions made under Part II. of the Act, the Court may, notwithstanding the provisions of the Industrial Arbitration Act, or of any award or industrial agreement made thereunder or of any declared basic wage to the contrary, make an Order that the award or industrial agreement in respect whereof the application is made shall forthwith be varied so that the rates of salary or wages therein prescribed shall be reduced in accordance with the provisions of Part II. of the Act, and the rates prescribed in the Schedule thereto. The rates of reduction prescribed were—On annual salary not exceeding £250, a reduction of 18 per centum; on annual salary exceeding £250 but not exceeding £1,000, 20 per centum; and on annual salary exceeding £1,000, a reduction of 22 10s. per centum.

Employers availed themselves of the provisions of the Act, and numerous applications were made to the Court of Arbitration for orders to vary awards or industrial agreements so that the rates of salary or wages therein prescribed might be reduced in accordance with the provisions of Part II. of the Act and the rates prescribed in the Schedule. The Court granted many orders during October, November, and December to individual employers. Considerable doubt existed as to the effect of these Orders. The Supreme Court (Full Court) giving judgment in the matter of a Writ of Prohibition directed to the Arbitration Court, ruled that an Order made by the Court of Arbitration under the provisions of the Financial Emergency Act had the effect of a Common Rule in the industry to which the award or industrial agreement applied. In some instances the Supreme Court has on appeal revoked the Orders of the Court.

The rates of pay of employees working under 23 awards and 21 industrial agreements were varied by the Orders. The judgment of the Supreme Court and the discussions in the Court of Arbitration regarding the effect of the Orders appear in the Western Australian Industrial Gazette, Vol. XI., No. 4.

(vii.) *Tasmania*.—During the year, Wages Boards made 11 determinations, and three industrial agreements under the State Act were filed. The determinations made covered employees engaged in the following industries and callings:—Threshers; employees in shipping; printers; carriers;

employees at electrolytic zinc works; roadmakers; employees under the Entertainment Board; aerated water employees; employees under the Marine Board; and textile workers. The industrial agreements filed covered employees in coal mining; sweep promoting; and in certain stores.

The State Industrial Act in force in Tasmania provides for the inclusion of a clause in the determination for the automatic adjustment of rates of wage according to the increase or decrease in the retail price index-number. The inclusion or otherwise of this provision is decided by the Wages Boards. A number of determinations issued during the year 1932 embody the clause for automatic adjustment. Among the Wages Boards which have adopted this system of wage adjustment may be mentioned the following:—Bakers; Builders and Painters; Carriers; Mechanical Engineering and Founders; Electrolytic Zinc; Fuel Merchants; Jam Makers; Motor Garage; Printers; Produce Stores; Rubber Trade; Tanners; Textile Workers; and Wholesale Grocers.

At the end of the year, 51 determinations and 7 industrial agreements filed under the State Act were in force.

(viii.) *Commonwealth Public Service Arbitrator*.—During 1932, the Arbitrator made one determination, declared three Common Rules, and varied 29 determinations. The determination made covered rates of wages and conditions of labour of foremen, Mmunition Establishments, Victoria, and was made by consent of the parties. Of the Common Rules, two had reference to sick leave, and the third to compensation for overtime, Sunday duty, &c.

(ix.) *Federal Capital Territory*.—On the 12th January, 1927, the Industrial Board appointed under the *Industrial Board Ordinance 1922-1928*, fixed the rates of pay and conditions of employment for workmen in the Territory as from 10th December, 1926, such rates to be binding on the Government and/or any contractor employed by it or performing work on its behalf. The wage for an unskilled labourer was fixed at 100s. per week. The Ordinance determined the rates of wage for a wide range of occupations, including construction and maintenance labourers; quarrymen; store employees; motor transport employees; watchmen and cleaners; fire brigade employees; survey hands; engineers; electricians; engine drivers and firemen; building trade employees; and timbermill and brickworks' employees. The rates of wage specified in the Ordinance were reduced in 1931 by 16½ per cent. in connexion with the general scheme of salary and wage reductions in the Commonwealth Public Service.

As a result of an application for reduction in wages by the Commonwealth Public Service Board, a variation of the Industrial Board's award was gazetted on the 20th October, 1932, whereby the wage for an unskilled labourer was reduced from 100s. to 85s. per week. Proportionate reductions were made also in the wages of the more highly paid classes of employees.

On the 9th February, 1933, following on application by the Federated Liquor and Allied Trades Union of Employees (New South Wales Branch), an award was gazetted for employees at hotels, etc. The reductions imposed pursuant to the provisions of the *Financial Emergency Act 1931-33* operated on all awards made by the Board. Minor variations of the Industrial Board's award were also made during the year.

An amendment of the Industrial Board Ordinance was gazetted on the 24th February, 1932, and the Board is now composed of a Chairman, a member representative of the Commonwealth Public Service Board, and a member representative of the workmen, the workmen's representative being chosen from time to time according to the matter in respect of which the Board is exercising its powers.

The Minister of any Department of State, the Public Service Board, and any organization is entitled to submit to the Board any matter in which he or it is interested, relating to wages, rates of pay or terms or other conditions of employment of workmen in the Territory; and to be represented before the Board on the hearing of such matter. The Board hears and determines all matters relating to salary, wages, rates of pay or terms or conditions of service or of employment of workmen in the Territory.

An amendment to the *Industrial Board Ordinance 1922-1932* gazetted on the 22nd June, 1933, modified Section 5 of the *Principal Ordinance* to provide that any organization registered pursuant to the *Commonwealth Conciliation and Arbitration Act 1904-1930* is entitled to submit any matter in which it is interested to the Board.

§ 2. 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 were 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 were not carried on in the capital cities, e.g., Mining, Shipping, Agriculture, 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 for the industrial groups represented the arithmetical average† of the rates of wage payable for all classified occupations within

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

† The sum of the weekly rates of wage divided by the number of occupations included.

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the industrial groups. 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 large amount of information as to the number of persons engaged in different industries and occupations was available from the Census 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 according to industrial groups 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 weights used for each industrial group in the computations of the average wage for male and female occupations have been published in the previous issues of the Labour Report.

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, a more satisfactory 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 IV. and V.) to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to 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 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, 1914-33.**—The arithmetical average of the rates of wage taken into account 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 30th June, 1914, and at the end of the periods specified to the 30th June, 1933, 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.

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	55 3
31st December, 1914	56 2	54 7	53 5	54 5	62 10	52 8	55 7
31st December, 1927	101 10	100 3	100 1	96 7	98 10	93 10	100 2
31st December, 1928	102 7	99 8	101 2	96 2	99 6	93 3	100 5
30th September, 1929	103 6	101 1	101 4	97 5	100 8	94 7	101 5
31st December, 1929	102 11	101 1	101 2	97 2	100 7	94 8	101 2
31st December, 1930	99 1	96 11	92 5	92 8	99 7	92 1	96 9
31st December, 1931	93 5	82 2	89 0	75 0	84 1	79 9	86 10
31st March, 1932	92 9	81 2	88 11	74 1	83 4	79 0	86 1
30th June, 1932	92 6	80 7	88 8	73 8	82 7	78 9	85 8
30th September, 1932	85 4	78 8	88 8	73 6	82 7	78 7	82 5
31st December, 1932	84 11	77 10	88 5	72 7	81 9	78 1	81 10
31st March, 1933	84 9	76 5	88 1	71 11	81 1	77 8	81 3
30th June, 1933	84 11	77 5	88 2	73 2	81 1	78 0	81 9

INDEX-NUMBERS.

30th June, 1914	1,091	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914	1,096	1,065	1,042	1,062	1,226	1,028	1,085
31st December, 1927	1,988	1,957	1,953	1,885	1,928	1,812	1,955
31st December, 1928	2,001	1,944	1,974	1,877	1,941	1,820	1,959
30th September, 1929	2,020	1,973	1,977	1,901	1,964	1,846	1,979
31st December, 1929	2,007	1,972	1,975	1,896	1,963	1,848	1,974
31st December, 1930	1,933	1,891	1,803	1,807	1,943	1,797	1,887
31st December, 1931	1,823	1,603	1,737	1,463	1,641	1,556	1,694
31st March, 1932	1,809	1,583	1,734	1,446	1,627	1,541	1,680
30th June, 1932	1,804	1,573	1,731	1,438	1,612	1,536	1,672
30th September, 1932	1,664	1,535	1,731	1,434	1,611	1,532	1,668
31st December, 1932	1,657	1,518	1,726	1,416	1,595	1,523	1,597
31st March, 1933	1,653	1,492	1,718	1,404	1,582	1,516	1,585
30th June, 1933	1,657	1,511	1,721	1,428	1,583	1,523	1,595

(a) Weighted Average. (b) Highest weighted average weekly rate recorded for Australia.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-33.**—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 1927 to 1933:—

Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group.

