Index-Numbers of Retail Prices in Various Countries, &c.-continued.

	Italy.	NORWAY.	POLAND.	SWRDEN.	SW172ER- LAND.	BRITISH INDIA.	SOUTH AFRICA.	CANADA.	UNITED STATES.	A USTRALIA.	NEW Zealand.
No. of Towns and Localities.	Milan.	30	Warsaw.	49	23	Bom• bay,	9	60	51	30	25
Joly 1914 1915 1917 1918 1918 1920 1921 1922 1922 1922 1922 1923 1923 1923	1,000 1,510 2,100 3,250 8,100 4,450 5,060 4,920 4,960 5,080 5,900	1,000 a1,230 a2,030 a2,030 a2,710 a2,900 3,190 2,330 2,180 2,180 2,480 2,480 2,770	t 1,000 450,550 1,298,110 714 1,301 1,754	4 1,230 1,340 1,770 2,580 3,180 2,870 2,310 1,780 1,580 1,550 1,700	1,000 1,190 1,410 2,220 2,890 2,890 2,070 1,530 1,620 1,640 1,650	1,000 1,740 1,600 1,430 1,510 1,520	1,000 1,070 1,160 1,280 1,390 1,970 1,390 1,160 1,160 1,170 1,200	1,040 1,040 1,140 1,570 1,860 2,270 1,480 1,380 1,370 1,370 1,450	1,000 930 1,090 1,430 1,630 2,160 1,450 1,390 1 ,440 1,440 1,410	1,308 1,308 1,302 1,263 1,263 1,263 1,263 1,473 1,942 1,642 1,644 1,485 1,484	1,000 1,121 1,266 1,399 1,037 1,037 1,436 1,436 1,436 1,436 1,436

(b) PRICES OF FOODSTUFFS-continued.

a June. b January. c First half of the year. d Gold mark prices. c Since January 1922, including dothing. f December. g Averages for years specified. A From 1916 for mouth of August Figure for the whole country. j Average for 1913. k May. I Including fuel and soap. m Average of selected week in the middle of the year. n Quarterly Indexes, from 1914 to 1919, third quarter of each year. o ist June. p December, 1924. g February. r August 4 November, 1924. g From 1923 "Zloty" prices. u Third Quarter of each year specified excepting 1925 which is the first quarter figure.

CHAPTER II.-WAGES.

§1. Operations Under Arbitration and Wages Board Acts.

1. General.—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, showing the number of boards authorized and constituted, also those which had and which had not made any award or determination in each State, the number and territorial scope of awards or determinations, and the number of industrial agreements in force, were first compiled to the 31st December, 1913.*

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1924.

[•]Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 16, pages 568 to 571.

2. Awards and Determinations Made and Industrial Agreements Filed. —The following table shows the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth Statutes during each quarter of the years 1923 and 1924.*

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1923 and 1921.

	1st Q	uarter.	2nd Quarter.		Srd Q	uarter.	4th Q	uarter.	Whole Year.	
State.	Awards of Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed,	Awards or Determinations made.	A greements Filed .	Awards or Determinations made.	Agreements Flied.	Awards or Determinations made.	Agreements Flled.
			1923	ι.						
New South Wales	8 12 4 5 1 5 4 4 4 4 40	16 7 29	18 24 6 7 1 8 13 80	9 2 3 14 33	15 19 7 10 10 22 1 84	13 4 1 2 1 5 26	19 27 14 16 1 3 20 2 102	15 6 2 6 8 37	60 82 31 38 13 14 64 4 306	53 15 5 17 1 34 125
New[South Wales	11 42 3 19 1 2 1 79	9 12 12 17 	14 15 8 5 3 7 1 50	20 6 1 11 44	15 11 17 9 3 6 13 74	21 6 6 	18 10 27 24 3 22 2 109	6 7 1 13 1 1 1 1 39	58 78 55 58 11 13 44 4 4 321	56 20 4 37 2 45 164

As compared with the preceding year there was an increase both in the number of principal awards made and industrial agreements filed during 1924. As regards awards made the States responsible for the increase were Queensland and South Australia and, in respect of industrial agreements filed, the

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

largest increases occurred in the numbers of agreements filed pursuant to the provisions of the Western Australian Industrial Arbitration Act and the Commonwealth Conciliation and Arbitration Act.

The figures in the preceding table are exclusive of variations of principal awards, of which a considerable number are made each year. The total variations made by the State and the Commonwealth Courts, Wages and Industrial Boards, and the Commonwealth Public Service Arbitrator numbered 305 in 1924, compared with 703 in 1923, and were distributed as follows :—New South Wales 76, Queensland 39, South Australia 39, Western Australia 2, Commonwealth Court S5, and the Commonwealth Public Service Arbitrator 64. The largest decrease in variations made was in New South Wales, where 456 awards were varied during 1923. The falling off in 1924 was due to the fact that there was no alteration in the living wage during the year. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and a new determination issued which wholly repeals the old one.

3. Awards, Determinations, and Agreements in Force.—(i.) General.— The following table gives particulars for all States—excepting Western Australia, where there is no provision for Wages Boards—of the number of boards authorized and constituted, and, including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at the dates specified to 31st December, 1924.

Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions has taken place during the eleven years ending 31st December, 1924. Including the operations under the Commonwealth Arbitration Acts (a) and of the Western Australian Court of Arbitration, 536 additional awards or determinations were in force at the end of 1924. The number of industrial agreements (b) made and in force under the various Acts increased during the eleven years under review by 148.

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

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

⁽b) The registration of industrial agreements is not provided for under the Act in force in Victoria, but such agreements may be registered and filed under the provisions of the Commonwealth Concillation and Arbitration Act.

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

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

Dates.	Boards Authorized.	Boards. Constituted.	Boards which had made Awards or Deter- minations.	Awards or Deter- minations in Force.*	Industrial Agreements in Force.
31st December, 1913.	505	501	387‡	575†	401
30th September, 1914	049	539	4/4	599	409
31st December, 1915.	573	554	498	663	546
,, ,, 19 16	594	572	525	706	609
,, ,, 1917	[478¶	473	442¶	744	732
,, ,, 1918	267**	260**	445	\$6 6	833
,, ,, 1919	505	498	465	942	843
., ., 1920	475††	470††	44011	1,041	972
,, ,, 1921	569	557	479	1,047	1,222
1922	569	561	508	1.042	780
	574	566	523	1.088	740
1924	575	538tt	520	1.111	549

Particulars of Boards, and of Awards, Determinations and Industrial Agreements in Force, 1913 to 1924.

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

† Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on Sist December, 1918.

‡ Owing to a number of Awards made under the New South Wales Industrial Disputes Act 1908 being still in force, the Boards constituted for such industries under the Industrial Arbitration Act 1912 had not made any awards.

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

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

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

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

11 During 1924 the majority of the South Australian Boards expired and all had not been reconstituted at the close of the year. The following table shows the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agrecments in force at the end of the years 1913, 1923, and 1924.

		Commonwealth								ļ
Partículors,	At Slst Dec.	Court.	Pub. Ser. Arb.	N.8.W.	Vic.	Q'land.	S.A.	W.A.	Тая.	Total,
Boards Authorized, etc.* Boards authorized	$\left\{ \begin{matrix} 1913\\ 1923\\ 1924 \end{matrix} \right.$	 	••	+216 274 274	8 195 1 177 1 176	75	50 70 75	 	29 47 48	505 674 575
Boards constituted	$\left\{ \begin{matrix} 1913\\ 1923\\ 1924 \end{matrix} \right.$	· · · · ·	··· ··	†223 274 274	3 132 1 175 1 174	74 	51 76 48	· ·	21 41 42	50L 566 598
Boards which have made Awards or Determinations	$\left\{ \begin{matrix} 1913\\ 1923\\ 1924\end{matrix} \right.$	 	•• ••	123 258 259	128 106 158	74 	47 60 05		19 33 38	386 528 520
Awards and Determina- (ions— Awards and Deter- minations in force	$\left\{ {\begin{array}{*{20}c} 1913\\ 1923\\ 1924 \end{array} } \right.$	17 141 146	20 29	‡265 318 320	127 171 174	73 216 221	54 78 81	18 87 91	21 48 49	575 1,088 1,111
State Awards and Deter- minations— Applying to Whole State	${ { 1913 \\ 1923 \\ 1924 } }$	 	 	32 31 31	8 43 65	3 65 65	 9 7	 5 5	15 30 39	58 192 212
Applying to Metro- politan area	$\left\{ \begin{matrix} 1913 \\ 1923 \\ 1924 \end{matrix} \right.$	 	 	58 85 90		28 48 50	53 47 50	13 49 51		153 230 242
A pplying to Metropol- lian and Country areas	$\begin{cases} 1913 \\ 1923 \\ 1924 \end{cases}$:: ::	 	49 137 136	105 116 94	1 43 44	•• • • • •	1 7 8	5 7 7	161 312 291
Applying to Country areas	$\Big\{ \begin{matrix} 1913 \\ 1023 \\ 1924 \end{matrix} \Big.$		 	126 65 63	14 11 14	41 60 62	1 20 22	4 26 27	••••••••••••••••••••••••••••••••••••••	186 184 191
Commonwealth Court Awards Awards In force in each State	$\left\{ { {}^{1913}_{1923} \\ {}^{1924}_{1924} \right.$., 	 ::	13 81 87	17 109 110	15 32 32	16 79 80	9 40 33	13 62 62	• • • •
Commonwealth Public Service Arbitrator— Determinations in force in each State	$\left\{ {\substack{1923\\1924}} \right.$::	28 28	25 26	25 2 5	20 25	20 25	24 24	
Industrial Agreements- In force	$\left\{ \begin{matrix} 1013 \\ 1923 \\ 1924 \end{matrix} \right.$	228 454 221	::	75 116 135	 	5 50 62	11 43 44	82 72 85	· · 5	401 740 549
Commonwealth Agree- ments in force in each State	$\left\{ { \begin{smallmatrix} 1913 \\ 1923 \\ 1924 \\ \end{smallmatrix} \right.$:: :: 	 	1 32 04 68	129 284 96	08 24 24	62 48 24	57 38 11	61 18 19	:: :: .:
Number of persons covered by State Awards and Determinations (estimated)	}1924			275,000	192,300	163,600	32,000	35,000	19,000	716,900

Boards Authorized and Constituted : Awards, Determinations and Agreements in Force 1913, 1923, and 1924.||

- . -

* The figures for New South Wales are exclusive of Demarcation Boards.——- † Including boards which were subsequently discoved owing to alteration in the sectional arrangement of industries and callings.—_-1 Omitting a number of awards which expired on the 31st December, 1913.——-|| For particulars relating to the years 1914 to 1920, see Labour Reports Nos. 9, p. 113; 11, p. 103; and 18 p. 94.





There were 23 more awards in force at the end of December, 1924 than at the same date in 1923. Each State shows an increase, also the Commonwealth Court, while the number of determinations of the Commonwealth Public Service Arbitrator in force remains unchanged. A sharp decline in the number of industrial agreements in force is shown for 1924, although, excepting in Tasmania, State Agreements increased. The large decrease has occurred in the number of agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act, which fell from 454 in 1923 to 221 in 1924. Of the Commonwealth Agreements superseded it will be noted that a large percentage affected the State of Victoria.

Information as to the main provisions of the various Industrial Acts then in force throughout the Commonwealth was given in Labour Bulletin No. 1. In subsequent issues brief reviews were furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals, and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1924.

(ii.) New South Wales.—In pursuance of section 14 of the Industrial Arbitration Act 1912, as amended, the Court of Industrial Arbitration in this State has for several years past been exercising the functions of Industrial Boards with the exception of the Board constituted for industries (other than mining and smelting) in the County of Yancowinna (Broken Hill). This Board during the year 1924 made two principal awards and three variations thereof, while 57 awards and 73 variations were made by the Court.

Two Industrial Boards were authorized and constituted during the year, and two dissolved. The Wharf Labourers (State) Board, authorized during July, replaced the two previous Boards which applied to the areas Newcastle and Morpeth, and Port Jackson respectively. The other new Board for Painters, Japanners, &c., Metal Articles (State) relates to a section of industry not previously subject to the jurisdiction of a Board. The constitutions of five Boards were varied during the year.

During December, the Court of Industrial Arbitration considered the question of reconstituting Industrial Boards as provided by the Industrial Arbitration Act and decided to recommend, subject to certain adjustments, the reconstitution of the existing Boards.

Notice of intention to constitute a Conciliation Committee for the following employees was gazetted during October :--Monumental masons and their assistants, polishers, polishing machinists, float machinists, and saw machinists engaged in monumental work, stonemasons, rubble masons, stone machinists, and all other employees engaged in the preparation of stone for use in the erection of buildings in the State, excluding the County of Yancowinna (with certain exceptions).

During February the Board of Trade held an inquiry into the living wage, and on the 7th March announced its decision not to vary the existing rates. A further inquiry was held in July, when it was again decided to make no change. The following table shows the movement in the living wages for adult male and adult female workers from 1914 onward. The declarations of 1914 to 1916 are those of the Court of Industrial Arbitration, from 1918 to 1924 those of the Board of Trade.

		Males.	Females.									
Date.	Weekly Living Wage.	Area.	Date.	Weekly Living Wago.	Area.							
16.2.14 $17.12.15$ $16.8.16$ $5.9.18$ $8.10.19$ $19.4.20$ $8.7.20$ $8.7.20$ $3.3.21$ $12.5.22$ $26.6.22$ $29.9.22$ $10.4.23$ $7.9.23$ $7.3.24$ 18.24	$\begin{array}{c} \pounds & s. d. \\ 2 & 8 & 0 \\ 2 & 12 & 6 \\ 3 & 15 & 6 \\ 3 & 17 & 6 \\ 3 & 17 & 6 \\ 3 & 18 & 6 \\ 4 & 5 & 0 \\ 4 & 5 & 0 \\ 4 & 5 & 0 \\ 4 & 5 & 0 \\ 4 & 5 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 3 & 18 & 0 \\ 4 & 2 & 0 \\ 4 & 2 & 0 \\ 4 & 2 & 0 \\ \end{array}$	Sydney and Suburbs """"""""""""""""""""""""""""""""""""	17.12.18 23.12.19 28.12.20 3.3.21 22.12.21 9.10.22 10.4.23 7.9.23 7.3.24 1.8.24	£ s. c. 100 1190 280 230 210 1196 200 216 216 216 216	Sydney and Suburbs State except County of Yancowinna Whole State State except County of Yancowinna Whole State """""""""""""""""""""""""""""""""""							

New South Wales-Determinations of Male and Female Living Wages, 1914 to 1924.

Several determinations were made by the Board of Trade respecting the terms and conditions of apprenticeship, and regulations were gazetted giving effect thereto. The industries or crafts affected number eleven, and are as follow :--Coopers, Furniture, &c., Makers, Shipwrights, Ship Constructors and Boat-builders, Boilermakers, Coachmakers (Rail), Coachmakers (Road), Engineers, Farriers, Metal Moulders, Tinsmiths and Sheet Metal Workers and Gas Meter Makers and Repairers, and Printers. The principal conditions prescribed by the regulations relate to the term of apprenticeship, rates of wage, period of probation, proportion to adult workers, transference from one employer to another, registration of contract of apprenticeship with the Board of Trade, and provision for technical training.

In June, a technical committee was appointed, upon a recommendation of the Board of Trade, to investigate the health conditions of stonemasons, quarrymen, rockchoppers and sewer-miners.

Reference was made in the previous issue of this Report to two legislative measures relating to the apprenticeship of juvenile migrants and to the control of monopolies. Regulations under these Acts were gazetted during the year. In July, an inquiry was opened by the Board of Trade under the Monopolies Act regarding the question of monopoly or combination in the trade in roofing tiles. The report of the Board was submitted to the Attorney-General on the 29th October.

An amendment of the Workmen's Compensation (Lead Poisoning-Broken Hill) Act, assented to on the 17th November, 1924, provides *inter alia* that a workman who is suffering from lead poisoning and is withdrawn or excluded from employment in the Broken Hill mines, shall be entitled to compensation from the mine owner who last employed him. Moreover, the meaning of "lead poisoning" is extended to include its sequelæ.

(iii) Victoria.-Eleven Wages Boards were authorized during the year and twelve were superseded. In July, a new Board was authorized for the trade of wire fence (other than wire netting) and tubular gate-makers. During August the Glue and Gelatine Board was authorized. A new Saddlery and Harness Board for the whole State, authorized in September, replaced the Saddlery Board and the Country Saddlery Board. In October, four Boards were authorized, two of which, the Entertainment Employees (Nonperformers) and the Gas Works Boards, covered employees not previously subject to a State Board. The other two Boards authorized during this month replaced existing Boards. The Glazed Pottery, Glazed Pottery (Country), Unglazed Pottery, and Unglazed Pottery (Country) Boards were superseded by the Pottery Board with jurisdiction over the whole State, while the Carters and Drivers Board replaced the Carters, Acrated Water Carters, and the Livery Stable Boards. During November, the following Boards were authorized :--Woodworkers, Woodworkers (Country), Clerks (Timber Trade) and Wharf and Jetties Boards. The two first-mentioned Boards take the place of the Timber Fellers Board and the previous Woodworkers and Woodworkers (Country) Boards.

There were, in addition, many variations of the constitutions and powers of Boards, the total reaching 32 for the year. A large number of the variations were in respect of the area or locality over which the determinations of the Wages Boards should have effect, and in most instances the area specified was the whole of Victoria.

All the authorizations and variations of Boards above referred to occurred during the period July to November.

The Railways Classification Board was engaged during practically the whole of the year in hearing claims for increased classification on behalf of secondary grades throughout the Railway Service, and towards the end of the year made a new award, operative as from 1st January, 1924, for officers and employees coming within its jurisdiction. This award provided for an increase in the basic wage from 13s. to 13s. 11d. per day in accordance with the determination arrived at in the early portion of the year, daily paid grades being increased by 11d. per day and salaried grades by £14 per annum, with a proportionate increase to grades classified at rates less than the basic wage. In addition to the general increases thus granted, the classification of a considerable number of grades was improved, increments ranging from 3d. to 3s. per day for certain employees and from £5 to £50 per annum for a number of officers being included. These increases for the most part applied to individual grades, but the main daily paid grades affected by the increment of 3d. per day were-Goods Checker, Class 1; Goods Guard: Leading Shunter, Class 1; Running Gear Repairer; Leading Running Gear Repairer: Train Examiner; Leading Train Examiner; Undergear Repairer; Track Ganger. The grade of skilled labourer in the Works Branch was extended to provide for what may be regarded as men engaged on "semi-artisan" work for which an increased rate of 6d. per day was fixed. For the first time an Award of the Board prescribed the rates of salaries for officers up to £500 per annum, the previous limit being £400 per annum, and, apart from improved status being granted in a number of individual grades so affected, increases were provided for clerks, Classes 2 and 1, and assistant engineers, while the anomalies created by the previous classification for foremen and sub-foremen, owing to the small margin between their salaries and the rates of the tradesmen under their control were adjusted by the provision that the salaries of such officers shall be not less than £25 per annum in excess of the tradesmen or leading hand tradesmen supervised by them.

In accordance with the Amending Act passed in December, 1923, the Board has determined that the basic wage for the year 1925 shall be 13s. 8d. per day, representing a reduction of 3d. per day on the rate fixed for the year 1924.

(iv.) Queensland.—During April the Court of Industrial Arbitration considered applications by the Australian Workers Union for awards covering (a) employees engaged in or in connexion with the clearing and preparation of land for the purpose of cotton cultivation, also employees engaged in cotton cultivation and/or harvesting in the State of Queensland and (b) employees engaged in or in connexion with farming, chaff-cutting, orcharding, market gardening, horticulture, dairying and poultry raising in the State of Queensland and recommended in each case that the claim of the Union should be remitted to an Industrial Board, consisting of four members and a chairman, for inquiry and report on the following questions :—

- (a) Whether in the public interest an industrial award should be made for the said industry or any section thereof
- (b) Assuming that the Court will make an award or awards what, in the opinion of the said Board, should be the provisions of the said award

The Minister of Public Works approved of the constitution of the Boards which were styled the Cotton Farm Workers' and the Farm Workers' Industrial Boards. The members and chairmen were duly appointed, and much evidence taken at various centres throughout the farming districts, but at the close of the year reports had not been submitted.

In March, the Court of Industrial Arbitration considered an application from the Australian Workers Union for revision of the basic wage, but decided to make no alteration. The present basic wage of £4 per week has remained unchanged since February, 1922, consequently the number of applications for variation of the wage clauses of awards has been very small.

The Order in Council, made on the 2nd December, 1921, exempting from the operation of the Industrial Arbitration Acts employees of the Crown in receipt of £300 or over per annum was revoked on the 30th October, 1924.

Assent was given on the 30th October, 1924, to an Act to further amend the Industrial Arbitration Act. The amending measure provides for the introduction of a general 44 hour week and comes into operation from 1st July, 1925. In order to secure the reduced hours, application must be made to the Court of Industrial Arbitration for variation of existing awards.

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



(v.) South Australia.--During the year 1924, most of the Industrial Boards in this State expired by effluxion of time. At the close of the year many, but not all, had been reconstituted.

The Board of Industry, appointed under the Industrial Code, 1920, which, amongst other matters, is charged with the fixation of the living wage, made a declaration on the 30th April, 1924, of 13s. 8d. per day as the living wage for adult males in the metropolitan area. This represented an increase of 7d. per day. The adult female living wage of 35s. per week, declared in August, 1921, was increased, on the 22nd October, 1924, to 38s.

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

	Ма	ales.	Females						
Date.	Weekly Living Wage	Area .	Date.	Weekty Living Wage	Area.				
15.7.21 11.4.22 19.10.23 30.4.24	£ s. d. 3 19 6 3 17 6 3 18 6 4 2 0	Metropolitan Area ,, ,, ,,	11.8,21 22.10.24	£ s. d. 1 15 0 1 18 0	Motropolitan Area "				

South Australia .--- Determinations of Male and Female Living Wages, 1921 to 1924.

An Act to further amend the Industrial Code, 1920, was assented to on the 24th December, 1924. It provides *inter alia* for the extension of the principal Act to public servants and others, and affects the term of determinations of Industrial Boards. Prior to this amendment, the determination of an Industrial Board ceased to have effect on the expiration of the term mentioned therein. At present, a determination will continue in force, notwithstanding the expiry of the specified term, until a new determination has been made unless it has been previously cancelled by the Minister, rescinded by the Court, or suspended by the Governor, as provided in the Act.

(vi.) Western Australia.—A Royal Commission was appointed on the 12th January, 1924, to inquire, generally, into—(a) the apprenticeship question; (b) the question of articles in the professions; (c) the working and operation of the Industrial Arbitration Act 1912, the constitution of the Court of Arbitration, and the necessity of amending the said Act.

The Commission began its investigation and visited other States, but was annulled before completing its report.

A Bill to amend the Industrial Arbitration Act of 1912, introduced in the Legislative Assembly on the 26th August, passed the Assembly, but was defeated in the Upper House. Many of its comprehensive provisions were new so far as Western Australia is concerned. The main features were as follow:—Court to have power to award preference to unionists; inclusion of domestic servants; Court to have power to function of its own motion and to make certain awards retrospective to the date on which the Court first had cognizance of the dispute or matter; awards to continue until new ones made, thus prohibiting parties from withdrawing at expiry of term specified in award; Court to determine the basic wage from time to time on the basis of a family of a man, wife and three children, and on the rent of a five-roomed dwelling house; statutory 44 hour working week; the President of the Court of Arbitration not necessarily to be a Judge of the Supreme Court, but, if a Judge were appointed, the whole of his time to be devoted to the work of the Court; provisions for the constitution and appointment of industrial boards, demarcation boards, boards of reference, industrial magistrates, conciliation committees, conciliation commissioners, and an apprenticeship board. Twelve industrial agreements during the year were declared "common rule" by the Court of Arbitration and are thereby given the force of awards.

(vii.) Tasmania.—One new Wages Board, the Comentmakers', was established during the year, and in April issued its first determination, the area covered being Maria Island.

An Act to amend the Wages Board Act 1920 was assented to on the 13th March, 1924. The new measure, amongst other matters, amends the provisions relating to the keeping of records by employers, appointment of members and constitution of Wages Boards and the term of operation of determinations of Boards. An important alteration relates to the proportionate number of apprentices of either sex who may be employed. The minimum has been increased from one to two apprentices of either sex for every journeyman of the same sex employed.

(viii.) Commonwealth Court.—Awards and variations of awards made during 1924 were fewer than in the previous year, although at the close of the period a larger number of awards were in force. Several industries were for the first time regulated by awards of the Court, including metal moulders, boilermakers, stonemasons and supervisors and clerks of works.

(ix.) Commonwealth Public Service Arbitrator.— In 1924, a determination was made for the first time by the Arbitrator for employees at the Cordite Factory, Maribyrnong. A separate determination was also made for clerical officers in the Commonwealth Railways Department. These officers were formerly covered by the general Clerical Officers' Award.

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

(xi.) Industrial Board—Territory for the seat of Government.—This tribunal authorized by the Industrial Board Ordinances 1922, having power to fix rates of pay, hours and other conditions of employment in respect of workmen engaged upon Commonwealth Works in the Territory, made a new award on the 16th September, 1924, superseding the award made in the provious year. The sections of the award affecting employment other than at the brickworks and quarry were identical with those in the previous award.

§ 2. Changes in Rates of Wage.]

1. General.—(i.) History of Collection.—The collection of information regarding changes in rates of wage throughout Australia dates from 1st January, 1913, and the statistical results of the first complete year (1913) were published in Labour Report No. 5. Annual figures for subsequent years have been given in Labour Reports Nos. 5 to 14, while details for the year 1924 are furnished herein.

(ii.) Definition of Change in Rate.—For the purposes herein a change in rate of wage has been taken to mean an alteration in the weekly rates of remuneration of employees, apart from any change in the nature of the work

performed, or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of change are excluded. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes all changes to workers in that industry, irrespective of the occupations or trades affected. A change may relate to the employees of a single employer, or to those of a number of employers, according to the instrument or method operating to bring about the change. In a few instances, separate arrangements, some of which may not have affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course has been adopted to obviate the necessity for separately recording changes affecting a small number of workers.

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

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

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

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

The computations (amount of change per week) do not relate to the actual change in earnings per week, but to the change in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during the whole of that week. The aggregate effect per annum cannot therefore be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. Since unemployment and activity in all branches of industry vary from year to year, and in many branches from season to season, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid per annum can be made until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

2. Number and Effect of Changes in 1924.—During the year 1924 the number of decreases in rates of wage recorded was less than in 1923. The following table shows the number and effect of increases and decreases in rates of wage in each State during the year :—

		Increases	•	-	Decrease	3.	Total Result of all Changes.			
State,	 Changes.	Work- people Affected.	Increase per Week.	Changes,	Work- people Affected.	Decrease per Weck.	Changes.	Work- people Affected.	Not Increase per Week.	
New South Wales Victoria Queensland South Anstralia Western Anstralia Tammania N. Territory Federal Capital Territory Common to all States	138 134 73 156 74 65 1 1 3	55,652 119,819 40,009 74,317 19,923 12,396 35 30 6,642	£ 17,512 32,697 14,259 10,510 3,973 2,229 15 15 1 5,028	104 160 11 59 32 41 30	140,414 218,942 3,968 36,044 20,675 13,748 75,143	£ 9,652 25,385 2,675 1,494 887 3,892	242 303 84 215 106 J08 1 1 33	190,066 338,761 52,075 111,261 40,598 26,144 35 30 81,785	£ 7,860 7,312 13,903 7,835 1,870 1,335 15 1 1,136	
Total	645	837,823	85,018	446	50 9, 832	44.250	1,001	847,055	41,360	

Changes in Rates of Wage-Number and Effect in each State, 1924.