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.														All Industrial Groups.(c)
	I. Wood, Furniture, etc.	II. Engineering, etc.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc.(a)	XII. Agricultural, etc.(b)	XIII. Domestic, etc.(b)	XIV. Miscellaneous.	
RATES OF WAGE.															
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
30th June, 1914 ..	59 2	57 2	55 2	52 10	63 9	55 8	65 4	64 11	59 8	51 1	48 7	49 5	47 0	53 10	55 3
31st December, 1914 ..	59 6	57 9	55 8	51 0	63 10	56 0	65 5	65 2	59 8	52 8	49 10	49 5	47 11	54 0	55 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 3	93 3	96 0	100 2
31st December, 1928 ..	103 11	102 1	99 9	99 4	117 10	100 8	112 4	109 10	102 2	96 3	103 3	95 9	93 3	96 1	100 5
30th September, 1929 ..	104 8	103 11	101 1	100 0	119 3	102 7	113 5	110 6	105 2	97 8	106 7	95 10	93 5	97 0	102 5
31st December, 1929 ..	104 10	103 6	100 10	99 6	119 1	102 2	113 0	110 7	105 2	96 9	107 0	95 6	92 6	96 8	101 2
31st December, 1930 ..	100 3	99 1	97 1	99 5	116 5	97 10	109 8	107 10	100 2	92 10	99 6	87 5	91 3	93 7	96 9
31st December, 1931 ..	85 7	86 3	88 6	83 11	102 0	85 4	98 9	102 5	86 7	83 11	81 10	80 3	85 3	83 11	86 10
31st March, 1932 ..	84 11	85 11	88 0	81 6	99 10	84 5	98 2	102 6	86 7	84 3	80 7	78 9	85 0	83 5	86 1
30th June, 1932 ..	84 7	85 11	87 11	81 5	99 10	84 1	97 11	102 1	86 9	83 11	81 6	77 2	85 0	83 4	85 8
30th September, 1932 ..	83 10	82 7	84 7	77 5	98 4	81 2	94 4	98 2	81 5	78 7	81 0	75 6	77 4	79 4	82 5
31st December, 1932 ..	83 4	81 6	84 2	77 3	98 3	80 7	93 11	98 2	80 11	78 3	79 6	74 9	76 5	78 11	81 10
31st March, 1933 ..	82 8	80 10	83 9	76 9	97 2	79 6	93 2	97 6	80 4	77 6	78 2	74 10	76 0	77 11	81 3
30th June, 1933 ..	83 8	82 0	84 2	76 9	98 5	80 0	93 3	97 4	81 1	78 8	80 5	74 9	76 3	78 8	81 9
INDEX-NUMBERS.															
30th June, 1914 ..	1,154	1,116	1,077	1,031	1,243	1,086	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1914 ..	1,161	1,127	1,085	1,034	1,246	1,093	1,276	1,272	1,165	1,026	972	965	935	1,054	1,083
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
31st December, 1928 ..	2,028	1,993	1,947	1,939	2,299	1,964	2,191	2,143	1,994	1,878	2,014	1,869	1,820	1,874	1,959
30th September, 1929 ..	2,042	2,028	1,973	1,950	2,327	2,001	2,214	2,157	2,052	1,905	2,079	1,870	1,823	1,893	1,979
31st December, 1929 ..	2,046	2,019	1,967	1,942	2,323	1,994	2,205	2,157	2,052	1,888	2,087	1,863	1,804	1,886	1,974
31st December, 1930 ..	1,956	1,933	1,894	1,940	2,271	1,909	2,139	2,104	1,955	1,812	1,941	1,706	1,730	1,826	1,887
31st December, 1931 ..	1,669	1,683	1,727	1,638	1,991	1,664	1,999	1,960	1,826	1,596	1,566	1,566	1,663	1,637	1,694
31st March, 1932 ..	1,657	1,677	1,717	1,591	1,949	1,647	1,916	2,000	1,689	1,644	1,572	1,536	1,659	1,627	1,680
30th June, 1932 ..	1,650	1,677	1,716	1,589	1,949	1,641	1,922	1,963	1,693	1,638	1,590	1,506	1,659	1,627	1,672
30th September, 1932 ..	1,636	1,612	1,650	1,510	1,918	1,584	1,841	1,916	1,589	1,532	1,580	1,474	1,510	1,548	1,608
31st December, 1932 ..	1,627	1,589	1,642	1,507	1,918	1,572	1,833	1,916	1,579	1,527	1,552	1,458	1,492	1,540	1,597
31st March, 1933 ..	1,612	1,577	1,634	1,498	1,895	1,551	1,818	1,903	1,511	1,525	1,460	1,483	1,520	1,585	1,658
30th June, 1933 ..	1,632	1,600	1,642	1,498	1,920	1,560	1,820	1,899	1,582	1,535	1,569	1,458	1,488	1,534	1,595

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

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

(c) Weighted average.

4. **Adult Female Weekly Wages.—States, 1914–33.**—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 price 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 30th June, 1933. 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.

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

Particulars.	N S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus-tralia (a)
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 2
31st December, 1927	53 0	52 7	53 5	48 11	58 8	52 7	52 10
31st December, 1928	53 7	53 9	54 10	50 11	58 10	53 4	53 10
30th September, 1929	54 1	54 1	54 10	51 3	58 10	53 7	54 2
31st December, 1929	53 11	54 1	54 10	51 4	58 10	53 9	54 1
31st December, 1930	53 8	53 6	52 11	51 2	60 1	51 8	53 7
31st December, 1931	49 8	45 10	47 11	43 1	51 7	45 8	47 5
31st March, 1932	49 0	45 0	47 1	41 11	51 4	44 10	46 8
30th June, 1932	49 0	44 7	47 1	41 10	50 0	44 4	46 5
30th September, 1932	44 10	43 7	46 9	40 11	50 0	43 5	44 5
31st December, 1932	44 8	43 0	46 9	40 11	49 7	43 4	44 2
31st March, 1933	44 5	42 9	46 6	40 8	48 4	43 2	43 10
30th June, 1933	44 6	42 11	46 7	40 8	48 2	43 2	43 11

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
31st December, 1927	1,950	1,934	1,966	1,838	2,160	1,935	1,945
31st December, 1928	1,973	1,979	2,017	1,875	2,164	1,964	1,980
30th September, 1929	1,992	1,989	2,020	1,887	2,165	1,973	1,992
31st December, 1929	1,983	1,990	2,020	1,888	2,165	1,978	1,990
31st December, 1930	1,974	1,968	1,947	1,884	2,211	1,976	1,971
31st December, 1931	1,828	1,688	1,765	1,584	1,900	1,681	1,746
31st March, 1932	1,803	1,656	1,733	1,543	1,888	1,650	1,716
30th June, 1932	1,803	1,640	1,733	1,540	1,839	1,632	1,707
30th September, 1932	1,649	1,603	1,720	1,505	1,839	1,597	1,635
31st December, 1932	1,644	1,583	1,720	1,505	1,826	1,595	1,624
31st March, 1933	1,634	1,574	1,713	1,496	1,779	1,588	1,614
30th June, 1933	1,637	1,579	1,713	1,497	1,772	1,590	1,616

(a) Weighted average.

(b) Highest weighted average weekly rate recorded for Australia.

5. **Adult Female Weekly Wages—Industrial Groups, 1914-33.**—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 1927 to 1933, 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.

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.(a)	XIV. Miscel- laneous.	All Groups.(b)
RATES OF WAGE.						
	<i>£. d.</i>	<i>£. d.</i>	<i>£. d.</i>	<i>£. d.</i>	<i>£. d.</i>	<i>£. d.</i>
30th June, 1914	22 6	24 9	26 11	31 1	30 2	27 2
31st December, 1914	23 5	24 11	27 0	30 2	31 4	27 5
31st December, 1927	48 9	52 7	53 2	54 5	52 8	52 10
31st December, 1928	49 3	54 2	55 1	55 1	54 10	53 10
30th September, 1929	49 5	54 6	53 11	55 1	53 4	54 2
31st December, 1929	49 4	54 4	53 11	54 9	53 10	54 1
31st December, 1930	48 4	54 2	52 7	54 2	52 10	53 7
31st December, 1931	44 4	45 5	46 11	50 9	49 10	47 5
31st March, 1932	43 11	44 0	45 11	50 8	49 10	46 8
30th June, 1932	43 3	43 11	45 10	50 4	49 3	46 5
30th September, 1932	41 2	42 5	44 3	47 4	47 0	44 5
31st December, 1932	41 0	42 4	44 2	46 2	47 0	44 2
31st March, 1933	40 11	43 0	43 8	45 11	47 0	43 10
30th June, 1933	41 2	41 11	44 2	46 0	47 0	43 11
INDEX-NUMBERS.						
30th June, 1914	828	911	991	1,144	1,110	1,000
31st December, 1914	862	917	994	1,110	1,153	1,008
31st December, 1927	1,793	1,936	1,958	2,001	1,937	1,945
31st December, 1928	1,813	1,993	1,954	2,079	1,946	1,980
30th September, 1929	1,819	2,006	1,984	2,029	1,963	1,992
31st December, 1929	1,815	1,999	1,984	2,015	1,982	1,990
31st December, 1930	1,777	1,994	1,934	1,994	1,945	1,971
31st December, 1931	1,630	1,672	1,728	1,869	1,834	1,746
31st March, 1932	1,617	1,620	1,691	1,865	1,834	1,716
30th June, 1932	1,591	1,617	1,686	1,853	1,817	1,707
30th September, 1932	1,515	1,562	1,629	1,742	1,730	1,635
31st December, 1932	1,508	1,559	1,625	1,700	1,730	1,624
31st March, 1933	1,507	1,544	1,608	1,689	1,730	1,614
30th June, 1933	1,515	1,544	1,625	1,695	1,730	1,616

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

(b) Weighted average.

6. **Hours of Labour and Hourly Rates of Wage, 31st December, 1932.**—(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 IV. and V.) 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 definite particulars for the computation of average working time and hourly rates of wage are not available.

For purposes of comparison the general effect of reducing the weighted average rates of wage to a common basis (i.e., per hour) is to eliminate differences between the several States 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, 1932 :—

Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable and Weekly Hours of Labour, 31st December, 1932.

Industrial Groups.	Particulars (a)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
I. Wood, Furniture, etc.	Weekly Wage	88/5	78/5	92/11	71/8	77/8	79/9	83/4
	Working Hours	45.74	47.97	44.03	48.00	46.58	47.90	46.46
	Hourly Wage	1/11½	1/7½	2/1½	1/6	1/8	1/8	1/9½
II. Engineering, Metal Works, etc.	Weekly Wage	85/5	77/2	89/7	72/1	84/10	80/11	81/6
	Working Hours	44.03	46.68	44.00	46.63	44.45	45.64	45.25
	Hourly Wage	1/11¼	1/7½	2/0½	1/6½	1/11	1/9½	1/9½
III. Food, Drink, etc.	Weekly Wage	86/5	79/5	88/0	82/2	84/2	82/7	84/2
	Working Hours	44.35	46.96	45.00	46.36	45.80	47.94	45.57
	Hourly Wage	1/11¼	1/8½	1/11½	1/9½	1/10	1/8½	1/10½
IV. Clothing, Boots, etc.	Weekly Wage	76/7	77/1	78/2	78/2	85/4	74/0	77/3
	Working Hours	44.00	45.17	44.00	44.00	44.00	46.29	44.54
	Hourly Wage	1/9	1/8½	1/9½	1/9½	1/11¼	1/7½	1/8½
V. Books, Printing, etc.	Weekly Wage	101/8	96/2	101/4	85/1	106/3	87/11	98/3
	Working Hours	43.38	43.63	44.00	43.68	42.79	43.35	43.53
	Hourly Wage	2/4	2/2½	2/3½	1/11½	2/5½	2/0½	2/3
VI. Other Manufacturing	Weekly Wage	84/3	76/2	84/8	76/8	83/2	81/8	80/7
	Working Hours	45.29	47.21	45.16	47.25	46.03	46.94	46.21
	Hourly Wage	1/10½	1/7½	1/10½	1/7½	1/9½	1/9	1/9
VII. Building	Weekly Wage	100/7	87/7	103/4	82/4	89/6	84/3	93/11
	Working Hours	43.66	44.33	44.00	44.44	44.13	44.59	44.04
	Hourly Wage	2/3½	1/11½	2/4½	1/10½	2/0½	1/10½	2/1½
VIII. Mining(b)	Weekly Wage	103/1	84/10	112/5	(c)	95/1	92/3	98/2
	Working Hours	42.95	45.33	43.47	..	43.65	44.83	43.72
	Hourly Wage	2/4½	1/10½	2/7	..	2/2½	2/0½	2/3
IX. Rail and Tram Services	Weekly Wage	83/9	77/1	86/3	73/5	81/11	74/6	80/11
	Working Hours	44.00	47.59	47.37	48.00	43.79	48.00	45.94
	Hourly Wage	1/10½	1/7½	1/9½	1/6½	1/10½	1/6½	1/9½
X. Other Land Transport	Weekly Wage	84/4	76/8	86/3	68/1	80/2	68/7	78/3
	Working Hours	44.00	47.23	48.00	48.00	46.50	48.00	46.22
	Hourly Wage	1/11	1/3½	1/9½	1/5	1/8½	1/5½	1/8½

Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable and Weekly Hours of Labour, 31st December, 1932—continued.