The changes in wages include all those which have occurred through the operations of wage tribunals, or as the result of direct negotiations between employers and employees. Many workers in all States come under the jurisdiction of awards made by the Federal Arbitration Court. The principle of quarterly adjustments adopted by that Court led to variations in all States during the year.

3. Number and Effect of Changes, Australia, 1921 to 1924.—The following table gives separate particulars of the number and effect of increases and decreases in rates of wage in Australia during the years 1921 to 1924 :—

			lucreases.			Decrease	s.	Total Result of all Changes.			
	Year,	Changes	Work- people Affected.	Increase por Week.	Changes.	Work- people Affected,	Decrease per Week.	Changes.	Work- people Affected,	Net Increase per Week.	
1921 1922 1923 1924		 1,065 305 1,069 645	605,295 156,017 820,856 337,823	205,086 22,412 125,379 85,616	135 667 184 448	126,970 472,099 169,996 509,832	19,428 92,974 21,361 44,250	1,200 972 1,253 1,001	732,265 628,116 990,852 847,055	185,658 70,562* 104,018 41,306	

Changes in Rates of Wage-Number and Effect in Australia, 1921 to 1924.

Decrease.

4. Changes in each State, 1920 to 1924.—The following table gives particulars relating to changes in rates of wage recorded during the years specified. These are set out more fully on p. 64, and again mentioned on p. 67. The net amount of increase per week, as tabulated, is subject to the qualifications mentioned in 1 (v.) *ante* :—

					_					<u> </u>
Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	*All States.	Aust.
Changes { 1920 1921 1922 1923 1924	734 353 444 578 242	354 247 137 246 303	300 233 132 65 \$4	231 166 131 148 215	209 108 60 90 106	154 77 64 100 106	7 1	 1 1	10 16 3 24 33	1,999 1,200 972 1,253 1,031
Persons { 1920 Affected { 1921 1922 1923 1924	454,610 272,782 363,909 519,440 196,066	258,211 238,084 90,172 276,004 338,761	145,464 115,722 78,791 30,051 52,975	76,605 44,696 35,722 63,209 111, 26 1	55,489 22,695 18,547 32,057 40,598	28,317 14,783 16,038 25,918 26,144	703 .71 35	 337 1,002 30	7,887 23,503 24,600 43,010 81,785	1,027,286 782,265 628,116 090,852 847,655
Net { 1920 Increase { 1921 per week { 1922 1923 1924	£ 228,186 38,371 \$42,930 53,868 7,860	£ 119,706 77,425 16,625 36,934 7,312	£ 69,748 30,700 ‡14,886 ‡2,177 13,993	£ 30,316 13,409 \$2,687 9,784 7,835	£ 25,195 11,395 ‡1,589 ‡69 1,879	£ 14,593 6,370 \$1,701 1,755 1,335	£ 684 ‡20 15	£ 298 1	£ 6,280 7,898 1138 3,645 1,136	£ 494,708 185,658 170,562 104,018 41,366
A verage Increase per head per week 1921 1929 1929 1929	s. d. 10 0 2 10 \$2 4 9 9 0 10	*. d. 9 3 6 6 2 8 9 5	s. d. 9 7 5 4 13 9 11 5 5 3	8. d. 7 11 6 0 11 6 3 11 1 5	s. d 9 1 10 1 11 9 10 1 0 11	s. d. 10 4 8 7 \$2 1 1 4 1 0	t. d. 19 6 \$5 8 8 7	s. d. 13 4 5 11 0 8	s. d. 15 11 6 9 ‡0 1 1 9 0 3	a. d. 9 8 5 1 \$2 3 8 0 1 0

Changes in	Rates o	i Wage—N	umber and	Effect of	Changes,	States,	etc.,	1920	to	1924	ł,
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* Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. I Decrease.

Note .- See sub-section v. on page 59.

The upward movement of wages in 1920 is shown by the exceptionally large number of changes recorded, the figures being greatly in excess of those for any previous year. There was a noticeable decrease in the total number recorded during 1921, 1922, and 1924, as compared with 1920, the reduction being general in all States. The relative position of the States in point of numbers of changes effected, and also in regard to the numbers of workers affected in each year depends, of course, largely on differences in population and on the magnitude of the different industries and callings in which changes took place.

The number of changes in 1924 was 1,091, as compared with 1,253 during 1923, 972 during 1922, 1,200 during 1921, and 1,999 during 1920, when the highest number was recorded since the collection of this information. In addition to the larger number of separate changes in the year 1920, the number of workpeople affected was considerably higher than in any other year. The total net amount of increase per week was also higher during 1920 than for any other year.

5. Changes in Industrial Groups, 1924.—The following table shows the number and effect of changes in rates of wage during 1924 in each State, classified according to the industrial groups adopted. Particulars of changes in rates of wage in the industrial groups during 1913, and subsequent years to 1922, have been published in Labour Reports Nos. 5 to 14.

	1	Industrial Group.														
Partiçulars.		I. Wood, Furni- ture, etc.	II. Engi- neering, Metal Works, etc.	HI. Food, Drink, Tobacco, etc.	IV. Clothing, Hata, Boots, eto.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Bulid- ing.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Trans- port.	XI. Shipping, etc.	XII. Pastoral, etc.	XIJI. Domestic, Hotels, etc.	XIV. Miscel- laneous.*	All Groups.
New South Wales- Changes Persons Affected Increase per week	 	7 27,290 †1,579	19 23,215 †566	20 11,504 961	4 16,904 792	6 134 02	37 19,743 †362	22 17,100 6,068	1 23 10	6 25,507 †492	4 1,206 242	8 14,338 †907	827 †1	8 1,258 197	92 37,017 2,505	242 196,066 7,860
Changes Persons Affected Increase per week	 .£	12 18,795 †894	36 39,976 †2,837	23 10,794 246	6 21,324 2,184	7 5,176 1,878	56 34,906 §1,879	13 33,035 †L,306	4 5,400 †227	17 38,972 4,638	7 24,875 425	18 6,831 1634	1 2,500 †70	2 3,661 958	106 83,216 4,330	303 888,761 7,312
Changes Persons Affected Increase per week South Australia	 £	1 775 137	4 92 14	3 1,805 180	2 6,849 440	6 1,692 456	12 1,378 72	2 6,069 1,669	2 136 157		3 2,646 398	1 7 †1	3 8,230 4,722	3 386 224	42 23,410 5,516	84 52,975 13,993
Changes Parsons Affected Increase per week Western Australia-	÷	3,108 105	22 0,590 409	26 7,383 648	4 8,303 458	8 436 79	31 11,069 803	7,657 230	4 1,566 351	13 21,097 2,258	10 5,441 355	15 7,224 †418	5 1,900 86	4 447 173	64 * 26,040 2,208	$215 \\ 111,261 \\ 7,835$
Changes Persons Affected Increase per week Tasmania -	÷	7 10,813 †450	6 4,007 47	10 2,281 422	1 285 33	3 188 29	7 720 121	3 654 303	1 175 63	4 587 110	7 5,100 †20	9 2,647 †211	2 232 12	6 1,785 253	40 11,174 1,167	106 40,598 1,879
Changes Persons Affected Increase per week Northern Territory-	÷.	4 1,947 175	2,187 73	6 1,418 256	3 1,490 187	1 242 86	8 747 29	6 2,081 †58	4,800 226	5 848 30	7 4,075 155	8 1,969 †180		1 70 20	42 4,270 327	106 26,144 1,335
Changes Persons Affected Increase per week Federal Capital Territor	£	· · · · · · ·	·· ··	•• •• ••	•••	··· ·· ··	••	••	 ., 		•• •• ••		•• •• ••	 	1 35 15	1 35 15
Changes Persons Affected Increase per Week All States 5-	÷	••• ••		••	•••	•• •• ••	1 30 1	· • • •	· · · · ·	 	••	 	•• • ••	· · · · ·	 	1 30 1
Changes Persons Affected Increase per week Total' Australia—	÷. €	 	· ·· ··	 	•	1 935 1,626	4 10,250 †668	••• •• •	 	· · · · ·	 	25 81,094 †2,999	 	•	3 9,506 3,175	03 81,785 1,186
Changes Persons Affected Increase per week	 £	128 62,728 12,508	169 79,067 †2,270	\$74 43,685 2,713	‡12 55,155 4,103	27 8,803 4,246	\$109 78,843 †1,881	‡36 66,596 7,806	\$12 12,100 580	\$44 86,961 6,544	\$20 43,343 1,555	254 94,110 †5,350	210 13,989 4,749	24 7,607 1,834	1201 194,668 19,243	1718 847,655 41.366

Changes in Rates of Wage--Industrial Groups, 1924.

* Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others. † Decrease. ‡ After deduction of changes affecting more than one State. § Changes recorded in these columns are common to all States, as the particulars relating to the number of workpeople affected and the net amount of decrease per week in each State were not ascertainable.

CHANGES IN RATES OF WAGE.

6. Changes in Industrial Groups, 1922 to 1924.—(i.) All Employees.—The following table shows the number of changes, number of work-people affected, and the total increase in wages per week in industrial groups during the three years 1922-24 :—

Changes in Rates of Wage-Industrial Groups, Australia, 1922 to 1924.

		I 922.			1923.		1924.			
Industrial Group.	Changes.	Регізоція Аffected.	Increase per week.	Changes.	Persons A fiected,	lucrease per week.	Changes,	Persons Affected.	Increase per week.	
I. Wood, Furniture, Timber, etc.	17	14,824	£ 2,028†	25	60,724	£ 6,209	26	62,728	£ †2,506	
II. Engineering, Metal Works, etc.	90	68,844	14,899†	91	102,475	12,258	69	79,067	<u>†2,270</u>	
IV. Clothing, Hats, Boots,	74	34,987	5, 8 05 †	103	72,851	3,594	74	43,685	2,713	
etc	24 32	13,793 13,533	1,412† 1,722†	16 22	19,593 10,445	†388 1,021	$\frac{12}{27}$	$55,155 \\ 8,803$	4,103 4,246	
VI. Other Manufacturing VII. Building	116 29	64,285 48,603	6,784† 8,069†	120 33	82,785 79,685	9,144 13,084	109 36	78,843 66,596	†1,881 7,806	
VIII. Mines, Quarries, etc. IX. Rail and Tram Services	27 66	17,716 86,161	2,330† 15,311†	21 105	18,223 156,830	828 11,990	12 44	12,100 86,961	580 6,544	
XI. Shipping, etc. XII. Pastoral, etc.	23 14	12,003 28,432 56,292	2,076† 559† 4,136	71	23,510 79,466 24,720	6,873 9,647	⊻0 54 10	93,343 94,110 13,989	1,555 †5,350 4,749	
XIII. Domestic, Hotels, etc. XIV. Miscellaneous	28 248	15,663 152,380	1,288† 12,916†	25 269	21,724 238,821	3,117 26,399	24 201	7,607 194,668	1,834 19,243	
All Groups •	824	628.114	70,5621	939	990,852	104.018	718	847,655	41,366	

* In this table an Industrial Award or A greement under the Commonwealth Contribution and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act, or the Industrial Fonce Act, is counted as one change only, although such Award, Agreement, or Order may be operative in more than one State. † Decrease. Note.—See paragraph (v.), page 59.

During the year 1924 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net increase in all the groups except four.

(ii.) Female Employees, 1924.—The following table shows the number of female employees affected, classified according to the industrial groups in which the changes took place in each State during the year 1924. Similar information for the years 1913 to 1923 was published in Labour Reports Nos. 5 to 14:—

		Industrial Group.											
		Ī. [П.	111. I	IV.	v.]	VI.	[IX.]	XI.	XII.	xm.	XIV.	-
Particulars.		Wood, Furniture, etc	Engineering, Metal Works, etc.	Food, Drink, etc.	Clothing, Hats, Boots, etc.	Books, Printing, etc.	Other Manufacturing.	Rail and Tram Services.	Shipplag.	Pastoral, etc.	Domestic, Hotels, etc.	Miscellaneous.	All Groups,
New South Wales-	· —								i	i			
Persons Affected	• •			565	7,684	2	2,578	••	•••	400	510	2,698	14,287
Increase per week	*	•		-15	171	1	■ 28	•		•10	51	i 441	919
Persons Affected		416	10	⇒ 910	0.021	1.01	3 980	0.10		1 400	000	99 676	48.170
Increase per week	֐.	410	14	4,610	1,691	207	2,000	940		#95	1960	2,329	4,712
Outerstand-	~	107	-	31	1.001	301	10	- 00	••	- 30	100	2,020	*,
Persons Affected		- 55		40	6.179	343	110			1 110	221	7.646	14.704
Increase per week	Ē			1	410	11	*8			22	187	1,452	2,124
Bouth Australia	-	~							.,			-,	-,
Persons Affected		110		611	6.764	50	176			600	51	7.156	15,518
Increase per week	£	17		31	423	8	6		1	*15	28	327	825
Western Australia—						-		-					-
Persons Affected				130	105	31	22			100	1,410	1,615	3,413
Increase per week	£	.,	• • •	29	12	7	1		•	•3	188	188	422
Tatmania										1			
Persons Affected	•••	62		110	1,120	42	32					678	2,044
Increase per week	£	15	••	10	114	6	1 1		1			103	249
Common te all States	-						ł	· ·	1	i i	i		
Persons Affected	• :	••	•			• •	- 1	• •	416			4,375	4,791
Increase per week	5	•	•	••	••	•			*18		I · I	798	1 780
				1.000	B1 400				1 11 11	0.000	0.000	40.044	0 00-
rersons Allected	• :	642	12	4,275	31,626	1,992	9,778	040	[#L0	2,010	3,092	40,844	10,027
increase per week	÷.	L44	ı 1	1 140	3,120	370	; ≁6	ı 88	; -18	- 41	F 593	0,038	110,020

Changes in Rates of Wage-Female Occupations in Industrial Groups, 1924.

63

* Decrease.