Industrial Groups.	Particulars (a)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aus- tralia.
XI. Shipping, etc.	Weekly Wage(c)	80/2	79/1	78/6	80/3	78/2	79/7	79/6
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage(d)	75/11	71/8	81/6	66/6	72/3	74/2	74/9
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage(d)	79/7	73/1	78/7	70/10	78/0	65/9	76/5
	Working Hours	44.00	48.00	47.80	48.00	48.00	48.00	46.39
	Hourly Wage	1/9½	1/6½	1/7½	1/5½	1/7½	1/4½	1/7½
XIV. Miscellaneous ..	Weekly Wage	81/4	77/5	85/6	69/11	75/8	72/10	78/11
	Working Hours	44.54	47.74	45.22	47.84	47.23	47.88	46.20
	Hourly Wage	1/10	1/7½	1/10½	1/5½	1/7½	1/6½	1/8½
All Groups	Weekly Wage	84/11	77/10	88/5	72/7	81/9	78/1	81/10
All Groups excepting XI. and XII.	Weekly Wage	87/6	79/1	91/6	73/10	83/10	79/8	83/10
	Working Hours	44.19	46.86	44.99	46.83	45.31	46.75	45.49
	Hourly Wage	1/11½	1/8½	2/0½	1/7	1/10	1/8½	1/10

(a) Particulars relate to the *average weighted* weekly wage, working hours, and hourly wage respectively. (b) Average rates of wage and hours prevailing at the principal mining centres in each State. (c) Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation, where provided. (d) Including the estimated value of board and lodging where supplied. (e) Mining industry dormant owing to low prices of industrial metals. Very few workpeople employed regularly in metalliferous mining.

(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, 1932 :—

Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1932.

Industrial Groups.	Particulars (a)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aus- tralia.
III. Food, Drink, etc.	Weekly Wage	41/6	41/8	40/5	34/3	38/1	36/6	41/0
	Working Hours	44.80	47.33	45.00	48.00	44.00	48.00	46.17
	Hourly Wage	0/11	0/10½	0/10½	0/8½	0/10½	0/9	0/10½
IV. Clothing, Boots, etc.	Weekly Wage	43/3	41/5	42/7	42/7	45/10	40/4	42/4
	Working Hours	44.00	44.86	44.00	44.00	44.00	45.33	44.41
	Hourly Wage	0/11½	0/11	0/11½	0/11½	1/0½	0/10½	0/11½
I., II., V., & VI. All other Manufacturing	Weekly Wage	42/5	45/8	44/4	42/0	..	45/0	44/2
	Working Hours	44.19	45.73	44.14	46.19	..	44.00	45.05
	Hourly Wage	0/11½	1/0	1/0	0/11	..	1/0½	0/11½
XIII. Domestic, Hotels, etc.	Weekly Wage(b)	45/0	45/7	48/3	38/3	53/9	50/6	46/2
	Working Hours	43.38	46.15	46.00	48.00	47.20	48.00	45.43
	Hourly Wage	1/0½	0/11½	1/0½	0/9½	1/1½	1/0½	1/0½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	48/5	44/9	54/6	40/0	..	..	47/0
	Working Hours	44.00	46.00	44.00	48.00	..	..	45.14
	Hourly Wage	1/1½	0/11½	1/2½	0/10	..	..	1/0½
All Groups	Weekly Wage	44/8	43/0	46/9	40/11	49/7	43/4	44/2
	Working Hours	43.93	45.44	44.56	46.03	45.57	46.07	44.88
	Hourly Wage	1/0½	0/11½	1/0½	0/10½	1/1	0/11½	0/11½

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

7. **Average Nominal Weekly Wage—States, 1891 to 1932.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1932. The wages given in this table relate to the 31st December in each year.

Average Nominal Weekly Rates of Wage payable to Adult Male Workers.

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

Particulars.	1891.		1901.		1907.		1911.		1914.		1920.		1926.		1927.		1928.		1929.		1930.		1931.		1932.			
	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	1 43	11 46	7 51	5 56	2 94	0 100	5 101	10 102	7 102	11 99	1 93	3 84	11 82	4 77	10 88	5 88	3 75	0 72	7 79	7 84	1 81	9 78	1 81	9 78	1 81	9 78	
Victoria ..	40	5 40	9 43	11 50	6 54	7 86	1 99	6 100	3 99	8 101	1 96	11 82	4 77	10 88	5 88	3 75	0 72	7 79	7 84	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	
Queensland ..	46	6 46	2 46	10 51	7 53	5 91	6 100	1 100	1 101	2 101	2 92	5 89	0 88	5 88	3 75	0 72	7 79	7 84	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78
B. Australia ..	41	7 42	0 43	11 51	11 54	5 82	8 95	8 96	7 96	2 97	0 92	8 75	0 72	7 79	7 84	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	
W. Australia ..	52	4 53	11 53	11 59	0 62	10 89	9 98	9 98	10 99	6 100	7 99	7 84	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78
Tasmania ..	38	6 36	10 37	1 41	0 52	8 85	9 94	10 93	10 93	3 94	8 92	1 79	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	
Australia(a)	43	5 43	5 43	9 51	3 55	7 89	10 99	4 100	2 100	5 101	2 96	9 86	10 81	10 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	

INDEX-NUMBERS.

N.S. Wales ..	861	858	910	1,003	1,096	1,835	1,959	1,988	2,001	2,007	1,933	1,823	1,657
Victoria ..	789	796	837	985	1,065	1,679	1,941	1,957	1,944	1,972	1,891	1,603	1,518
Queensland ..	908	901	914	997	1,042	1,785	1,952	1,953	1,974	1,975	1,803	1,737	1,726
B. Australia ..	811	819	858	1,013	1,062	1,613	1,867	1,885	1,877	1,896	1,807	1,403	1,416
W. Australia ..	1,022	1,052	1,053	1,132	1,226	1,751	1,927	1,928	1,941	1,963	1,943	1,641	1,595
Tasmania ..	751	719	725	799	1,028	1,674	1,851	1,832	1,820	1,848	1,797	1,556	1,523
Australia(a)	848	848	893	1,000	1,085	1,752	1,938	1,955	1,959	1,974	1,887	1,694	1,597

(a) Weighted average.

8. **Average Nominal Weekly Wage—Industrial Groups, 1891 to 1932.**—The following table shows for various years the average weekly wages payable in each industrial group. The wages relate to the 31st December in each year.

Average Nominal Weekly Rates of Wage payable to Adult Male Workers in each Industrial Group.

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 the table are comparable throughout.

Particulars.	1891.		1901.		1907.		1911.		1914.		1920.		1926.		1927.		1928.		1929.		1930.		1931.		1932.		
	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	5 52	3 53	9 57	8 59	6 95	3 104	5 104	6 103	11 104	10 100	3 85	7 83	4 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81
" II.	47	8 48	5 49	9 54	6 57	9 92	5 102	0 102	10 102	1 103	6 99	1 86	3 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81	6 81
" III.	38	2 44	7 46	3 50	9 55	8 89	3 98	9 99	8 99	9 100	10 97	1 88	6 84	2 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82	3 82
" IV.	36	8 36	3 43	10 50	3 53	0 86	5 96	6 98	3 99	4 99	6 99	5 88	11 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77	3 77
" V.	53	5 51	0 51	9 58	11 63	10 99	6 111	5 113	7 117	10 119	1 116	5 102	0 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98	3 98
" VI.	46	4 46	5 46	4 51	11 56	0 88	11 100	6 101	4 100	8 102	2 97	10 85	4 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80	7 80
" VII.	50	6 53	10 56	7 62	1 65	5 95	7 110	8 112	10 112	4 113	0 109	8 98	9 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93	11 93
" VIII.	58	1 54	8 57	3 61	2 65	2 103	10 109	6 109	9 109	10 110	7 107	10 102	5 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98	2 98
" IX.	50	10 52	4 52	7 57	0 59	8 93	1 102	6 103	9 102	2 105	2 100	2 86	7 80	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81	11 81
" X.	39	6 40	9 41	8 46	7 52	8 87	3 95	6 97	4 96	3 96	9 92	10 83	11 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78
" XI.	38	2 38	5 40	4 44	7 49	10 88	0 103	7 103	7 103	3 107	0 99	6 81	10 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79	6 79
" XII.	34	10 32	1 37	5 43	0 49	5 87	1 93	5 94	3 95	9 95	6 87	5 80	3 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74	9 74
" XIII.	32	10 30	8 31	2 45	5 47	11 80	6 90	10 93	3 93	3 92	6 91	3 85	3 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76	5 76
" XIV.	39	7 38	10 41	7 47	7 54	0 84	11 95	6 96	0 96	1 96	8 93	7 83	11 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78	3 78
ALL GROUPS (a)	43	5 43	5 43	9 51	3 55	7 89	10 99	4 100	2 100	5 101	2 96	9 86	10 81	10 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78	1 81	9 78

(a) Weighted average.

Average Nominal Weekly Rates of Wage payable to Adult Male Workers in each Industrial Group—continued.

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

INDEX-NUMBERS.