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

	_																				
Year.		N.S.	w.	Vie	,	Q¶a:	nd.	S .,	A.	w	.A.	Т	a9.	N.	т.	F.C	.т.	A Sta	.11 kos.•	ΑU	ST.
					• - ÷	Mal	в 1	5MP	LOY	EES	AF	FEC	TED								
1920		385	118	202	972	126	306	66	824	48	088	21	213	İ	703			-	812	862	.036
1921	•••	219	813	185.	895	- 90	918	37	062	19	988	13	484	ł.	100		-	21	710	588	870
1922		322	818	85.	005	64	473	34	085	18	248	14	473	[.			337	24	600	564	034
1923		465.	446	256.	666	27	421	60.	967	31	507	24	.931		71	1.	002	42.	830	910	.841
1924		181,	779	295,	591	38,	271	95,	743	37	,185	24	,100		35	.,	30	76,	994	749	,728
	·	•	N	ET]	[N09	EAS	E PI	cr 1	Wee	sr. ·	ro M		ъE	MPL	071	CES.		<u> </u>			
	-	£		£		1	;	<u> </u>	£		£	1	£		£	1	£	1	£	1	i.
1920	• •	207,	403	98,	778	63,	,432	27,	,498	22	,157	[13	,105		684	Į.		6	192	439	,249
1921	••	26,	735	- 68,	087	26	,649	12,	079	10	,737	6	,119	۱.	•	۱.	•	6	,891	157	,207
1922	• •	†40,	245	†0,	943	† 1 3,	,965	†2,	626	†1	,640	11	,818	•	:	ļ	f56	1_1	138	167	,43[
1923	• •	50,	954	33,	902	ţz,	,290	9	270		123	1	,893		†20		308	3	654	97	,538
1924	••	9 ^{6,}	917	2,	.600	u,	,869		,010		,457	ו	,080		15		1		356	31	,341
	Ą	VERA	ÓE	INC	REAS	SE P	en 1	НE	D I	ER	WE	EK	то	MA	LE]	Еме	LOJ	ees	s.		
		8,	<i>d</i> .	8.	d.	3.	d.	8.	d.	s.	<i>d</i> .	8.	d.	3.	d.	3.	d.	<u>.</u>	d	8.	d.
1920	••	10	9	8	9	10		8	3	.9	3	μò	10	19	6		·	15	10	10	2
1921	••	2	5	.7	4	5	10	6	6	10	.9	9	1	•	•		•	6	4	5	4
1922	••	TZ	tí A	†	× ×	14	4	ŤĹ.	6	ŤL.	10	TZ.	6	l*	•	13	4	10	I.	۲¥,	5
1923	••	2	2	2	8	Ĩ	8	3	1	40	1		.6	15	8	5	Ц		9	Z	.2
1924	••		9	U	2	6	z	L	6	U	9	0	11	8	7.	U	8	0	1	0	10
	_				1	? IIMA	LE	Ем	PLO:	Y E F	s A	FFE	OTC	D.							
		1				- •		١.		ι_		ŀ.				l		i			~~~
1920	••	69,	492	55,	239	19	,158	9	781	7	,401	4	,104	•	•	ļ .	•	1	75	165	,250
1921	••	52,	969	52,	189	24	,804	7	634	2	,707	!	,299	- 1	-	. I	•	1,	793	143	,395
1922	••	41,	090	5,	107	14	,318	1,	637		299	ļι	,565		•	· ·	•	·	:00	64	,082
1923	• •	100.	934 007	10,	420	<u> </u>	,030	12	Z4Z	•	000		981	۱ ·	·	1 ·	•	۱.	100	- 80	5011
1924	•••	14,	201	43,	110	14	,704	10	,518,	3	,413		,044	·	•	•	•	4	,791		,921
			N	st fe	(OR)	GASE	PE	R 11	'EEF	ζТ	o F	EM/	LE	Емп	201	e e e e	3.				
		£		ź	3	1	E	1	£	1	£	1	£		£		£	1	£		E
1920	••	20,	783	20	,928	6	,316	2	818,	3	,038	1	,488	¥ .	• •	E .	• •		88	55	,459
1921	• •	11,	636	9	,338	4	,141	11	,330		658		251		•	[·	••	1.	,007	28	,361
1922	•••	† 2 ,	685	-	318		† 871		†61	1	51		117	1	• •		•		•	†3	,131
1923	•••	2,	914	3	,032		113		514		54		†138	¥ .	• •	[·	• •		- †9	6	,480
1924	- •		913	4	,712	2	,124		825		422		249	"	••		•		780	10	,025
	A	VBRA(3E .	INCR	BASI	e pe	r H	EAI	D PI	R	WB	ĸ	ro l	Pem	ALB	Ea	IFLO	YE	cs,		
1090		6	Δ.	-	. 7	6	7	#	0		2	,	,]		39	6		0
1020	••		ĸ	6	÷	9	5	15	1	Å	10	5	10	1	•••	1	• •	1	Š	0	
1041	••	+1	J.		2	41	4	40	Ä	5	TV IV	1	1V a	1	••	1	••	l.r	ð	41	11
1099	••	11	ĩ		9	14	10	14	7	6	0 0	1	ບ . ຈ	1	•	1	•	1	` ^	남	ě
1924	••	1	3	3	2	1 2	1ĭ	l ī	i	2	ă	1 %	5	1	••	·	••		3		ĩ
1041	••	{ *	ý	–	4	1 1		1	1	ء {	v	1 1	.,	1	••		••	۲,	0	! "	Ľ

Changes in Rates of Wage-Male and Female Employees, 1929 to 1924.

 Changes recorded in this column are common to all States, as the particulars relating to number of workpeople affected and the net amount of increase per week in each State were not ascertainable.
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Note .- See paragraph (v.) on page 59.

8. Methods by which changes were Effected, 1924.—(i.) States.—The following table shows the methods by which changes were effected in 1924. For information for the years 1913 to 1923 see Labour Reports, Nos. 5 to 14:—

	Wirn	OUT STO DF WORR	PPAGE (.	AFTE 01	r Stop: 9 Work	Рла х 	ALL CHANGES.		
Метноря.	Changee,	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpcople Affected.	Net Increase per week.
New South Woles			£			£			£
By direct negotiation	3	71	27	3	170	92	· 6	241	110
By negotiation, intervention or assistance of third party	44	1:1,556	2,366	2	151	82	. 46	13,707	2,448
By award of court under Com- monwealth Act	103	147,922	tő,242				103	147,922	15,242
By agreement registered under Commonweatth Act	10	389	57				10	389	57
By award under State Act By agreement registered under	44	23,237	2,954		•		44	23,237	2,954
State Act	30	10,570	7,524				\$3	10,570	7,524
Total	237	195,745	7.686		\$21	174	242	106,066	7,860
Victoria			BOL			10			
By negotiation, intervention or		842	294		4-3	10	10	881	304
By award of court under Com-	33	36,987	0,202		240	76	+1	87,235	0,835
monwealth Act By agreement registered under	122	186,144	79,435			••	122	185,144	10,435
Commonwealth Act By determination under State	+7	26,386	†1, 937				47	26,386	†1,937
Act	83	89,112	9,042	···			83	89,112	9,042
Total	293	358,471	7,946	4	290	- 86	303	338,761	7,312
Queensland-		10	Ι.						
By negotiation, intervention or		10			•••	••	1	10	
By award of court under Com-	31	4,865	815	•	· '		31	4,865	815
monwealth Act	9	7,224	•403	· ·			9	7,224	403
Commonwealth Act By award under State Act	36	\$9,645	12,557	:			36	39,645	12.557
By agreement registered under State Act	7	1.2.31	217				7	1.231	217
· Totat	81	52.975	13,993					52.975	13.99.5
	<u> </u>			!					
South Australia—		Í	ļ	!				ŀ	
By direct negotiation	3	534	189				3	534	189
assistance of third party	35	8,717	894				35	3,717	594
monwealth Act	71	51,542	555				71	51,542	555
By agreement registered under Commonwealth Act	12	5,354	134	l			12	5,334	134
By award or determination under State Act	84	40,784	6,047	I	I	[84	49,784	6,047
By agreement registered under State Act	10	330	16				10	330	16
Total	215	111.261	7.835				215	111.261	7,835
	1	1		I	1	1	l	1	

Changes	ip	Rates	of	Wage-	-Methods	by	which	effected	—States,	1924.

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Changes in Rates of Wage-Methods by which effected-States, 1924-continued.

	Witt	100 T St o of Worl	₽ ₽А<u></u>дв К.	APTY	R STOR	РАСВ К,	^	тг Снунс	ES.
Methods, .	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net Increase per week.
•			£			£			2
Western Australia- By direct negotiation	2	- 84	11	1	236	30	3	270	41
By negotiation, intervention or assistance of third party	30	2,644	480	6	1,673	337	30	4,217	817
By award of court under Com- monwealth Act	87	28,632	+580			l	37	28,632	†583
By agreement registered under Commonwealth Act	2	9	8				2	9	8
By award under State Acti By agreement registered under	7	1,023	249	• • •	••		7	1,023	249
State Act	21	6,447	1,347	<u> </u>			21	6,447	1,347
Total	09	38,789	1,512	7	1,809	367	106	40,598	1,879
Tasmania									
By direct negotiation]			••	••			
assistance of third party By award of court under Com-	29	1,882	314			••	29	1,882	314
monwealth Act	56	20,120	141				56	20,120	141
Commonwealth Act	11	1,328	61		••		11	1,328	10
Act	10	2,814	819	<u></u>	•••	•••	10	2,814	819
Totai	106	26,144	1,335			• • •	106	20,144	1,335
Northern Territory-								·	
By direct negotiation	1	35	15	· · ·			1	35	15
Total	1	- 35	15		•••	•••	1	- 25	15
Federal Capital Territory By negotiation, intervention or assistance of third party	1	30	1				1	30	1
All Sintes]	[
By award of court under Com-	32	80,850	+4160		l		32	80.850	+490
By agreement registered under Commonwealth Act	1	935	1.626				1	935	1.626
Total	\$3	81,785	1,136	 			33	81,785	1,136
]	 	
Australia*			1					-	:
By direct negotiation By negotiation, intervention or	18	1,491	522	5	448	132	23	1,939	654
assistance of third party" By award of court under Com-	\$ 8	63,681	14,132	11	1,972	495	69	65,653	14,627
By agreement registered under	211	\$21,460	†14,636				211	521,469	114,636
Commonwealth Act [®] By award or determination	80	34,401	151		••	••	80	34,401	†51
under State Acta By agreement registered under	264	205,615	31,668		••	••	264	205,615	31,668
State Acts	71	18,578	9,104					18,578	9,104
Total	702	845,235	40,739	16	2,420	627	718	847,055	41,366

• In this section of the table an Award or Agreement under the Commonwealth Concliation and Arbitration Act, or the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State. \dagger Decrease. \ddagger An Industrial Agreement which has been made a Common Rule is classified to this table as an award of the Court of Arbitration. Note.—See sub-section (v.) page 59.

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(ii.) Australia, 1920 to 1924.—The following table gives the number and effect of all changes in rates of wage in Australia for the years 1920 to 1924 :—

Particulars.		By Voluntary Action of Employers,	By Direct Negotlation.	By Negotiation, Intervention or Ansistance of Third Party.	By Award of Court under Commonwealth Act.	By Agreement Registered under Commonwcalth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	TOTAL. *
1920. Changes Workpeople Affected Increase per week	 	28 15,193 4,597	383 169,973 85,469	23 64,691 38,441	64 75,048 24,807	163 26,733 11,608	978 048,083 315,728	135 27,565 14,058	1,724 1,027,286 494,708
1921. Changes Workpeople Affected Increase per work	 £	4 2,000 585	148 77,210 20,711	18 73,704 26,286	66 139,773 44,360	55 24,166 12,209	694 391,215 76,814	87 24,197 4,713	972 732,265 185,658
1922. Changes Workpeople affected Increase per week	: ;#	 	21 7,186 1,905	86 54,878 5,122	65 125,195 †12,307	53 43,002 †4,242	595 376,994 †58,260	54 20,861 †2,774	824 628,116 †70,582
1923. Changes Workpeople affected Increase per week	:: •	•••	33 18,605 2,488	35 52,298 1,124	169 334,180 46,438	64 48,974 6,633	569 503,722 42,014	69 35,073 4,721	939 990,852 104,018
t924. Changes Workpeople affected Increase per week		••• ••	23 1,039 654	69 65,653 14,627	211 521,469 †14,636	80 34,401 †51	264 205,615 31,668	71 18,578 9,104	718 847,655 41,366

Changes in Rates of Wage-Methods by which Effected, Australia, 1920 to 1924.

* In this table an Industrial Award or Agreement under the Commonwealth Conclusion and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Acts or the Industrial Peace Act, is counted as one change only, although such Award, Agreement or Order may be operative in more than one State, See also remarks on page 59 with respect to the counting of a number of Industrial Agreements filed under the provisions of the Commonwealth Act as a single change only. † Decrease. Note.—See subsection (v.) page 59.

The method most frequently employed was by award or determination under State Industrial Acts. Awards and agreements made and filed under the Commonwealth Conciliation and Arbitration Act caused large numbers of changes during the last four years. So far as possible, the effect of awards or agreements is recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective, while in others it is difficult to ascertain promptly particulars as to the number of workpeople affected and the effect of the change.

§ 3. Rates of Wage and Hours of Labour.

1. General.—The collection of data respecting the nominal rates of wage payable in different callings and in occupations in various industries carried on in each State was first undertaken by this Bureau in the early part of the year 1913. Owing to the difficulty of ascertaining reliable particulars of the numbers of apprentices, improvers and other juvenile workers to whom progressive rates of wage fixed or otherwise according to increasing age or experience are payable from year to year, the inquiry was confined to the rates of wage payable to adult workers only, and was further limited generally to those industries in operation within the metropolitan area of

each State. In order to make the inquiry comprehensive, however, certain industries were included which obviously are not carried on in the capital cities, e.g., Mining, Shipping, Agricultural, and Pastoral. The particulars acquired were obtained primarily from awards, determinations, and industrial agreements under Commonwealth and State Acts, and related to the minimum wage prescribed. In cases where no award, determination or agreement was in force, the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. For convenience of comparison weekly rates of wage were adopted, but in many instances the wages were based on daily or hourly rates, since in industries and occupations in which employment is casual or intermittent wages often are so fixed and paid. Hence the average weekly earnings in such occupations will probably fall considerably short of the computed weekly rates. The information thus obtained referred to the weekly rate of wage in upwards of 400 industries, and related to 1,569 male occupations or callings. These particulars furnished the necessary data for the computation of average rates of wage in various industrial groups,* and in each State and Australia. The average rate of wage thus computed represented the arithmetical average[†] of the rates of wage payable in all classified occupations. It is not claimed that results obtained by this method are precisely correct, but owing to the difficulty of obtaining satisfactory data as to the number of persons engaged in each of the occupations for which rates of wage had been obtained, no detailed system of weights could be applied. Though a great deal of information as to the number of persons engaged in different industries and occupations was available from the Census (1911) results, it was found impracticable to bring the classification of these results into line with the detailed classification of occupations in the various industries, as set out in the awards, determinations, etc. For final results for each State and for each industrial group throughout the States, however, a careful system of weighting was adopted. For example, in computing the result for any State in any year, the computed average wage in each industrial group was multiplied by a number (weight) representing the relative number of all male workers engaged in that group of industries in the particular State. The sum of the products thus obtained, divided by the sum of the weights, represents the average wage for that State for the particular year.‡

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

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

Particulars.	I	11.	111 .	IV.	v.	VI.	vn.	vm.	IX.	x .	ХΙ.	xn.	XIII.	xiv.
N.S.W Victoria Queensland S. Australia W. Australia Tasmania	136 118 67 24 65 25	228 195 62 71 36 14	109 160 108 45 32 17	84 95 23 16 7 6	65 58 20 13 8 5	162 141 34 40 10 7	252 190 70 68 32 20	343 157 133 29 142 49	187 136 73 48 40 10	74 54 22 17 9 6	137 65 45 44 32 12	704 455 352 182 118 104	134 95 45 24 31 10	902 734 302 223 158 80
Australia	435	606	561	231	169	400	632	853	494	182	335	1,915	339	2,399

The results thus ascertained for the year 1913 were published in Labour Report No. 2, pp. 28-43. In the early part of the year 1914 the scope of the inquiry was considerably extended, and particulars of the weekly rates of wage in 930 specified industries and 4.256 adult occupations (3.948 male, and 308 female)* were included, and results obtained thereby to the 30th April, 1914, were published in Labour Report No. 5, pp. 44-50. These results were further analysed, and the 'average number of working hours which constituted a full week's work in each occupation was ascertained and weighted in a similar manner to the rates of wage. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wage in any specified occupation, since, in many instances, a different number of working hours constituted a full week's work in separate States. By dividing the weighted average number of working hours into the weighted average weekly rate of wage, what for some purposes may be considered a more adequate standard of comparison was ascertained. Results obtained from these computations were given for each industrial group for each State.

Since the 30th April, 1914, the number of occupations included in comparative computations has been kept constant, but the particulars of wages contained in Appendix, Sections 4 and 5, in this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to the date specified by industrial tribunals, from agreements registered under Commonwealth or State Acts, or were obtained by direct inquiry.

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

2. Adult Male Weekly Wages-States, 1914-24.—The arithmetical average of the rates of wage given in the appendixes referred to furnishes the basis for the computation of relative weighted wages in different industrial groups and States. The following table gives particulars of the weighted average nominal weekly rates of wage payable to adult male workers, at the 30th June, 1914, and at the end of the periods specified to the 31st December,

The weights used in the computation of the average wage in female occupations were as follow:—
 Current Rates of Wage for Adult Female Occupations.—Weights used for each

Industrial Group.

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

1924, for a full week's work, in each State and for Australia, together with index-numbers for each State at each specified interval, with the average for Australia for the year 1911 as base (= 1,000) :---

Wages-Adult Males-Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers. 30th June, 1914, to 31st December, 1924.

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.

Particular	9.	N.8.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	*Aus- tralla.
No. of Occupations	s included,	874	900	627	567	480	482	3,948
	·	RATE	S OF WA	GB,				
S0th June, 1914 S0th June, 1919 S1st December, 1919 S1st December, 1919 S1st December, 1920 S1st December, 1920 S0th June, 1921 S1st December, 1921 S1st December, 1923 S1st December, 1923 S1st Atarch, 1924 S0th June, 1924. S0th September, 1924		\$. \$\$. \$\$. 55 11 56 \$\$2 58 9 \$\$6 \$\$9 982 9 \$\$9 \$\$0 95 3 \$\$95 \$\$3 95 10 \$\$0 \$\$0 94 0 \$\$0 \$\$1 94 0 \$\$0 \$\$1 93 1 \$\$93 6	s. d. 54 4 54 7 67 72 00 77 56 1 92 0 91 5 91 4 95 10 95 10 95 5	*. 20 53 78 96 96 96 90 93 90 94 93 94 94 94 95 95 95 95 95 95 95 95 95 95 95 95 95	*. 4 54 5 66 5 731 8 855 8 87 6 877 6 800 61 91 10	e. 4. 92 10 717 28 93 60 93 60 93 93 94 93 93 94 93 93 94 93 93 94 93 93 94 93 93 94 93 93 94 93 93 93 94 93 93 94 93 93 94 93 95 94 95 95 94 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 95 <td>$\begin{array}{c} \textbf{s.} & \textbf{d.} \\ \textbf{52} & \textbf{80} \\ \textbf{52} & \textbf{80} \\ \textbf{694} & \textbf{00} \\ \textbf{74} & \textbf{29} \\ \textbf{85} & \textbf{38} \\ \textbf{91} & \textbf{85} \\ \textbf{53} & \textbf{88} \\ \textbf{53} & \textbf{53} \\ \textbf{92} & \textbf{77} \\ \textbf{92} \\ \textbf{56} \\ \textbf{92}$</td> <td>s. d. 55 8 55 7 68 7 74 11 93 3 94 6 92 4 94 6 94 3 94 3 94 3</td>	$\begin{array}{c} \textbf{s.} & \textbf{d.} \\ \textbf{52} & \textbf{80} \\ \textbf{52} & \textbf{80} \\ \textbf{694} & \textbf{00} \\ \textbf{74} & \textbf{29} \\ \textbf{85} & \textbf{38} \\ \textbf{91} & \textbf{85} \\ \textbf{53} & \textbf{88} \\ \textbf{53} & \textbf{53} \\ \textbf{92} & \textbf{77} \\ \textbf{92} \\ \textbf{56} \\ \textbf{92} $	s. d. 55 8 55 7 68 7 74 11 93 3 94 6 92 4 94 6 94 3 94 3 94 3
		INDE	X-NUMBI	ERS.				
\$00h June, 1914 S1st December, 1914 \$01st December, 1919 \$1st December, 1919 \$00h June, 1920 \$1st December, 1920 \$00h June, 1920 \$1st December, 1920 \$1st December, 1921 \$1st December, 1922 \$1st December, 1923 \$1st December, 1924 \$1st December, 1924 \$1st December, 1924 \$1st December, 1924	··· ·· ·· ·· ·· ·· ·· ·· ·· ·· ·· ·· ··	1,001 1,006 1,342 1,408 1,615 1,858 1,858 1,858 1,858 1,858 1,858 1,791 1,844 1,832 1,835 1,832	1,059 1,005 1,316 1,404 1,510 1,820 1,790 1,826 1,784 1,783 1,778 1,865 1,878 1,865 1,870 1,863 1,862	1,030 1,042 1,396 1,534 1,694 1,785 1,881 1,885 1,835 1,835 1,835 1,835 1,839 1,829 1,837 1,841 1,847 1,948 1,868	1,080 1,062 1,373 1,432 1,613 1,613 1,672 1,745 1,706 1,706 1,706 1,776 1,778 1,783 1,791	1,225 1,226 1,388 1,516 1,581 1,751 1,824 1,853 1,824 1,829 1,820 1,838 1,829 1,831 1,847	1,026 1,028 1,225 1,346 1,447 1,674 1,722 1,788 1,728 1,728 1,728 1,728 1,723 1,802 1,803 1,803 1,805	1,070 1,085 1,338 1,572 1,762 1,820 1,844 1,801 1,785 1,785 1,840 1,840 1,840 1,840 1,840

· Weighted average.

The table shows that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th June, 1914, in two States, viz., New South Wales and Western Australia exceeded the weighted average wage for Australia. At the 31st December, 1924, the Australian average was exceeded by Victoria, Queensland and Western Australia.

During the year 1924 wages decreased in New South Wales and Victoria but there was sufficient movement in the opposite direction in the remaining States to allow the weighted average wage for Australia as a whole to remain practically stationary.

3. Adult Male Weekly Wages—Industrial Groups, 1914-24.—The following table shows (a) the average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, at 30th June, and 31st December, 1914, and at the periods specified for the years 1920 to 1924.

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Wages-Adult Males-Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1924.

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NOTE.—Index-numbers for each industrial group and 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.

	INDUSTRIAL GROUP.														
Date.	I. Wood, Furni- ture, etc.	Π. Engineer- ing, etc.	ΠΙ. Food, Drink, etc.	IV. Clothing Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- factur- ing,	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Trans- port.	XI. Shipping, etc.*	XII. Agricul- tural, etc.†	XIII. Domestic, etc.†	XIV. Miscel- laneous.	All Industrial Groups.‡
	RATES OF WAGE.														
30th June, 1914 Slet December, 1944 Slet June, 1920 Slet December, 1920 Slet December, 1921 Slet December, 1921 Slet December, 1923 Slet December, 1923 Slet December, 1924 Slet March, 1924 Slet Alecember, 1924 Slet December, 1924 Slet December, 1924 Slet December, 1924 Slet December, 1924	#. 4. 59 6 59 6 8 9 8 1 97 8 2 7 9 8 2 7 96 7 95 4 7 99 1 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	s. d. 67 2 57 9 82 5 97 11 98 6 93 10 94 97 97 9 97 9 97 9 97 9 97 9 97 5	r. d. 55 8 82 9 89 3 92 7 93 10 91 10 94 2 93 10 94 0 93 10 94 0 93 10 94 0 93 10 94 0 93 11 94 0	s. d. 52 10 53 0 76 0 86 5 91 2 93 3 92 8 91 1 93 11 94 2 93 11 94 2 93 0 93 0	*. d. 63 9 63 10 92 5 90 0 102 0 104 7 102 10 104 5 102 10 104 5 107 4 108 0 198 3	s. d. s5 0 56 0 88 11 95 5 92 5 94 11 95 3 95 5 95	<i>s. d.</i> 65 <i>4</i> 65 <i>6</i> 85 10 95 7 101 <i>4</i> 102 <i>2</i> 100 <i>5</i> 100 <i>10</i> 103 <i>8</i> 104 <i>5</i> 105 <i>6</i>	s. d. 64 11 65 2 89 10 103 10 105 8 105 4 103 7 103 8 103 7 104 5 103 11 103 11 104 2	s. d. 59 8 59 8 843 1 97 8 95 10 97 8 96 0 97 8 96 0 97 3 96 11	a. d. 512 8 799 1 879 1 900 2 890 1 890 1 890 2 890 2 890 2 890 0 890 0 890 0 890 4	#. d. 48 7 49 10 84 7 95 3 101 8 99 9 98 10 102 4 90 9 98 10 102 4 90 9 98 10 98 10 98 10 98 10 98 10	s. d. 49 5 49 5 75 2 87 1 88 0 83 11 85 18 85 11 85 11 85 11 85 11 85 11 85 10	x. d. 47 0 47 11 71 8 80 6 82 1 84 5 85 3 85 10 86 0	s. d. 53 10 54 53 10 54 54 0 77 11 84 89 3 91 3 91 89 83 8 92 3 92 5 92 5 92 4 92 2	s. d. 55 3 55 3 55 7 80 7 89 10 93 3 94 9 91 6 91 6 91 6 94 4 94 3 94 4 94 3
						INDE	X-NUMB	ERS.					·		
30th June, 1914 30th June, 1920 30th June, 1920 30th June, 1920 30th June, 1921 30th June, 1921 30th June, 1921 30th June, 1921 31st December, 1922 31st December, 1923 31st December, 1923 30th June, 1924 30th June, 1924 30th June, 1924 30th Jene, 1924	1,154 1,161 1,853 1,856 1,906 1,884 1,880 1,884 1,935 1,946 1,943	1,116 1,127 1,631 1,903 1,911 1,863 1,863 1,882 1,841 1,900 1,907 1,008 1,596 1,901	1,077 1,085 1,615 1,742 1,806 1,832 1,812 1,792 1,792 1,792 1,792 1,833 1,833 1,833 1,835	1,031 1,034 1,484 1,687 1,770 1,819 1,805 1,777 1,778 1,833 1,833 1,835 1,815	1,243 1,246 1,803 1,941 1,989 2,040 2,022 2,004 2,006 2,037 2,004 2,037 2,004 2,004 2,004 2,107 2,113	1,086 1,093 1,602 1,736 1,828 1,854 1,804 1,793 1,794 1,876 1,859 1,859 1,863 1,863	1,275 1,276 1,674 1,865 1,978 1,999 1,960 1,968 2,023 2,035 2,050 2,058	1,207 1,272 1,752 2,026 2,051 2,052 2,022 2,022 2,022 2,032 2,032 2,032 2,038 2,038	1,164 1,165 1,643 1,906 1,901 1,869 1,821 1,834 1,834 1,834 1,838 1,888 1,888 1,892	997 1,026 1,544 1,702 1,772 1,760 1,748 1,725 1,702 1,806 1,766 1,756 1,751 1,744	948 972 1,650 1,716 1,858 1,984 1,947 1,948 1,947 1,948 1,947 1,948 1,941 1,923 1,908	964 965 1,467 1,689 1,717 1,736 1,637 1,637 1,637 1,671 1,677 1,679 1,675	918 935 1,398 1,571 1,602 1,642 1,628 1,604 1,611 1,648 1,663 1,674 1,675 1,678	1,050 1,054 1,621 1,642 1,742 1,778 1,750 1,730 1,730 1,724 1,800 1,804 1,804 1,802 1,798	1,079 1,035 1,572 1,572 1,820 1,844 1,801 1,785 1,840 1,840 1,840 1,840 1,840

* Including the value of victualling and accommodation where supplied.