Industrial Group.	1891.	1901.	1907.	1911.	1914.	1920.	1926.	1927.	1928.	1929.	1930.	1931.	1932.
I. Wood, Furniture, etc.	1,023	1,019	1,049	1,125	1,161	1,855	2,037	2,039	2,028	2,046	1,956	1,669	1,627
II. Engineering, Metal Works, etc.	931	945	971	1,064	1,127	1,803	1,991	2,006	1,993	2,019	1,933	1,683	1,589
III. Food, Drink, etc.	745	871	902	991	1,085	1,742	1,926	1,944	1,947	1,967	1,894	1,727	1,642
IV. Clothing, Hats, Boots, etc.	716	708	856	981	1,034	1,687	1,883	1,917	1,919	1,942	1,940	1,638	1,507
V. Books, Printing, etc.	1,043	996	1,010	1,149	1,246	1,941	2,173	2,216	2,299	2,323	2,271	1,991	1,918
VI. Other Manufacturing	904	907	905	1,013	1,093	1,736	1,961	1,977	1,964	1,994	1,909	1,664	1,572
VII. Building	986	1,050	1,103	1,213	1,276	1,865	2,160	2,202	2,191	2,205	2,139	1,926	1,833
VIII. Mining	1,134	1,067	1,117	1,194	1,272	2,026	2,137	2,142	2,143	2,157	2,104	1,999	1,916
IX. Rail and Tram Services	992	1,021	1,027	1,113	1,165	1,816	2,001	2,012	1,994	2,052	1,955	1,690	1,579
X. Other Land Transport	772	795	813	910	1,026	1,702	1,863	1,900	1,878	1,888	1,812	1,638	1,527
XI. Shipping, etc.	745	751	787	871	972	1,716	2,020	2,021	2,014	2,087	1,941	1,596	1,552
XII. Agricultural, Pastoral, etc.	680	627	730	839	965	1,699	1,823	1,839	1,869	1,869	1,706	1,566	1,458
XIII. Domestic, Hotels, etc.	641	598	608	887	935	1,571	1,772	1,820	1,820	1,804	1,780	1,663	1,492
XIV. Miscellaneous	773	759	812	929	1,054	1,656	1,863	1,872	1,874	1,886	1,826	1,637	1,540
All Groups(a)	848	848	893	1,000	1,085	1,752	1,938	1,955	1,959	1,974	1,887	1,694	1,597

(a) Weighted average.

9. Hourly Rates of Wages (a)—1914-1932.—The following table shows the weighted average nominal hourly rates of wage payable to adult male workers in each State at the dates specified.

Average Nominal Hourly Rates of Wage—Adult Male Workers.

NOTE.—Index-numbers based on the average hourly wage for Australia—30th April, 1914 (13.96d.) as base (= 1,000). The index-numbers in the table are comparable throughout. The rates of wage per hour are shown to the nearest farthing.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th April, 1914 ..	1 2	1 1½	1 1½	1 1½	1 4½	1 1	1 2
31st December, 1919	1 7½	1 6½	1 9	1 5½	1 7½	1 5½	1 7½
" " 1920	2 0	1 10	2 0½	1 8½	1 11½	1 10	1 11
" " 1921	2 1½	2 0½	2 2	1 10½	2 1	1 11½	2 0½
" " 1922	2 0½	1 11½	2 1½	1 10½	2 0½	1 10½	2 0
" " 1923	2 0½	2 1	2 1½	1 11½	2 0½	1 11½	2 0½
" " 1924	2 0½	2 1	2 1½	1 11½	2 0½	1 11½	2 0½
" " 1925	2 1½	2 1½	2 3½	2 0½	2 1½	2 0	2 1½
" " 1926	2 3½	2 2	2 4	2 0½	2 2½	2 0½	2 2½
" " 1927	2 3½	2 2½	2 4	2 1½	2 2½	2 0½	2 2½
" " 1928	2 4	2 2	2 4	2 1	2 2½	2 0	2 3
" " 1929	2 4	2 2½	2 4	2 1½	2 2½	2 0½	2 3
" " 1930	2 2½	2 1½	2 1½	2 0	2 2½	1 11½	2 1½
" " 1931	2 2½	1 9½	2 0½	1 7½	1 10½	1 8½	1 11½
" " 1932	1 11½	1 8½	2 0½	1 7	1 10	1 8½	1 10

(a) Weighted average 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.

Average Nominal Hourly Rates of Wage—Adult Male Workers—continued.

NOTE.—Index-numbers based on the average hourly wage for Australia—30th April, 1914 (13,966.) as base (= 1,000). The index-numbers in the table are comparable throughout. The rates of wage per hour are shown to the nearest farthing.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
INDEX-NUMBERS.							
30th April, 1914 ..	998	980	963	991	1,170	933	1,000
31st December, 1919	1,405	1,332	1,512	1,262	1,403	1,259	1,378
" " 1920	1,725	1,570	1,753	1,492	1,686	1,567	1,655
" " 1921	1,817	1,741	1,865	1,637	1,796	1,675	1,779
" " 1922	1,735	1,709	1,803	1,621	1,766	1,628	1,726
" " 1923	1,775	1,790	1,808	1,676	1,754	1,696	1,771
" " 1924	1,761	1,790	1,838	1,709	1,771	1,706	1,774
" " 1925	1,808	1,823	1,988	1,761	1,827	1,723	1,829
" " 1926	1,944	1,864	1,997	1,776	1,878	1,746	1,900
" " 1927	1,980	1,880	1,998	1,800	1,882	1,731	1,920
" " 1928	2,004	1,867	2,001	1,788	1,916	1,728	1,928
" " 1929	2,011	1,895	2,001	1,808	1,923	1,751	1,940
" " 1930	1,912	1,813	1,846	1,724	1,922	1,708	1,851
" " 1931	1,873	1,527	1,749	1,383	1,617	1,480	1,676
" " 1932	1,701	1,451	1,748	1,355	1,584	1,464	1,584

10. Weighted Average Nominal Hours of Labour—Adult Males.—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, 1919 to 1932. Index-numbers are given for each State, based on the average weekly hours at 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).

Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers.

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 the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia. (a)
30th April, 1914 ..	49.42	48.80	48.78	48.60	47.78	48.62	48.93
31st December, 1919	47.77	47.36	46.19	47.58	47.60	47.89	47.41
" " 1920	47.51	47.19	45.63	47.29	46.53	47.33	47.07
" " 1921	45.66	46.95	45.52	47.07	46.24	46.84	46.22
" " 1922	46.05	46.99	45.51	47.00	46.41	46.93	46.38
" " 1923	46.73	47.06	45.51	47.00	46.66	47.27	46.70
" " 1924	46.75	46.99	45.40	46.98	46.52	47.26	46.66
" " 1925	46.76	46.98	43.88	46.97	46.26	47.25	46.44
" " 1926	44.55	46.94	43.95	46.95	45.80	47.27	45.57
" " 1927	44.44	46.82	43.96	46.78	45.75	47.16	45.46
" " 1928	44.17	46.70	43.96	46.67	45.30	46.85	45.27
" " 1929	44.14	46.83	43.96	46.83	45.58	47.09	45.34
" " 1930	45.64	46.85	44.43	46.83	45.55	47.09	45.98
" " 1931	44.22	46.88	44.98	46.83	45.55	46.76	45.51
" " 1932	44.19	46.86	44.99	46.83	45.51	46.75	45.49

(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.

Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers—continued.

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 the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia. (a)
INDEX-NUMBERS.							
30th April, 1914 ..	1,010	997	997	993	976	994	1,000
31st December, 1919	976	968	944	972	973	979	969
" " 1920	971	964	933	966	951	967	962
" " 1921	933	960	930	962	945	957	945
" " 1922	941	960	930	961	948	959	948
" " 1923	955	962	930	961	954	966	954
" " 1924	955	960	928	960	951	966	954
" " 1925	956	960	897	960	945	966	949
" " 1926	910	959	898	960	936	966	931
" " 1927	908	957	898	956	935	964	929
" " 1928	903	954	898	954	926	957	925
" " 1929	902	957	898	957	932	962	927
" " 1930	933	958	908	957	931	962	940
" " 1931	904	958	919	957	931	956	930
" " 1932	903	958	919	957	930	955	930

(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.

II. Hourly Rates of Wage, 1914 to 1932—Adult Females.—The following table shows the weighted average nominal hourly rates of wage payable to adult female workers in each State at the dates specified.

Average Nominal Hourly Rates of Wage—Adult Female Workers.

NOTE.—Index-numbers based on the average hourly rate of wage for Australia at 30th April 1914 (6.64d.), as base (= 1,000). The index-numbers in the table are comparable throughout. The rates of wage per hour are shown to the nearest farthing.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
30th April, 1914 ..	s. d. 0 6½	s. d. 0 6½	s. d. 0 6½	s. d. 0 5½	s. d. 0 9½	s. d. 0 6	s. d. 0 6½
31st December, 1919	0 10	0 8½	0 9½	0 8½	0 11	0 8	0 9½
" " 1920	0 11½	0 11½	0 11½	0 10½	1 1½	0 10½	0 11½
" " 1921	1 1	1 0½	1 1½	0 11½	1 2½	1 0	1 0½
" " 1922	1 0½	1 0½	1 0½	0 11½	1 2½	1 0	1 0
" " 1923	1 1	1 0½	1 1½	1 0	1 2½	1 0½	1 1
" " 1924	1 0½	1 1	1 1½	1 0	1 2½	1 0½	1 1
" " 1925	1 1	1 1½	1 2	1 0½	1 3½	1 0½	1 1½
" " 1926	1 1½	1 1½	1 2½	1 1	1 3½	1 1	1 1½
" " 1927	1 2½	1 1½	1 2½	1 1	1 3½	1 1½	1 2
" " 1928	1 2½	1 2½	1 3	1 1½	1 3½	1 2	1 2½
" " 1929	1 2½	1 2½	1 3	1 1½	1 3½	1 2	1 2½
" " 1930	1 2	1 2	1 2½	1 1½	1 3½	1 2	1 2½
" " 1931	1 1½	1 0	1 1	0 11½	1 1½	1 0	1 0½
" " 1932	1 0½	0 11½	1 0½	0 10½	1 1	0 11½	0 11½

Average Nominal Hourly Rates of Wage—Adult Female Workers—continued.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
INDEX-NUMBERS.							
30th April, 1914 ..	980	1,021	976	881	1,386	920	1,000
31st December, 1919	1,523	1,307	1,483	1,262	1,639	1,211	1,410
" " 1920	1,777	1,685	1,761	1,578	2,069	1,580	1,730
" " 1921	1,965	1,878	1,989	1,770	2,215	1,794	1,923
" " 1922	1,899	1,881	1,908	1,726	2,215	1,797	1,889
" " 1923	1,943	1,937	1,997	1,815	2,215	1,831	1,944
" " 1924	1,929	1,943	2,017	1,821	2,236	1,898	1,949
" " 1925	1,944	2,000	2,125	1,913	2,280	1,893	1,995
" " 1926	2,080	2,059	2,169	1,959	2,319	1,952	2,078
" " 1927	2,175	2,084	2,193	1,958	2,327	1,985	2,125
" " 1928	2,205	2,140	2,250	2,003	2,333	2,092	2,172
" " 1929	2,218	2,154	2,252	2,015	2,333	2,108	2,182
" " 1930	2,113	2,127	2,172	2,011	2,383	2,105	2,128
" " 1931	2,044	1,822	1,943	1,688	2,045	1,791	1,910
" " 1932	1,837	1,711	1,863	1,605	1,967	1,700	1,777

12. Weighted Average Nominal Hours of Labour—Adult Females.—

The following table shows the weighted average nominal hours of labour (exclusive of overtime) in a full working week for female workers in each State and Australia at 30th April, 1914, and at 31st December, 1919, to 1932. Index-numbers are given for each State based on the average weekly hours at 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).

Weighted Average Nominal Hours of Labour (exclusive of Overtime) worked by Adult Female Workers during a Full Working Week.

NOTE.—Index-numbers based on the average hours of labour for Australia at 30th April, 1914 (49.08), as base (= 1,000). The index-numbers in the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
30th April, 1914 ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
31st December, 1919	47.53	47.63	46.76	47.67	48.12	49.28	47.54
" " 1920	46.83	46.23	46.09	46.51	46.20	47.86	46.47
" " 1921	45.06	46.04	45.66	46.10	45.97	47.86	45.69
" " 1922	45.33	46.14	45.60	46.10	45.97	47.86	45.82
" " 1923	45.81	46.13	45.60	46.10	45.97	47.86	45.98
" " 1924	45.98	46.08	45.60	46.10	45.97	47.86	46.02
" " 1925	46.17	45.83	44.00	46.10	45.57	47.86	45.78
" " 1926	44.02	45.60	44.01	46.10	45.57	47.86	44.94
" " 1927	44.02	45.58	44.01	46.10	45.57	47.86	44.94
" " 1928	43.93	45.40	44.01	46.03	45.57	46.07	44.79
" " 1929	43.93	45.40	44.01	46.03	45.57	46.07	44.79
" " 1930	45.85	45.44	44.01	46.03	45.57	46.07	45.48
" " 1931	43.93	45.44	44.56	46.03	45.57	46.07	44.88
" " 1932	43.93	45.44	44.56	46.03	45.57	46.07	44.88

Weighted Average Nominal Hours of Labour (exclusive of Overtime) worked by Adult Female Workers during a Full Working Week—continued.

NOTE.—Index-numbers based on the average hours of labour for Australia at 30th April, 1914 (49.08), as base (= 1,000). The index-numbers in the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
INDEX-NUMBERS.							
30th April, 1914 ..	1,005	989	1,005	1,005	992	1,034	1,000
31st December, 1919	968	970	953	971	980	1,004	967
" " 1920	954	942	939	948	941	975	947
" " 1921	918	938	930	939	937	975	931
" " 1922	924	940	929	939	937	975	934
" " 1923	933	940	929	939	937	975	937
" " 1924	937	939	929	939	937	975	938
" " 1925	941	934	896	939	928	975	933
" " 1926	897	929	897	939	928	975	916
" " 1927	897	929	897	939	928	975	916
" " 1928	895	925	897	938	928	939	913
" " 1929	895	925	897	938	928	939	913
" " 1930	934	926	897	938	928	939	927
" " 1931	895	926	908	938	928	939	914
" " 1932	895	926	908	938	928	939	914

13. **Nominal Wages and Effective Wages.**—(i.) *General.* Wages are said to be *nominal* when they represent the actual amounts of money received in return for labour, and are described as *effective* or *real* when their equivalence in purchasing power is expressed, that is their purchasing power according to some definite composite unit or regimen the cost of which is ascertained at a particular date or during a particular period adopted as a datum for reference. The relation between nominal and *effective* or *real* wages was discussed at some length in Labour Report No. 6, and reference to the matter was also made in Labour Report No. 11.

(ii.) *Effective or Real Weekly Wage Index-numbers—1901 to 1932.* In computing these *effective* wage index-numbers for the respective years, the nominal wage index-numbers have been divided by the retail price index-numbers, food, groceries and rent (all houses) for the capital cities. The resulting index-numbers show for each State and for Australia for the years specified the variations in *effective* or *real* wages. The nominal wage index-numbers for the years prior to 1914 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 and 1911 are concerned, inasmuch as the movement in wages during any one year prior to 1914 was comparatively slight, the index-numbers, therefore, as quoted may be regarded as substantially accurate.

Effective or Real Wages (Full Work)—Adult Males.

Particulars.	1901.	1911.	1914.	1920.	1924.	1925.	1926.	1927.	1928.	1929.	1930.	1931.	1932.
N.S.W. ..	961	973	906	971	1,069	1,048	1,035	1,079	1,089	1,050	1,207	1,160	1,150
Victoria ..	915	1,037	961	875	1,097	1,073	1,069	1,095	1,120	1,084	1,158	1,162	1,126
Queensland	1,172	1,090	1,038	1,036	1,232	1,241	1,183	1,222	1,236	1,220	1,317	1,345	1,376
S. Australia	948	957	929	853	1,051	1,053	1,076	1,073	1,089	1,067	1,166	1,178	1,133
W. Australia	1,024	1,023	1,070	1,012	1,161	1,162	1,165	1,199	1,156	1,143	1,229	1,232	1,212
Tasmania ..	827	838	942	830	1,017	1,044	1,037	1,072	1,099	1,064	1,111	1,114	1,067
Australia	964	1,000	948	911	1,095	1,081	1,072	1,102	1,115	1,082	1,152	1,185	1,168

In the preceding table the *effective* wage index-numbers are computed to the one base, that of Australia for 1911, and, as the index-numbers are comparable in all respects, 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, comparing 1932 with 1901 and with 1911, there has been an increase in the average effective wage in all States, while compared with 1931 there has been a decrease in all States with the exception of Queensland. This decline was due to the percentage reductions made in basic wages coming within the ambit of Federal Arbitration, and to reductions in basic wages made by the States.

14. **Effective or Real Wages and Standard of Comfort, 1901 to 1932.**—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 were so meagre that comparative results allowing for variations both in the purchasing-power of money and in unemployment could not 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.). These percentages of unemployment (converted into terms of employment*) are applied to the index-numbers in Column I. to obtain rate of wage index-numbers allowing for unemployment, which are shown in Column III. computed with the year 1911 as base = 1,000. In Column IV. the price index-numbers are shown, and in Columns V. and VI., the *effective* or *real* wage index-numbers are given for full work and allowing for unemployment respectively. These are obtained by dividing the figures in Columns I. and III., respectively by the corresponding figures in Column IV. 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 V. shows the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VI. (see graph on page 8) show variations in effective wages after allowing not only for variations in prices, but for unemployment also.

* e.g. (1912)—95.3 : 94.5 : 1,061 : 1,042.

† 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 or Real Wage Index-Numbers. (a)

Year.	I. Nominal Weekly Wage Index- numbers.	II. Percentage Unem- ployed.	III. Rate of Wage Index-numbers, allowing for Unemployment, Recomputed. (1911 = 1,000).	IV. Retail Price Index- numbers. Food, Groceries and Rent (all houses).	Effective or Real Wage Index-numbers.	
					V. Full Work.	VI. Allowing for Un- employ- ment.
1901	848	6.6	832	880	964	945
1906	866	6.7	848	902	960	940
1907	893	5.7	884	897	996	986
1908	900	6.0	888	951	946	934
1909	923	5.8	913	948	974	963
1910	955	5.6	945	970	985	974
1911	1,000	4.7	1,000	1,000	1,000	1,000
1912	1,051	5.5	1,042	1,101	955	946
1913	1,076	5.3	1,071	1,104	975	970
1914	1,081	8.3	1,040	1,140	948	912
1915	1,092	9.3	1,039	1,278	854	813
1916	1,144	5.8	1,131	1,324	864	854
1917	1,226	7.1	1,195	1,318	930	907
1918	1,270	5.8	1,255	1,362	932	921
1919	1,370	6.6	1,343	1,510	907	889
1920	1,627	6.5	1,596	1,785	911	894
1921	1,826	11.2	1,701	1,697	1,076	1,002
1922	1,801	9.3	1,715	1,600	1,126	1,072
1923	1,805	7.1	1,760	1,700	1,062	1,035
1924	1,840	8.9	1,759	1,681	1,095	1,046
1925	1,861	8.8	1,781	1,722	1,081	1,034
1926	1,914	7.1	1,866	1,786	1,072	1,045
1927	1,946	7.0	1,899	1,766	1,102	1,075
1928	1,963	10.8	1,837	1,760	1,115	1,044
1929	1,972	11.1	1,839	1,822	1,082	1,009
1930	1,939	19.3	1,642	1,683	1,152	976
1931	1,752	27.4	1,335	1,479	1,185	903
1932	1,639	29.0	1,221	1,403	1,168	870

(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 VI., 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 first occasion on which the *effective* wage was higher than in 1911 was in the year 1921.

Retail prices fell less rapidly in 1932. Nominal wages declined to a greater extent than prices, with the result that the *effective* wage index-number for full work fell from 1,185 to 1,168. As unemployment increased

considerably, reaching the highest percentage (29.0) yet recorded in Australia, the index-number allowing for unemployment declined from 903 to 870, the lowest point recorded since the year 1916. Comparison with 1911 shows that the effective wage for full time work was 16.8 per cent. higher, but allowing for unemployment was 13.0 per cent. lower during 1932.

15. Productive Activity.—The preceding table shows the movement in real (or effective) wages, i.e., wages measured in retail purchasing power over food and housing. A parallel problem is the measure of productivity, i.e., the quantity of production (irrespective of prices) in relation to population or persons engaged in production.

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

Estimated Value of Australian Production.