† Including the value of board and lodging where supplied.

‡ Weighted average.

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The rate of increase since June 1914, in the weighted average weekly wage was greatest in Group XI. (Shipping), 101.3 per cent., followed in the order named by Groups XIII. (Domestic, etc.) 82.8 per cent., and IV. (Clothing, Boots, etc.) 76.0 per cent. The smallest increase occurred in Group VIII. (Mining) 60.5 per cent. In seven of the groups the increase was more, and in seven groups less than the increase in the weighted average for all groups. During 1924 there was a decline in the averages for eight groups, with increases in the remainder. The largest decrease occurred in Group XI. (Shipping, etc.) 4.5 per cent., followed by Group X. (Other Land Transport) 3.4 per cent. The greatest increases occurred in Groups V. (Books, Printing, etc.) and XIII. (Domestic, etc.) with 3.7 and 1.8 per cent. respectively. The weighted average wage for all groups combined shows no appreciable movement during the twelve months.

4. Adult Female Weekly Wages—States, 1914 to 1924.—The index-numbers given in the preceding paragraphs for male adult workers were computed with the weighted average wage in 1911 as base (=1,000) in order that comparisons might more readily be made between these index-numbers and the retail prices index-numbers which are also computed to the year 1911 as base. In the case of females, however, it has not been possible to secure information for years prior to 1914, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (= 1,000).

The following table shows the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the 30th June, 1914, and at the intervals specified to the 31st December, 1924. The table also gives index-numbers for each State based on the average weekly wage at the end of each of the periods indicated, computed with the weighted average wage for all States at the 30th April, 1914, as base (= 1,000).

Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers, 30th June, 1914, to 31st December, 1924.

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W,A.	Tas,	Aus- tralia.*
No. of Occupations Include	d. 85	87	\$7	47	24	28	308
		RATES (OF WAGE				
30th June, 1914 31st December, 1914 30th June, 1920 30th June, 1920 31st December, 1920 30th June, 1921 31st December, 1921 30th June, 1921 30th June, 1921 30th June, 1921 30th June, 1922 30th June, 1922 30th June, 1923 30th June, 1923	s. d. 26 9 26 10 41 0 48 6 48 6 48 6 48 6 48 4 47 8 47 6	$\begin{array}{c} \textbf{s. d.} \\ 27 & 4 \\ 27 & 9 \\ 37 & 9 \\ 43 & 1 \\ 40 & 2 \\ 47 & 10 \\ 47 & 10 \\ 48 & 0 \\ 48 & 0 \\ 48 & 0 \\ 48 & 0 \\ \end{array}$	$\begin{array}{c} s. d. \\ 27 0 \\ 27 1 \\ 41 7 \\ 44 11 \\ 49 10 \\ 50 3 \\ 48 2 \\ 48 2 \\ 48 2 \\ 48 2 \end{array}$	s. d. 24 1 24 1 35 9 40 7 43 7 45 2 44 0 44 0 44 0	s. d. 37 4 37 4 48 0 52 11 54 11 56 4 56 4 56 4 56 4	n. d. 25 10 25 10 39 11 41 10 46 9 47 6 47 7 47 7	s. d. 27 2 27 5 39 10 44 6 47 7 48 8 48 1 47 11 47 10
31st December, 1923 . 31st March, 1924 . 30th June, 1924 . 30th September, 1924 . 31st December, 1924 .	. 49 8 . 49 3 . 49 3 . 49 3 . 49 0 . 49 1	49 5 50 2 50 2 49 6 49 7	50 5 51 3 51 2 50 10 50 10	46 4 46 9 46 9 46 4 48 4	56 4 56 8 56 8 56 8 56 11	48 6 40 2 50 7 50 3 50 3	49 6 49 11 50 0 49 7 49 7
30th June, 1914 31st December, 1920 30th June, 1920 30th June, 1920 30th June, 1920 30th June, 1921 30th June, 1921 30th June, 1921 30th June, 1922 30th June, 1923 30th June, 1923 31st December, 1923 31st December, 1923 31st December, 1924 30th June, 1024 30th September, 1924 30th September, 1924	984 087 1,536 1,696 1,696 1,784 1,784 1,775 1,754 1,747 1,812 1,813 1,813 1,804 1,804	1,006 1,022 1,388 1,586 1,700 1,761 1,760 1,767 1,767 1,767 1,819 1,847 1,847 1,845 1,823 1,823	993 996 1,652 1,835 1,840 1,771 1,771 1,771 1,771 1,771 1,771 1,771 1,855 1,886 1,886 1,886 1,872 1,872	885 885 1,317 1,495 1,605 1,661 1,639 1,620 1,704 1,704 1,721 1,706 1,710	1,873 1,373 1,767 1,947 2,022 2,074 2,075 2,075 2,075 2,075 2,075 2,085 2,085 2,085 2,085	950 960 1,470 1,721 1,749 1,751 1,751 1,751 1,751 1,751 1,809 1,803 1,851 1,850	1,000 1,008 1,467 1,087 1,751 1,760 1,763 1,760 1,763 1,760 1,763 1,760 1,838 1,838 1,838 1,838 1,838

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* Weighted Average.

The general upward movement in the average weekly wage for adult female workers as given for Australia was comparatively small until 1916, when the average wage increased rapidly, the increase in 1920 being the largest recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. Reductions were recorded in female wages during 1922, but the decrease over the whole of Australia was relatively much less than in the case of males. There was an increase in each State during 1923 with the exception of Western Australia where the wage remained stationary. The figures for 31st December, 1924, indicate a very slight increase so far as Australia is concerned, and, in respect of individual States, increases in all excepting New South Wales, the greatest increase being 1s. 9d. in Tasmania. The advance during the whole period under review was 82.6 per cent., against 70.4 per cent. for adult males. Practically the whole of this increase in the female wage has taken place since the beginning of 1916.

5. Adult Female Weekly Wages—Industrial Groups, 1914-24.—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 1920 to 1924, in the industrial groups in which females are mainly employed, and in all groups combined. Taking the average wage for all groups at the 30th April, 1914, as base (= 1,000), index-numbers are given, computed on the average rate of wage ruling at the end of each period.

Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1924.

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.

		·		INDUSTRIA	L GROUP.		
Date.		111. Food, Drink, etc.	IV. Clothing, Boots, etc.	I., II., V., and VI. All Other Manu- facturing,	XIII. Domestic, Hotels, etc.*	XIV. Miscel- lancous.	All Groups.†
		RA	TES OF W	AGE.	-		
S0th June, 1914 31st December, 1914 30th June, 1920 30th June, 1920 30th June, 1921 31st December, 1920 30th June, 1921 31st December, 1921 30th June, 1922 31st December, 1923 31st December, 1924 30th June, 1924 30th June, 1924 31st December, 1924	· · · · · · · · · · · · · · · · · · ·	$\begin{array}{c} \textbf{s. d.} \\ \textbf{22} & \textbf{5} \\ \textbf{36} & \textbf{10} \\ \textbf{41} & \textbf{10} \\ \textbf{43} & \textbf{9} \\ \textbf{43} & \textbf{10} \\ \textbf{43} & \textbf{10} \\ \textbf{43} & \textbf{10} \\ \textbf{43} & \textbf{11} \\ \textbf{44} & \textbf{11} \\ \textbf{44} & \textbf{11} \\ \textbf{44} & \textbf{11} \\ \textbf{45} & \textbf{2} \end{array}$	$\begin{array}{c} s. d. \\ 24 9 \\ 24 11 \\ 39 4 \\ 435 \\ 47 7 \\ 48 7 \\ 48 7 \\ 47 10 \\ 47 8 \\ 50 1 \\ 50 1 \\ 50 1 \\ 50 1 \\ 50 0 \\ 49 7 \end{array}$	$\begin{array}{c} \textbf{a. d.} \\ 26 11 \\ 27 0 \\ 41 0 \\ 46 10 \\ 46 10 \\ 48 0 \\ 47 3 \\ 47 3 \\ 48 10 \\ 47 3 \\ 48 10 \\ 49 5 \\ 40 5 \\ 40 5 \\ 40 5 \\ 40 5 \\ 40 5 \\ 40 6 \end{array}$	$\begin{array}{c} s. d. \\ 31 1 \\ 30 2 \\ 41 9 \\ 46 3 \\ 47 10 \\ 48 6 \\ 48 3 \\ 49 5 \\ 49 5 \\ 49 6 \\ 49 6 \\ 40 6 \\ 49 7 \end{array}$	$\begin{array}{c} \mathbf{s}, \ \mathbf{d}, \\ \mathbf{S0}, \ 2, \\ \mathbf{S1}, \ 30, \ 5, \\ 30, \ 5, \\ 48, \ 50, \\ 48, \ 9, \\ 48, \ 9, \\ 48, \ 9, \\ 48, \ 9, \\ 51, \ 3, \\ 50, \ 7, \\ 50, \ 7, \end{array}$	1. d. 27 2 27 5 39 10 44 6 47 7 48 8 48 1 47 10 49 6 49 11 50 0 49 7
		IN	DEX-NUMI	BERS.			
30th June, 1914 8 lat December, 1910 30th June, 1920 31st December, 1920 31st December, 1921 31st December, 1921 31st December, 1921 31st December, 1921 31st December, 1923 31st December, 1924 30th June, 1924 30th Soptember, 1924 30th June, 1924	··· ··· ··· ··· ··· ··· ···	828 862 1,354 1,638 1,638 1,638 1,638 1,612 1,593 1,588 1,622 1,654 1,654 1,654	011 917 1,449 1,597 1,752 1,789 1,770 1,762 1,762 1,765 1,842 1,842 1,842 1,845 1,845 1,823 1,823	994 1,508 1,619 1,725 1,766 1,746 1,741 1,739 1,739 1,824 1,817 1,816 1,821	$\begin{matrix} 1,144\\ 1,110\\ 1,537\\ 1,701\\ 1,761\\ 1,787\\ 1,777\\ 1,777\\ 1,783\\ 1,819\\ 1,823\\ 1,824\\ 1,823\\ 1,822$	1,110 1,153 1,450 1,700 1,783 1,841 1,810 1,795 1,821 1,885 1,885 1,862 1,862	1,008 1,608 1,467 1,637 1,751 1,770 1,763 1,760 1,870 1,839 1,839 1,839 1,824 1,826

* Including the value of board and lodging where supplied.

† Weighted Average.

RATES OF WAGE AND HOURS OF LABOUR.

The greatest increase since June, 1914, occurred in Group III. (Food, Drink, etc.), 100.6 per cent., followed in the order named by Groups IV. (Clothing, Boots, etc.), 100.4 per cent.; I., II., V. and VI. (All Other Manufacturing), 83.8 per cent.; XIV. (Miscellaneous), 67.7 per cent., and XIII. (Domestic, Hotels, etc.), 59.4 per cent. The increase for all groups combined over the period has been 82.6 per cent.

The average wage in each industrial group, excepting IV. (Clothing, Boots, etc.), increased during the year 1924, the largest increase being 2.4 per cent. in Group III., followed in the order named by Groups XIV., 2.3 per cent., I., II., V. and VI., 1.2 per cent., and XIII., 0.3 per cent. Group IV. decreased 0.9 per cent. The weighted average for all groups increased by 0.3 per cent.

6. Hours of Labour and Hourly Rates of Wage, 31st December, 1924.— (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 Appendix, Sections 4 and 5, details are given of the number of hours worked per week in the various industries. The following tables give the average number of hours per week for each State in industrial groups.

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

The general effect of reducing the weighted average rates of wage to a common basis (*i.e.*, per hour) is to eliminate on comparison any apparent difference between the several States which may be due to unequal working time.

(ii.) Adult Males.—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult male workers and the weekly hours of labour at the 31st December, 1924 :—