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	54,771	15,667	3,940	28,157	34,090	166,948
1908 ..	37,150	46,468	16,564	4,368	24,355	33,956	162,861
1909 ..	41,056	52,336	16,571	4,504	22,893	36,913	174,273
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	67,085	22,504	6,853	22,054	59,004	213,552
1915 ..	75,475	70,172	22,399	6,253	22,060	59,212	255,571
1916 ..	61,255	83,054	27,931	6,062	23,192	60,502	261,996
1917 ..	59,641	91,979	31,326	6,147	24,998	65,327	279,418
1918 ..	59,036	96,662	33,738	6,890	25,462	70,087	291,875
1919-20 ..	72,202	111,683	38,830	9,670	18,982	92,330	343,697
1920-21 ..	112,801	90,641	52,613	11,136	21,675	101,778	390,644
1921-22 ..	81,890	75,954	44,417	10,519	20,029	112,517	344,426
1922-23 ..	84,183	97,127	43,542	11,124	20,281	123,188	379,445
1923-24 ..	81,166	110,216	42,112	11,866	22,184	132,732	400,276
1924-25 ..	107,163	127,301	45,190	12,357	24,592	137,977	454,580
1925-26 ..	89,267	113,556	48,278	12,784	24,529	143,256	431,670
1926-27 ..	98,295	111,717	46,980	12,790	23,939	153,634	447,354
1927-28 ..	84,328	124,555	50,261	12,181	23,015	158,562	452,901
1928-29 ..	89,440	116,733	50,717	11,617	19,539	159,759	447,805
1929-30 ..	77,109	84,563	49,398	11,371	17,912	149,184	389,537
1930-31 ..	70,500	69,499	43,067	8,313	15,356	112,966	319,701
1931-32 ..	74,489	61,540	41,478	7,703	13,352	106,456	305,018

In previous issues of this Report, an attempt was made to measure the quantity of material production by means of production price index-numbers. These index-numbers have never been regarded as satisfactory over a long

period, and there is danger in continuing them further in respect to manufacturing production. (See Production Bulletin No. 24, page 112.) In the absence of a satisfactory measure of the *quantity* of production, the retail price index-numbers have been applied to the value of production in the same manner as applied to nominal wages to measure their relative purchasing power. The results may be taken to indicate the purchasing power in retail prices of the things produced, and for convenience will hereafter be called "real" production.

Two tables are given:—The first shows "real" production per head of population, but any deductions therefrom must take into account the following considerations. The production considered is material production only, and takes no account of services. As civilization advances, material production becomes less important relative to services, and a smaller proportion of the population is engaged in such production. For example, the use of the motor car, the cinema, and wireless is comparatively recent, and in connexion therewith, a much larger number of people is employed in services than in material production. It follows therefore, that material production per head of population will not measure accurately the progress of productive efficiency, but will tend to give too low a value. Unemployment, of course, will also depress it.

A better measure is given by "real" production per person engaged in material production. The second table attempts to give this. The result will give a better measure of productive efficiency, but will not take into account the effect of unemployment, though the index may be somewhat depressed by short time and rationing.

The tables tell different stories. Before unemployment became severe in 1930, "real" production per head, as shown in the last column of the first table, had remained substantially steady, with minor fluctuations since 1906. Whatever gain had been made in productive efficiency had been counterbalanced by the gradual change over from production of goods to production of services. With the heavy increase in unemployment in the last three years, the index fell from its normal figure of about 100 to 76 in 1930-31. This would imply a fall in average real income of about 24 per cent. from the normal level, taking unemployment into account. In 1931-32, however, the index rose to 79, equivalent to an increase in "real" production of almost 4 per cent. A further improvement is anticipated in 1932-33, when the index will probably reach 85. This figure would indicate a rise in "real" production per head of population of nearly 8 per cent. over that for the year 1931-32 and of nearly 12 per cent. since 1930-31.

The index of "real" production per person engaged, as given in the last column of the second table, shows on the other hand an appreciable upward tendency. It rose steeply during the war, as might have been expected, fell somewhat after the war, and recovered again. For 1929-30, it fell to 105, due to the lag in the fall of retail prices, increased to 107 for 1930-31, 112 in 1931-32, and will probably rise to 119 for 1932-33, as contrasted with about 85 for "real" production per head. This high figure for "real" production per person engaged implies a high "real" wage for those in employment, and is consistent with available information concerning rates of "effective" or "real" wages, which, although showing a drop in 1932 compared with 1931, still maintained the high level reached in the years 1927-29.

Production per Head of Population.

Year.	Value of Material Production.			Retail Prices Index Number (a) 1911 = 1,000.	"Real" Production per head of population (measured in retail purchasing power). 1911 = 100.
	Total. £,000.	Per head of population.			
		Actual.	Index Number. 1911 = 100.		
		£			
1906 ..	147,043	35.9	87	902	97
1911 ..	188,359	41.2	100	1,000	100
1913 ..	220,884	45.1	110	1,104	99
1914 ..	213,552	43.0	104	1,140	92
1916 ..	261,996	53.3	129	1,324	98
1917 ..	279,418	56.1	136	1,318	103
1918 ..	291,875	57.5	140	1,362	102
1919-20 ..	343,697	64.8	157	1,624	97
1920-21 ..	390,644	72.2	175	1,821	96
1921-22 ..	344,426	62.5	152	1,600	95
1922-23 ..	379,445	67.4	164	1,642	100
1923-24 ..	400,276	69.6	169	1,714	99
1924-25 ..	454,580	77.4	188	1,690	111
1925-26 ..	431,670	72.1	175	1,766	99
1926-27 ..	447,354	73.2	178	1,763	101
1927-28 ..	452,901	72.6	176	1,776	99
1928-29 ..	447,805	70.7	172	1,785	96
1929-30 ..	389,537	60.7	148	1,783	83
1930-31 ..	319,701	49.4	120	1,574	76
1931-32 ..	305,018	46.7	114	1,432	79

(a) Retail prices of food, groceries, and housing (all houses) for six capital cities.

Production per Person Engaged.

Year.	Number engaged in Material Production.(a)	Value of Material Production per person engaged in production.(a)		"Real" Production per person engaged (measured in retail purchasing power) 1911 = 100
		Actual.	Index Number. 1911 = 100.	
	(1,000.)	£		
1906 ..	659	223	87	96
1911 ..	728	257	100	100
1913 ..	756	290	113	102
1914 ..	733	289	113	99
1916 ..	685	381	148	112
1917 ..	683	408	159	120
1918 ..	685	424	165	121
1919-20 ..	743	460	179	110
1920-21 ..	760	510	199	109
1921-22 ..	775	441	172	107
1922-23 ..	793	475	185	113
1923-24 ..	810	491	191	111
1924-25 ..	826	547	213	126
1925-26 ..	831	515	201	114
1926-27 ..	841	527	205	116
1927-28 ..	838	536	209	118
1928-29 ..	830	536	209	117
1929-30 ..	803	482	187	105
1930-31 ..	728	431	168	107
1931-32 ..	741	411	160	112

(a) Vide explanatory remarks below.

The data for the preceding table are not complete. The numbers engaged in timber getting are not accurately known, so that the value of production on this account, and the corresponding persons engaged, are both left out of account. Further, the information about women engaged in primary production is unsatisfactory, so that males alone are counted in primary industries. In manufacturing, the numbers are converted into equivalent male workers on the basis of relative wages for male and female workers. The column headed "numbers engaged" is therefore, rather an index than the absolute number of individuals occupied in material production, but as an index, it should be accurate enough to give a satisfactory index of production per person engaged.

§ 3. The Basic Wage and Child Endowment in Australia.

I. The Basic Wage.—(i) *General.*—The "basic" or "living" wage is determined by industrial tribunals in Australia operating under Commonwealth and State Arbitration Acts. In the Commonwealth Conciliation and Arbitration Act, and in the industrial legislation in New South Wales, Queensland, South Australia and Western Australia, provision is made for the tribunals appointed by the Acts to determine the minimum rates of wage to be paid to adult unskilled workers. In Victoria and Tasmania, the provision for the declaration of a minimum rate of wage for the respective States is not included in the industrial Acts in force. The Wages Board system operates in these two States, and each Wages Board determines the rate of wage to be paid to the unskilled worker when the determination for an industry or calling is under review.

The Acts in force providing for the determination of a "basic" or "living" wage are as under:—

- (a) Australia—*Commonwealth Conciliation and Arbitration Act 1904–1930.*
- (b) New South Wales—*Industrial Arbitration Act 1912–1931.*
- (c) Queensland—*Industrial Conciliation and Arbitration Act—1929–1931.*
- (d) South Australia—*The Industrial Code 1920–1925.*
- (e) Western Australia—*Industrial Arbitration Act 1912–1930.*

(ii.) *Commonwealth.*—The doctrine of a basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, and the same principle was enunciated in the New South Wales Arbitration Court in somewhat similar terms by Mr. Justice Heydon in 1905. In spite of these pronouncements, however, and of 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. 5d. for food, 7s. for rent, and 9s. 7d. for all other expenditure.

The judgment was delivered on 8th November, 1907, in the matter of the application of H. V. McKay for an Order in terms of Section 2 (d) of the *Excise Tariff 1906*. The Commonwealth Parliament had by this Act imposed certain excise duties on agricultural implements, but provided that the Act

should not apply to goods manufactured in Australia "under conditions as to the remuneration of labour which are declared by the President of the Commonwealth Court of Conciliation and Arbitration to be fair and reasonable." The President discussed at length the meaning of "fair and reasonable", and stated "These remarks would not be made if the Legislature had defined the general principles on which I am to determine whether wages are fair and reasonable or the reverse. . . . The provision for fair and reasonable remuneration is obviously designed for the benefit of the employees in the industry; and it must be meant to secure to them something which they cannot get by the ordinary system of individual bargaining with employers. . . . The standard must therefore be something else; and I cannot think of any other standard appropriate than 'the normal needs of the average employee regarded as a human being living in a civilized community.'"

The President in his judgment stated—"My hesitation has been chiefly between 7s. and 7s. 6d.; but I put the minimum at 7s. as I do not think that I could refuse to declare an employer's remuneration to be fair and reasonable if I find him paying 7s. per day."

The basis of 7s. per day or £2 2s. per week for Melbourne has been varied by the Commonwealth Court of Conciliation and Arbitration from time to time in accordance with the retail price index-numbers (food, groceries and rent—all houses) prepared by the Commonwealth Bureau of Census and Statistics for the city or town in which the persons affected are employed, and the rate so obtained has been taken by the Court as the minimum rate of wage for an unskilled male worker.