Industrial Groups.	Particulars.*	N.S.W.	Vic,	હાત.	S.A.	W.A.	Tas.	Aus- tralla,
I. Wood, Furniture, &c{	Weekly Wage	09/9	102/9	97/9	96/8	95/3	102/6	99/7
	Working Hours	45.04	46.23	44.11	45.64	47.87	45.60	45.99
	Hourly Wage	2/2	2/21	2/24	2/11	2/-	2/3	2/2
II. Engineering, Metal {	Weekly Wage	97/11	98/2	93/8	96/4	97/5	101/10	07/5
	Working Hours	47.91	47.92	44.00	48.00	47.15	48.00	47.48
	Hourly Wage	2/04	2/03	2/1±	2/-	2/0]	2/14	2/0 1
III. Food, Drink, &c	Woekly Wage	93/7	95/3	93/6	95/3	92/7	90/11	94/-
	Working Hours	47.01	47 11	45.3)	46.41	40,43	47.94	48.07
	Hourly Wage	2/-	2/0±	2/0 1	2/03	2/-	L/ 10 1	2/0 1
IV. Clothing, Boots, &c{	Weekly Wage	91/6	92/-	98/7	98/8	96/8	(0/)	93/
	Working Hours	44.45	45.81	44.00	44.00	44 .00	46.29	44.97
	Hourly Wage	2/09	2/-	2/3	2/3	2/2‡	1/11≩	2/0 1
V. Books, Printing, &c{	Weekly Wage Working Hours Hourly Wag.	104/3 44.80 2/41	$\frac{113/3}{45.16}$ 2/6	107/4 44.00 2/5 1	105/11 47.53 2/21	112/6 43.07 2/7‡	106/4 46.00 2/31	108/3 44.80 2/5
VI. Other Manufacturing \dots	Week'y Wage	96/-	9‡/6	93/10	93/1	95/10	94/11	93/6
	Working Hours	46.95	47.48	45.21	47.72	47.60	47.53	47.10
	Hourly Wage	2/01	2/-	2/1	2/01	2/0‡	2/-	2/01
VII. Building	Weckly Wage	104/6	106/6	100/8	104/4	101/5	104/-	105/6
	Wo king Hours	44.85	44.00	44.00	44.00	44.80	44.15	44.38
	Hourly Wage	2/4	2/5	2/8	2/44	2/31	2/41	2/4 ‡
VIII. Minlogt{	Weckly Wage	105/-	103/3	111/7	71/5	105/3	97/10	104/2
	Working Hours	43.83	45.12	43.03	48.79	43.87	45.42	44 04
	Hourly Wage	2/41	2/3 1	2/7	1/7‡	2/41	2/11	2/- 1
IX. Rall and Tram Services	Wickly Wage	95/5	09/3	98/8	97/2	93/10	94/1	98/11
	Working Hours	48.00	47.49	47.89	48.50	48.00	48.00	47.89
	Hourly Wago	1/114	2/1	2/01	2/→	1/111	1/115	2/0 1
X. Other Land Transport. , {	Weckly Wage	90/9	88/-	88/3	88/5	89/5	91/-	69/4
	Working Hours	48 43	18 47	.8.33	48 00	48 00	48 00	18 35
	Hourly Wage	1/101	1/91	1/10	1/10	1/104	1/10 1	1/10]
XI. Shipping, &c {	Weekly Wage‡ Working Hours Hourly Wage	96/4 	90/9	97/7	100/4	96/9	98/10	97/10
XII. Pastoral, Agricultural,	Weekly Wage§ Working Hours Hourly Wage	84/-	83/5	91/9 	84/3	83/2	88/9 	85/10
XIII. Domestic, Hotels, &c{	Weekly Wageş	87/1	87/7	83/5	85/6	87/-	66/4	86/-
	Working Hours	.48.00	48.43	48.00	48.00	48.00	54.00	48.30
	Hourly Wage	1/91	1/9 1	1/81	1/91	1/9 1	1/23	1/91
XIV. Miscollaneous{	Weekly Wage	90/8	96/2	91/6	81/9	88/7	8/3	92/2
	Working Hours	47.85	47.83	46.86	47.78	48.00	48.56	47.72
	Hourly Wage	1/101	2/01	1/11	1/10 1	1/10‡	1/52	1/11
All Groups	Weekly Wage	93/0	96/5	95/9	91/10	94/8	92/6	94/3
All Groups excepting XI.	Weekly Wage	95/9	97/10	97/1	93/5	95/10	93/10	96/3
	Working Hours	46.75	46.99	45.40	46.98	46.52	47.26	46.66
	Hourly Wage	2/0 1	2/1	2/11	1/11‡	2/0‡	1/11‡	2.0 1

Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1924.

• Part culars relate to the *neurage weighted* weekly wage, working hours, and hourly wage, respectively. t Average rates of wage and hours preval and the princ palmining centres in each State. t Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of violutiling and accommodation, where provided, at 85s. 11d. per month. f Including the estimated value of board and lodging where supplied.

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(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, 1924 :—

Industrial Groups,	Particulars.*	N.Ş.W.	Vie.	QId.	S.A.	W.A.	Tas,	Aus- tralls.
III. Food, Drink, &c{	Weekty Wage	44/-	40/11	41/11	42/6	45/-	47/-	45/2
	Working Hours	46.50	43.00	46.17	48.00	44.00	48.00	47.22
	Hourly Wage	-/11‡	-/112	-/11	-/10]	1/0}	-/111	-/11
IV. Clothing, Boots, &c	Weekly Wage	50/-	48/5	51/3	51/1)	51/9	48/6	40/7
	Working Hours	44.57	45.20	44.00	44.00	44.00	45.11	44.77
	Hourly Wage	1/1}	1/01	1/2	J/2}	1/2	1/1	1/1‡
I., II., V., & VI. All other Manufacturing	Weekly Wage Working Hours Hourly Wage	47/- 46.80 1/0‡	51/10 46.97 1/11	46/11 44.07 1/01	47/8 47.50 1/-	· · ·	53/- 48.00 1/1‡	49/6 46.57 1/0 1
XIII. Domestic, Hotels, &c	Weekly Waget	47/8	49/9	47/-	45/1	62/5	53/11	49/7
	Working Hours	47.08	47.69	47.38	48.00	48.00	54.00	47.64
	Hourly Wage	1/0 1	1/0}	1/-	-/11	1/34	1/-	1/0]
XIV. Shop Assistants, Clerks, {	Weekly Wage Working Hours Hourly Wage	50/4 47 43 1/03	52/4 46.25 1/1	56/6 47.00 1/24	38/- 48.00 0/9}		,. 	50/7 47.01 1/1
All Groups	Weekly Wage	49/1	49/7	50/10	40/6	56/11	50/3	49/7
	Working Hours	45.08	46.08	45.60	46.10	45.97	47.86	40.02
	Hourly Wage	1/01	1/1	1/1	1/-	1/23	1/0}	1/1,

Weekly	and	Hourly	Rates	of	Wag	eAdu	lt i	Females-	-Weig	ghted	Average	Rates	of	Wage
1		payable	, and	We	ekly	Hours	of	Labour,	31st (Decer	mber, 19	24.		

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

7. Hours of Labour and Hourly Rates of Wage, 1914 to 1924.—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1916, to 1924(a) the weighted average weekly wage, (b) the weighted average number of working hours constituting a full week's work, and (c) the weighted average hourly wage. The weighted average weekly wage relates to all industrial classes combined, and includes the value of board and lodging where supplied (in land occupations), and the value of victualling (in marine occupations), whereas the number of working hours 'and the hourly wage relate to all industrial classes other than Groups XI. (Shipping), and XII. (Agricultural, Pastoral, etc.). Many of the occupations included in the two groups last-mentioned are of a casual or seasonal nature, and the hours of labour are not generally regulated either by awards or determinations of industrial tribunals or otherwise, hence the necessary data for the computation of the average number of working hours are not available.

Weekly and Hourly Rates of Wage—Adult Workers—Weighted Average Rates of Wage payable and Weekly Hours of Labour, 30th April, 1914, and at the end of the years 1916 to 1924.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Ta9.	Aust.
		M	ALE WO	ORKERS.				
30th April, 1914.	Weekly Wage* Working Hourst Hourly Waget	8. d. 55 9 40.42 1/2	6. d. 54 3 48.80 1/12.	s. d. 52 8 48.78 1/1 1	8. d 54 4 48.60 1/14	8. d. 62 2 47.78 1/41	s. d. 52 6 48.62 1/1	1 8. d. 55 1 48 93 1/2
\$1st Dec., 1016.	{ Weekly Wage* Working Hourst Hourly Waget	8. d. 61 11 48.51 1/3	A. d. 58 10 48.22 1/3	9. d. 60 4 48.27 1/34	8. d. 59 0 48.14 1/3	8. d. 65 2 48.11 1/42	8. d. 57 0 48.55 1/2	8. d. 60 8 48.33 1/34
31st Dec., 1917.	Weekly Wage* Working Hourst Hourly Waget	8. a. 64 5 48.41 1/33	8. d. 63 0 48 14 1/4 4	8. d. 65 3 47.19 1/5	8. d. 63 1 47.82 1/4	8. 6. 68 11 48.10 1/5	8. d. 59 7 48 48 1/3	8. d. 64 2 48.10 1/41
31st Dec., 1918.	{ Woekly Wage* Working Hourst Hourly Waget	65 11 48.16 1/43	65 6 47.98 1/44 8. d.	69 6 46.00 1/6	65 6 47.77 1/44	70 4 47.69 1/6	61 2 48.39 1/3 1	66 5 47.88 1/5
31st Dec., 1919.	Weekly Wage* Working Hourst Hourly Waget	76 9 47.77 1/74	72 0 47.36 1/6 3	78 7 46.19 1/9 8. d.	70 5 47.58 1/5 8. d.	77 8 47.60 1/71	$ \begin{array}{c} 69 & 0 \\ 47.89 \\ 1/5 \\ 8. & d \end{array} $	74 11 47,41 1/71 8, 4
31st Dec., 1920.	Weekly Wage* Working Hourst Hourly Waget	94 0 47.51 2/- s.^ d.	86 1 47.19 1/10 8. 4.	91 6 45.03 $2/0\frac{1}{4}$ 8, 4	82 8 47.29 1/81 8. d.	89 9 46.53 1/11 8. d.	85 9 47.33 1/10 s. d.	89 10 47.07 1/11 8. d.
31st Dec. 1921.	Wockly Wage . Working Hour † Hourly Waget	95 10 45.66 2/1 <i>s. d.</i>	93 7 46.95 2/04 8. d.	96 8 45.52 2/2 s. d.	89 5 47.07 1/103 8, d.	95 0 46.24 2/1 8, d,	91 8 40.84 1/11 8. d.	94 6 46.22 2/0 1 s. d.
31st Dec., 1922.	{ Weekly Wago* Working Hourst Hourly Waget	91 6 46.05 2/0 <i>s. d.</i>	91 4 46.99 1/119 8, 4.	93 10 45.51 2/12 8. d.	87 6 47.00 1/10 <i>s. d.</i>	93 9 46.41 2/0 4 s. d.	88 5 46.93 1/10 8. d.	91 6 46.38 2/- s. d.
31st Dec., 1923.	Weekly Wage* Working Bourst Hourly Wagot	96 6 46.73 2/05 8. 4.	98 0 47.06 2/1 8. d.	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	91 8 47.00 1/11 1 8. d.	05 2 46.66 2/04 8. d.	93 3 47.27 1/114 s. d.	96 8 46.70 2/04 s. d.
31st Dec., 1924.	{ Weekly Wage* Working Ilouis* Hourly Waget	93 6 46.75 2/01	95 5 46.99 2/1	95 9 45.40 2/1 3	91 10 46 98 1/11	94 8 46,52 2/0 2	92 6 47.26 1/115	04 3 46.66 2/0 1
		 	MALE N	TORKERS			i e d	
30tii April, 1914.	{ Weckly Wage Working Hours Hourly Wage	26 9 49.34 -/64	27 4 48.54 -/63	26 11 49.32 /61	24 1 49.33 -/5	37 4 48.60 -/94	25 10 50.76 -/6	27 2 49.08 -/68
31 st Dec., 19 16.	Weekly Wago Working Hours Hourly Wage	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	28 5 48.36 /7 s. d.	27 3 49.85 -/64	24 10 49.02 -/6	38 10 49.08 -/91 8. 4.	28 3 49.83 -/64	28 5 49.02 -/7
81st Dec., 1917.	Weckiy Wage Working Hours Hourly Wage	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	30 4 48.32 -/71 s. d.	30 5 48.99 ⊸/7⋕ 8. d.	27 9 48.73 ~/6 1 8. d.	33 10 48.78 -/94 s. d.	28 5 49.83 -/6 1 8. d.	30 5 48.71 -/74 8. d
319t Dec., 1918.	Weekly Wage Working Hours Hourly Wage	31 10 48.35 -/8 s. d.	31 3 48.32 -/74 s. d.	32 10 48.37 -/81 3, d,	29 5 48.73 /7 8. d.	38 10 48.78 -/9 1 s. d.	28 9 49.83 -/7 s. d.	31 9 48.42 -/7 1 s. d.
31st Dec., 1919.	Weckly Wage Working Hours Hourly Wage	40 0 47.53 -/10 s, d,	34 5 47.63 -/83 s. d.	38 4 46.76 -/9 1 s. d.	$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	43 7 48.12 -/11 s. d.	33 0 49.28 -/8	37 1 47.54 -/91 8. d.
31st Dec., 1920.	Werkly Wage	46 0 46.83 /114 s, d.	$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	44 11 46.09 -/114 8, d.	40 7 46.51 -/10 s. c.	$\begin{array}{c} 52 \ 11 \\ 46.20 \\ 1/18 \\ s. \ d. \end{array}$	$\begin{array}{c c} 41 & 10 \\ 47 . 86 \\ -/10 \\ s. d. \end{array}$	44 6 46.47 -/11 1 s. d.
8181 Dec., 1921.	Weekly Wage Working Hours Hourly Wage	49 0 45.06 1/1 8. d.	47 10 46.04 1/04 8. d.	50 3 45.66 1/1 8. d.	45 2 46.10 -/114 8. d.	50 4 45.97 1/24 8. 4.	47 0 47.80 1/- s. d.	48 8 45.69 1/0 2 s. d.
81et Dec., 1922.	Weekly Wage Working Hours Hourly Wage	47 8 45.33 1/01 8. d.	48 0 46.14 1/0 1 8. d.	48 2 45.60 1/0 3 8. d.	$\begin{array}{c} 44 & 0 \\ 46.10 \\ -/11\frac{1}{2} \\ s. \ d. \end{array}$	56 4 45.97 1/2 s. d.	47 7 47.80 1/- s. d.	47 11 45.82 1/0 8. d.
31st Dec., 1923.	Weckly Wage Working Hours Hourly Wage	49 3 45.81 1/1 8. d.	49 5 48 18 1/0 ² s. d.	50 5 45.60 1/1	46 4 46.10 1/- 8. d.	56 4 45.97 3/23 8, d.	48 6 47.86 1/04 8. d.	49 6 45.98 1/1 s. d.
31st Dec., 1924.	Weekly Wage	49 1 45.98 1/0 1	49 7 46.08 1/1	50 10 45.60 1/1½	40 6 46 10 1/-	56 11 45.97 1/24	50 8 47.86 1/01	49 7 46 02 1/1

• Weighted average weekly wage in all industrial groups combined. † Weighted average working hours per week, and computed hourly rates of wage for all industrial groups excepting Groups XI. (Shepping, etc.), and XIL (Agricultural, Pattoral, etc.). Working hours have not been generally regulated by industrial tribunals for occupations classified in Industrial Groups XI. and XII.

There was a diminution in each of the States during the period 1914 to 1921 in the number of working hours constituting a full week's work for male and female occupations, but from 1922 onward certain increases in hours of labour were recorded, principally in New South Wales. The effect of these changes on the hourly rate of wage as compared with the general increase in the weekly wage is readily seen from the comparative indexnumbers given in the following table. In each instance (male and female occupations separately) the basis taken is the weighted average for Australia at the 30th April, 1914 (= 1,000).