The weekly wage rates for the capital cities as so varied are shown in the third column of the following table. These rates are the "Harvester" equivalents plus the "Powers' 3s." per week, an amount added in 1921 for the purpose of securing to the worker during a period of rising prices the full equivalent of the "Harvester" standard. In accordance with the judgment of the Full Arbitration Court of 22nd January, 1931, referred to in the following paragraphs, these rates are subject to a 10 per cent. reduction. The basic weekly rates as at 1st August, 1933, are given in the table.

Basic Weekly Wage Rates fixed by Commonwealth Court of Conciliation and Arbitration for each Capital City as at 1st August, 1933.

Capital.	Index Numbers— "Harvester—All Items" (a) ("D" Series). 1st Quarter, 1933.	"Harvester" Equivalent Plus "Powers' 3s." (equated).	Weekly Rate after 10 per cent. Reduction.
		<i>s. d.</i>	<i>s. d.</i>
Sydney	1498	74 4	66 11
Melbourne	1392	69 4	62 5
Brisbane	1314	65 5	58 10
Adelaide	1322	65 9	59 2
Perth	1317	65 4	58 10
Hobart	1422	70 11	63 10
Weighted Average— Six Capitals	1413	70 4	63 4

(a) See page 46 for explanation of this Index Number.

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. Frequent references to the desirability of an investigation have been made by Judges of the Court, but it was not decided to hold an inquiry into the method of determining the basic wage until the latter portion of the year 1930.

On the 15th August 1930, application was made by the Victorian and New South Wales Railways Commissioners for variation of current awards in the railway industry. The application sought variations in the basic wage as follows:—the abolition of the "Powers' 3s.", and the adoption of the Statistician's "all items" purchasing power of money figures in lieu of the figures now in use (food, groceries and rent—all houses) for determining the basic wage and adjustments thereof. On the 5th November, by direction of the Court, all organizations bound by awards of the Court were notified that the matters in issue affected the basic wage, and were advised that they could intervene in the hearing. Employers and employees selected representatives, and the Full Arbitration Court held a Basic Wage Inquiry. The hearing commenced in November 1930, and concluded on 19th January 1931. Judgment was delivered on 22nd January. The Court refused to make any variations in the basic wage or in the present method of calculation thereof without further inquiry, but was forced to the conclusion, after considering the evidence relating to the decline in the national income, the reduction in spending power due to the cessation of loans, and the general depressed state of industry, that for a period of twelve months and thereafter until further order a general reduction of wages was necessary. With a few exceptions, orders were made for variations of the awards covered by the applications before the Court, by the reduction of all wage rates therein prescribed by 10 per cent. for a period of twelve months and thereafter until further order, such variations to operate from 1st February, 1931. Additional applications for variations of awards were successful in obtaining the reduction, and rates of wage in practically all awards of the Court are subject to the 10 per cent. reduction.

Applications from organizations of employees for cancellation of the orders providing for the 10 per cent. reduction came before the Full Arbitration Court on the 7th March, 1932, and subsequent dates. After an exhaustive inquiry, the Court on the 17th June, 1932, refused the applications for cancellation of the orders. A further application to the Court in 1933 by the Unions to secure the restoration of this "cut" was unsuccessful, although by transferring the basis of fixation and adjustment of wages to a new set of Index Numbers ("Harvester—All Items"—"D" Series (certain increases resulted from the award delivered (see page 46). Additional references to these judgments will be found in Section I. of this Chapter.

The Commonwealth Conciliation and Arbitration Act provides that the "basic" wage is to be considered by a Court constituted by the Chief Judge and not less than two other Judges, and must be approved by a majority of the members of the Court. The amended Act of 1930 provides that any alteration of the "basic" wage or the principles on which it is computed, or any variation or interpretation of any award where the variation or interpretation would result in any such alteration, shall have no force or effect unless it is considered by the Court constituted as above-mentioned.

By a judgment of the High Court on the 21st April, 1933, the "basic" wage is taken to mean for the foregoing purpose, not only the "Harvester" wage, but any "loadings*" forming part of the primary wage of an unskilled labourer, the wage payable for skilled labour being assessed on the basis of that primary wage.

(iii) *New South Wales*.—The first determination under the New South Wales Industrial Arbitration Act of a standard "living" wage for adult male employees was made on the 16th February, 1914, when the Court of Industrial Arbitration fixed the "living" wage at £2 8s. per week for adult male employees in the metropolitan area. The Court, however, indicated to Industrial Boards that in view of the prosperous condition of industry they should fix the "living" wage at 8s. 6d. per day. Determinations of the "living" wage in New South Wales were made by the Court of Industrial Arbitration during the period 1914 to 1916. The rates declared on the 18th August, 1916, for adult males were £2 15s. 6d. per week for future awards, and £2 14s. per week for existing awards. The Board of Trade was established in 1918, and was empowered to determine the "living" wage for adult male and female employees in the State. The first declaration by this body was made on 5th September, 1918, when the rate for adult male employees in Sydney and suburbs was declared at £3 per week, while the rate for female employees was declared at £1 10s. on 17th December 1918. The Board of Trade made numerous declarations during the period 1918 to 1925, but ceased to function after the *Industrial Arbitration (Amendment) Act* 1926 established the Industrial Commission of New South Wales which exercised the powers of the Board of Trade as from 15th April 1926. The Industrial Arbitration (Amendment) Act, No. 45, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members.

The first declaration of the Commission was made on 15th December, 1926, when the rate for adult males was fixed at £4 4s. per week, the same rate as previously declared by the Board of Trade. On the 27th June 1927, the rate for adult males (except rural employees) was declared at £4 5s. per week, and for adult females at £2 6s. per week. The weekly rate for adult rural employees was declared on the 20th July 1927, at £4 4s., and this wage remained in force until December, 1929. Under the provisions of Industrial Arbitration (Amendment) Act, No. 41 of 1929, any declaration of a "living" wage made after the commencement of the amended Act did not extend to employees in rural industries. The next declaration of the Commission was issued on the 20th December, 1929, when the rate for adult male workers was fixed at £4 2s. 6d. per week, and for adult female workers at £2 4s. 6d. per week. The adult male rate was determined on the family unit of a man, wife and one child. The President dissented from the other two Commissioners and presented a separate judgment. These pronouncements are published in the *New South Wales Industrial Gazette*, Vol. XXXVI., No. 6, and deal exhaustively with matters relating to basic wages. The "living" wage determined by the Industrial Commission in 1929 remained in operation until the 26th August 1932, when a "living" wage was declared for adult male workers at £3 10s. per week, and for adult female workers at £1 18s. per week. The wage was altered as from the 1st May, 1933, to £3 8s. 6d. for adult males and £1 17s. for adult females. The judgment of the Commission is published in the *New South Wales Industrial Gazette*, Vol. XLIII., No. 5.

* A "loading" is defined as an addition to the "basic" wage as compensation for some peculiar condition of labour or environment, and not by way of "margin for skill."

The principle of supplementing wages by a payment in respect of dependent children under fourteen years of age is operative in New South Wales. The Family Endowment (Further Amendment) Act, No. 58 of 1929, provides that where the family income in the determined period did not exceed the amount for the same period of the "living" wage for an adult employee in force in such period and appropriate to the case, a certificate for endowment shall, subject to the Act, be issued for the amount of five shillings per week for each child (under fourteen years) except one in the family.

(iv.) *Queensland*.—The Industrial Conciliation and Arbitration Act (No. 28) of 1929, repealed the *Industrial Arbitration Act* 1916, and amendments thereof, and the Basic Wage Act of 1925. The Board of Trade and Arbitration was abolished, and a Court, called the Industrial Court, was established. The Act provides that it shall be the duty of the Court to make declarations as to—(a) the "basic" wage, and (b) the maximum weekly hours to be worked in industry (called the "standard" hours). For the purposes of making any such declarations the Court shall be constituted by the Judge and the two Conciliation Commissioners.

The main provisions to be observed by the Court when determining the "basic wage" are—(a) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (b) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed. The Court shall, in the matter of making declarations in regard to the "basic" wage or "standard" hours, take into consideration the probable economic effect of such declaration in relation to the community in general, and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration by the Industrial Arbitration Court in this State of a minimum wage was gazetted on 24th February 1921, when the basic rates of wage in industries of average prosperity were determined to be—in Brisbane and Rockhampton, £4 5s. per week for adult males, and £2 3s. per week for adult females; in Townsville, £4 15s. for adult males, and £2 8s. for adult females. Prior to this declaration the rate of £3 17s. per week for adult males had been generally recognized by the Court in its awards as the "basic" or "living" wage. The basic rates for Brisbane were reduced by the Court as from 1st March 1922, to £4 per week for adult males, and £2 1s. per week for adult females. On 28th September, 1925, these rates were increased to £4 5s. per week and £2 3s. per week respectively. Two reductions in the "basic" wage were made in 1930. On the 1st August the rate for adult male employees was reduced to £4 per week, and on the 1st December to £3 17s. The rates for adult females at these dates were fixed at £2 1s. and £1 19s. 6d. per week respectively. A further reduction of the basic rates was gazetted in 1931, the rates fixed as from the 1st July, 1931, being £3 14s. for adult males and £1 19s. for adult females. These rates

were in operation at the end of June, 1933. The declarations of the Industrial Court and the opinions of the members are published in the Queensland Industrial Gazette.

(v.) *South Australia*.—The Industrial Code 1920, provides that the Board of Industry shall, after public inquiry as to the increase or decrease in the average cost of living, declare the "living" wage to be paid to adult male employees and to adult female employees. The Board has power also to fix different rates to be paid in different defined areas.

It is provided that the Board of Industry shall hold an inquiry for the purpose of declaring the "living" wage wherever a substantial change in the cost of living or any other circumstance has, in the opinion of the Board, rendered it just and expedient to review the question of the "living" wage, but a new determination cannot be made by the Board until the expiration of at least six months from the date of its previous determination.

The Board of Industry consists of five members, one nominated by the Minister for Industry, two nominated by the South Australian Employers' Federation as representatives of employers, and two nominated by the United Trades and Labour Council of South Australia as representatives of employees. The member nominated by the Minister is President and presides at all meetings of the Board.

According to the Industrial Acts 1920-25, "living wage" means a sum sufficient for the normal and reasonable needs of the average employee living in the locality where the work under consideration is done or is to be done.

The family unit is not specifically defined in the Code, but it is stated that the South Australian Industrial Court in 1920 definitely decided that the "average employee" in respect of whom the "living" wage is to be declared is a man with a wife and three children.

The first declaration of the "living" wage was made by the Board of Industry on the 15th July, 1921, when the "living" wage for adult male employees in the metropolitan area was determined at £3 19s. 6d. per week. The "living" wage for adult female employees in the same area was declared on the 11th August, 1921, at £1 15s. per week.

The Board of Industry made declarations of "living" wages in 1922, 1923, 1924 and 1925. The rates declared in 1925 were—£4 5s. 6d. per week for adult male employees, and £1 19s. 6d. for adult female employees. These rates were not altered until the year 1930.

On the 11th October, 1930, the Board of Industry declared the "living" wage for adult male employees in the metropolitan area at 12s. 6d. per day, or £3 15s. per week, and on the 22nd December, 1930, the rate for adult female employees was declared at £1 15s. per week. The above rates are those determined by the majority of the Board of Industry. In each case a minority report was issued. The reports of the Board of Industry bearing on these declarations were published in Bulletin No. 8 issued by the Department of Industry, South Australia. The Board of Industry, on the 17th August, 1931, declared the basic rate for adult male workers at £3 3s. per week, and, on the 4th December, 1931, declared the rate for adult female workers at £1 11s. 6d. per week. These declarations were published in Bulletin, No. 9, issued by the Department of Industry, and the rates specified were still in force at the 30th June, 1933.

(vi.) *Western Australia*.—The Court of Arbitration, appointed under the provisions of the *Industrial Arbitration Act 1912-1930*, determines and declares the "basic" wage in this State. The Court consists of three

members appointed by the Governor, one on the recommendation of the industrial unions of employers, one on the recommendation of the industrial unions of employees, while the third member is a Judge of the Supreme Court. The last mentioned member is the President of the Court.

The *Industrial Arbitration Act* 1912-1925 provided that, before the 14th June in every year, the Court, of its own motion, shall determine and declare—(a) a "basic" wage operating from the 1st July of each year, to be paid to male and female workers; and (b) wherever and whenever necessary, differential basic rates to be paid in special or defined areas of the State.

The expression "basic wage" means a sum sufficient to enable the average worker to whom it applies to live in reasonable comfort, having regard to any domestic obligation to which such average worker would be ordinarily subject. The family unit is not specifically defined in the Act, but it has been the practice of the Court to take as a basis of its calculations—a man, his wife and two dependent children.

Provision is made in the *Industrial Arbitration (Amendment) Act* of 1930 for quarterly adjustments of the "basic" wage by the Court of Arbitration when the official statement supplied to the Court by the State Government Statistician relating to the cost of living shows that a variation of 1s. or more per week has occurred, compared with the preceding quarter.

The first declaration of the "basic" wage by the Court of Arbitration since the authority to fix same was vested in the Court by the *Industrial Arbitration Act* of 1925 was made on the 11th June, 1926, when the rate for adult male employees was determined at £4 5s. per week, and for adult female employees at £2 5s. 11d. per week. These rates remained in force until the declaration of the 5th June, 1929, when the rate for adult males was increased to £4 7s. per week, and for adult females to £2 7s. per week. These rates applied to the State with the exception of the gold-fields area where the rates were £4 5s. for adult male employees, and £2 5s. 11d. for adult female employees. The Court of Arbitration on the 10th June, 1930, revised the basic rates and fixed the rates as from 1st July, 1930, at £4 6s. per week for adult males and £2 6s. 5d. for adult females in the metropolitan area, and at £4 5s. and £2 5s. 11d. respectively in other parts of the State. On 3rd March, 1931, these rates were reduced to £3 18s. and £2 2s. 2d. in the metropolitan area, and £3 17s. and £2 1s. 8d. in other parts of the State. A declaration on the 10th June continued the basic rates previously declared. On the 18th August the Court issued a declaration determining the "basic" wages for the agricultural area, that is for the South-West Land Division, excluding the metropolitan area, at £3 16s. per week for adult males, and at £2 1s. per week for adult females. The rates for the metropolitan area and for other parts of the State were not changed.

A declaration on the 5th November adjusted the rates as follows:—Metropolitan area—adult males, £3 13s. 6d. per week; adult females, £1 19s. 8d. per week; South West Land Division—adult males, £3 14s. 6d. per week; adult females, £2 0s. 3d. per week. The "basic" wage in other parts of the State remained as previously declared, viz.:—£3 17s. per week for adult males, and £2 1s. 8d. per week for adult females.

On the 29th February, 1932, the Court declared the basic rates for the metropolitan area at £3 12s. per week for adult males, and at £1 18s. 11d. per week for adult females. For all other portions of the State the "basic" wage remained at the rates previously declared. These rates were reduced to £3 10s. and £1 18s. 1d. on the 2nd November, 1932, and to £3 9s. and £1 17s. 3d. on the 28th February, 1933; and to £3 8s. and £1 16s. 9d. on

the 13th June, 1933. On the 3rd August the rates were increased to £3 9s. 3d. and £1 17s. 5d. respectively, representing the first increase in the basic wage in the State since 1st July, 1929.

The declarations of the "basic" wage and the remarks made by members of the Court concerning such declarations are published in the *Western Australian Industrial Gazette*. The declaration of the basic wage for 1933-34, made by the Court on the 13th June, 1933, is published in *Gazette*, Vol. XIII., No. 2.

The rates for country areas in September, 1933, are set out in the next paragraph.

Under the provisions of the *Financial Emergency Act 1931*, the Industrial Court has made Orders, on the applications of employers in a number of industries and callings, reducing the "basic" wage rate by the percentage rates prescribed for varying salary groups. (See page 51).

Sub-section vi. of section 7 (1.) of the *Financial Emergency Act 1931* makes the following proviso in regard to reductions in the basic wage, viz. :—

"No variation in the basic wage shall affect the rate of salary of an officer, unless such variation reduces the basic wage by an amount exceeding 20 per centum of the amount of the basic wage declared as at the thirtieth day of June, 1930."

The basic wage at the date mentioned was 87s. per week, and 20 per cent. of this amounts to 17s. 5d., hence the basic wage would have to be reduced below 69s. 7d. before any further reduction would take place beyond that already made under the *Financial Emergency Act*. A case for the interpretation of the above was submitted to the Court of Industrial Arbitration, and by a decision on the 11th April, 1933, the Court made it clear that, in addition to the percentage reduction of salary or wages under the Act, any amount by which the basic wage was reduced below 69s. 7d. would also be deductible from wages. In the case of females the reduction would take effect below 37s. 7d., this amount representing 80 per cent. of the female rate of 47s. operating on 30th June, 1930

(vii.) *Rates Prescribed*.—The "basic" or "living" wage rates of State industrial tribunals are shown in the following table.

Basic Weekly Wage Rates fixed by State Industrial Tribunals.

State.	"Basic" Wage.		Date of Operation	Family Unit (for Male Rate)
	Males.	Females.		
New South Wales	£ s. d. (a) 3 6 6	£ s. d. 1 17 0	1.11.33	Man, wife, and child
Victoria ..	(b)	(b)	(b)	(b)
Queensland ..	3 14 0	1 19 0	1.7.31	Man, wife, and three children
South Australia ..	(e) 3 3 0	(f) 1 11 6	..	" "
Western Australia ..	(d) 3 9 3	1 17 5	(g) 3.8.33	(c)
Tasmania ..	(b)	(b)	(b)	(b)

(a) Plus child allowances.

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

(c) Although the family unit is not specifically defined in the legislation of this State, the tribunal appointed to determine the "basic" wage has adopted the unit of man, wife and two children.

(d) Metropolitan area. "Basic" wage for country districts (including gold-fields areas), excepting the S.W. Land Division—males, £3 17s. 6d.; females, £2 13s. 10d. Agricultural Areas and S.W. Land Division—males, £3 9s. 6d.; females, £1 17s. 6d. All rates subject to deductions of 18 to 22½ per cent. under *Financial Emergency Act*.

(e) Judgment dated 17th August, 1931.

(f) Judgment dated 4th December, 1931.

(g) Date declared.

(viii.) *Royal Commission on Basic Wage, 1920.*—The Commonwealth Government appointed a Royal Commission in 1919 to inquire into the actual cost of living at that time, according to reasonable standards of comfort, including all matters comprised in the ordinary expenditure of a household, for a man, wife and three children under fourteen years of age. The Commission made inquiries in each State, and their report, issued in 1920, recommended the following amounts for the various capital cities, viz. :—

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

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.

2. **Child Endowment.**—(i.) *General.*—The principle of supplementing wages by a payment in respect of dependent children under fourteen years of age became prominent in Australia in recent years, and is actually in operation in certain instances.

(ii.) *The New South Wales Scheme.*—The first attempt in Australia to institute the system was made 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 when the income reached an amount of £3 per week above the basic wage. The Bill was rejected, but the subject again came up in the session of 1926-27, when Acts, which have been amended during subsequent years, providing for the payment of child allowances were enacted. Prior to December, 1929, the Act provided for (a) the declaration of a basic wage, and (b) the payment of an allowance of 5s. per week in respect of each dependent child, subject to the provision that child allowances were to be paid only to the extent by which the total earnings of the worker and his family fell short of the sum represented by the *basic wage* plus child allowance at the rate of 5s. per week for each child. The amending Act, assented to on the 23rd December, 1929, provides that child endowment shall be 5s. per week for each child except one in the family. Payments of child allowances in New South Wales were made from a fund created by a levy on the total amount of wages paid by employers. The rate of tax to be collected by the Government from employers during 1930 was fixed at 1 per cent. From the 1st July, 1931, the rate was fixed at 2 per cent., and from 1st January, 1932, at the rate of 5d. in the £ on all wages above £3 per week.

* The "Harvester" equivalent for Melbourne as at the time (September quarter, 1920) was £4 13s. per week, but only £3 18s. to £4 2s. was being paid on the basis of a 100 annual index number.

(iii.) *Commonwealth Public Service.*—The first payment of child endowment allowances in Australia was in connexion with the Commonwealth Public Service and was made from 1st November, 1920, when the Commonwealth Government decided to pay allowances to officers at the rate of 5s. per week for each dependent child under fourteen years of age, with a limitation of £400 per annum by way of salary plus allowance. The payment of the allowance in the Service is now limited to officers receiving from salary and allowance less than £500 per annum. Further details regarding the introduction and method of calculating the payments will be found in Labour Report No. 17, and later Reports.