Index-Numbers for Weekly and Hourly Weighted Average Wages, 30th April, 1914, and 31st December, 1916 to 1924. ۲

1	foreWeighted Ave	rage for A	ustralia at	30th Apr	il, 1914, a	s base (==	1,000),	
Date.	Particulars.	N.8.W.	Vic.	Q'land.	\$.A.	W.A.	Tas.	Aust.

MALE WORKERS.

soth April, 👔	Weekly Wage		1,011	984	955	6 986	1,128	952	1,000
1014 2	Hourly Wage		998	980	963	100	1.170	983	1,000
31st Dec., 🔰	Weekly Wage		1.123	1,067	1,095	1,071	1,182	1,034	1,100
1916 1	Hourly Wage		1,127	1,074	1,007	1,075	1,206	1,011	1,105
31st Dec., f	Weekly Wage		1.168	1,143	1,183	1,144	1,250	1,081	1,164
1917 2	Hourly Wage	••	1.162	1,138	1,209	1,145	1,252	1,079	1,164
31st Dec., 👔	Weekly Wage		1.196	1,189	1,261	1.188	1,276	1,110	1,205
ີ 19 1 8 ໍ ໂ	Hourly Wago		1,196	1,192	1,297	1.176	1,292	1,120	1,210
81st Dec., 👔	Weekly Wage	••	1,393	1,300	1,426	1,277	1,409	1,251	1,359
1919 र	Hourly Wage		1,405	1,322	1,512	1,262	1,408	1,259	1,378
31st Dec., 🧃	Weekly Wage		1.706	1,561	1,659	1,500	1,628	1,556	1,629
1920 l	Hourly Wage	••	1,725	1,570	1,753	1,492	1 1.686	1,567	1.655
31st Dec., 🥤	Weekly Wage		1,738	1,697	1,753	1,623	1,723	1,663	1,715
1921 l	Hourly Wage		1,817	1,741	1,865	1,637	1,796	1,075	1,779
31st Dec., 🧃	Weekly Wage		1,660	1,657	1,702	1,588	1,701	1,605	1.660
1922 ો	Hourty Wage		1,735	1,709	1,803	1,621	1,766	1,628	1,726
31st Dec., f	Weekly Wage		1,714	1,734	1,708	1,646	1.709	1.675	1.711
1923 ไ	Hourty Wage		1,775	1,790	1,803	1,676	1.754	1.698	1.771
31st Dec. f	Weekly Wage	• •	1,696	1,731	1,737	1,685	1,717	1,079	1.710
1924 1	Hourly Wage		1.761	1,700	1,838	1,709	1,771	1,706	1,774

FEMALE WORKERS.

	1	- 1		1	1		L	I	1
soth April (Weekly Wage	••	984	1,006	939	885	1,373	950	1,000
1914	Hourly Wage		980	1,021	976	881	1.386	920	1,000
31st Dec.	Weekly Wage		1,050	1,047	1,004	915	1,429	1.041	1.047
1916	Hourly Wage		1,044	1,063	991	916	1,431	1.027	1,048
31st Dec., f	Weekly Wage		1,119	1.116	1,120	1,020	1,430	1,045	1,121
1917 6	Hourly Wage		1,122	1.134	1,122	1,027	1,440	1,029	1,130
81st Dec., ∫	Weekly Wage	••	1,173	1,151	1,208	1,084	1,480	1,059	1,168
1918 🔪	Hourly Wage		1,191	1,169	1,226	1,092	1,426	1,044	1,185
31st Dec., f	Weekly Wage	• •	1,474	1,268	1,412	1,225	1,605	1,215	1,805
2019 (Hourly Wage		1,523	1,307	1,483	1,262	1,639	1.211	1,410
31st Dec.	Weekly Wage		1,695	1,580	1,652	1,495	1,947	1,540	1,637
1920 🤇	Hourly Wage	1.0	1.777	1,685	1,761	1,578	2,069	1,580	1,730
31st Dec., ∫	Weekly Wage		1,803	1,761	1,849	1,661	2,074	1,749	1,790
1921)	Hourly Wage		1,965	.1,878	1,989	1,770	2,215	1,794	1,923
31st Doc., 🕥	Weekly Wage	••	1.754	1,707	1,771	1.620	2,075	1,751	1,763
1922 }	Hourly Wage		1,899	1,381	1,908	1,720	2,215	1,797	1,889
31st Dec., 1	Weekly Wage		1,812	1,819	1,855	1,704	2,075	1,785	1,821
1923	Hourly Wage		1,943	1,937	1,997	1,815	2,215	1,831	1,944
31st Dec., ∫	Weekly Wage	••	1,807	1,824	1,872	1,710	2,094	1,850	1,826
1924 🔪	Hourly Wage	· ·	1,029	1,943	2,017	1,821	2,236	1,894	1,949
	1)			ſ	I	I .

8. Weighted Average Nominal Hours of Labour.-The following table shows the weighted average nominal hours of labour (exclusive of overtime) in a full working week for male workers in each State and Australia at the 30th April, 1914, and at 31st December, 1914 to 1924. Index-numbers for each State based on the average weekly hours at the end of each of the periods specified, computed with the weighted average hours of labour for all States at the 30th April, 1914. as base (= 1,000), are also included.

Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers, 30th April, 1914, and 31st December, 1914, to 1924.

NOTE.—Index-numbers based on the Average Hours of Labour for Australia at the 30th April, 1914 (48.93), as base (= 1,000). The index-numbers in this table are comparable throughout.

	Particulars.	N.8.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
30th April, 1914.	Weighted average weekly hours of labour* Index-numbers	49.42 1,010	48.80 997	48.78 997	49.60 993	47.78 976	48.62 994	48.93 1,000
31st Dec., 1914.	{ Weighted average weekly hours of labour* Index-numbers	49.35 1,009	48.66 994	48.64 994	48.59 993	48.18 985	48.62 904	48.87 999
31st Dec., 1915.	{ Weighted average weekly hours of labour Index-numbers	49.28 1,007	48.50 991	48.56 992	48.50 991	48.12 983	48.56 992	48.77 997
318‡ Dec., 1916.	Weighted average weekly hours of labour*	48.51 991	48.22 985	48.27 987	48.14 984	48.11 983	48.55 993	48.33 988
31st Dec., 1917.	{ Weighted average weekly hours of labour* Index-numbers	48.41 989	48.14 984	47,19 964	47.82 977	48.10 983	48.48 991	48.10 983
31st Dec., 1918.	{ Weighted average weekly hours of labour* Index-numbers	48,16 984	47.98 981	48.80 959	47.77 976	47.69 975	48.39 989	47.88 979
31st Dec., 1919.	Weighted average weekly hours of labour* Index-numbers	47.77 976	47 36 965	46.19 944	47.58 972	47.60 973	47.69 979	47.41 969
31st Dec., 1920.	{ Weighted average weekly hours of labour* Index-numbers	47.51 071	47.19 964	45.68 933	47.29 906	46.53 951	47.33 967	47.07 962
8196 Dec., 1921.	{ Weighted average weekly hours of labour" Index-numbers	45.66 933	48.95 960	45.52 930	47.07 962	46.24 945	46.84 957	46.22 945
31st Dec., 1922.	{ Weighted average werkly hours of labour* Indox-numbers	46.05 941	46.99 960	45.51 930	47.00 961	46.41 948	46.93 959	48.38 948
31st Dec., 1 1923.	{ Weighted average weekly hours of labour" Index-numbers	46.73 955	47.06 962	45.51 930	47.00 961	46.66 954	≰7.27 966	46.70 954
31st Det, 1924,	{ Weighted average weekly hours of labour* Index numbers	46,75 955	46,09 960	45.40 928	46.98 960	46 52 951	47.26 966	46.66 951

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

There was a considerable diminution in each State during the period 1914 to 1921 in the number of working hours constituting a full week's work for male occupations, while during 1922 and 1923, in certain States, but principally in New South Wales, hours of labour were increased. Each State, excepting New South Wales, shows a decrease for 1924. The weighted average weekly hours index-number for Australia at 31st December, 1924, was 954, as compared with 1,000 at 30th April, 1914, a reduction of 4.6 per cent. During the period under review the percentage reduction in hours was greatest in Queensland (6.9), followed by New South Wales (5.4), Victoria (3.7), South Australia (3.3), Tasmania (2.8), and Western Australia (2.6).

9. Average Nominal Weekly Wage-States, 1891 to 1924. The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1924. The wages given in this table are relatively identical with the index-numbers shown in the table on p. 81, and relate to the 31st December in each year.

Average Nominal Rates of Wage payable to Adult Male Workers for the years specified from 1891 to 1924.

Particular	9.	18	91.	18	396.	10	01.	18	11.	10	-	11	916.	19	17.	19	13.	19	19.	19	20,	19	21.	19	22.	19	23,	19	24.
N.S. Wales Victoria Qucensland S. Austra la W. Australia Tasmanla	··· ··· ···	8. 44 40 46 41 52 38	d. 156740	42 38 44 53 35	. d. 19 8 8 7 6	43 40 46 42 53 36	11 9 2 0 11 10	8. 51 50 51 51 59 41	. d. 5 6 1 11 0 0	8 50 54 53 54 62 52	d. 27 5 50 10 8	8 61 58 60 50 65 57	. d. 11 10 4 0 2 0	8. 64 63 65 63 63 63 59	4.50 31 11 7	8. 65 65 05 70 61	. d. 11 6 6 4 2	8. 70 72 78 70 77 60	d.907580	8. 94 80 91 82 89 85	d. 0 1 6 8 9 9	8. 95 95 96 89 95 91	d. 10 7 8 5 0 8	8. 91 93 87 93 88	d. 6 4 10 6 9 5	8. 94 95 94 90 04 92	d. 072924	s. 03 05 05 01 94 02	al. 5 10 10 8 6
Anstralia	• •	43	5	41	10	43	5	51	3	55	7	60	8	64	2	66	5	74	11	89	10	94	6	91	6	94	4	94	3

A comparison of the 1911 rates with those ruling in 1891 shows an increase of only 18 per cent. for Australia against 83.9 per cent. from 1911 to 1924. So far as individual States are concerned, during the first period the greatest percentage increase was in South Australia and Victoria (both 24.9 per cent.), and least in Tasmania (6.5 per cent.). During the period 1911 to 1924, the position is reversed so far as Tasmania is concerned, the largest increase (125.6 per cent.) having taken place in that State. The least increase has occurred in Western Australia, viz., 60.5 per cent.

10. Average Nominal Weekly Wage—Industrial Groups, 1891 to 1924.— The following table shows for various years the average weekly wages payable in each industrial group. The wages are relatively identical with the index-numbers shown in the table on page 81, and relate to the 31st December in each year.

Partic	eulars.	18	91.	18	96	19	01 .	19	11.	19	14.	18	916	19	17.	19	18.	11)19,	19:	20.	192	1.	102	2.	192	3.	193	24.
		-				-	a			-	<u>л</u>	Ì.	d	-	d	-	đ) ,	a	-	<i>a</i>				<i>d</i>	<u> </u>	 d		-
Group	T.	52	5	48	2	52	3	57	8	59	6	63	10	66	Ö	.08	11	75	9	95	ī	08	2	93	-4	99	2	å9	7
	ΪL.	47	ā	47	7	48	5	54	6	57	ģ	62	ī	85	Ō	68	- 8	77	ě	92	5	93	2	93	10	97	- 4	07	5
	ΠÏ	38	ž	37	11	44	7	60	ĝ	55	8	61	2	63	7	66	Ō	75	6	89	ă	93	10	- ñi	10	94	2	64	ŏ
	ĪV.	36	- 8	36	-5	36	ġ	50	3	58	ō	56	7	159	- 7	01	5	73	- 5	86	5	63	3	91	ĩ	93	11	03	ō
	v.	53	5	5Õ	1	51	ŏ	58	11	63	10	68	1	70	6	74	ī	80	- <u>9</u>	1 99	Ē	LĠŦ.	7	102	ĝ	104	- 5	108	š
	VI.	48	à	44	8	46	5	51	n	58	0	61	- 8	63	10	66	ī	175	-4	83	11	95	Ó	91	11	96	2	95	ě
	Ϋ́Π.	60	6	47	- 6	53	10	$6\overline{2}$	ī	65	5	69	8	72	5	74	3	79	- 6	95	7	102	δ.	100	5	103	- 8	105	Ğ
	VIIL	58	- i	53	10	54	-8	61	2	85	2	72	- 9	78	4	78	6	88	4	103	10	105	- 4	103	8	104	- Ğı	104	- 3
	TX.	150	10	51	Ō	52	4	57	Ō	59	- 8	63	- 4	65	11	68	11	78	- 6	93	1	97	5	93	4	07	ŝ	96	зī
	X.	39	- 6	36	0	40	- 9	40	- 7,	52	- 8	57	10	62	0	63	- 5	73	4	87	- 3	90	- 2	88	5	92	6	80	4
	XI.	38	- 2	34	6	38	- 5	44	7	49	10	59	- 1	61	- 2	64	5	77	9	88	- Ó.	10İ	- 8	99	Ō	102	Ă	07	10
	XII.	34	10	33	6	32	1	43	0	49	5	55	0,	61	1	63	1	70	3	87	1	89	Ū	83	11	85	- 8	85	10
	XIII.	32	10	30	- 6	30	8	45	5	47	11	51	- 0	53	11	56	- 7	68	- 7	80	- 6	84	2	82	4	84	ě	88	Ē
	XIV.	39	7	38	7	38	10	47	7	54	0	58	3	60	9	63	3	71	3	84	11	91	1	88	8	92	3	92	2
ATT (1	DODDI	19	 5	<u></u>	10	42	5	51	 8	55	7		8	A.1		66	~	74	11	80	10	04	-	01		04			 ,

Average Nominal Rates of Wage payable to Adult Male Workers in each Industrial Group for the years specified from 1891 to 1924.

During the period 1891 to 1911, the greatest increase, occurred in Group XIII. (Domestic) 33.3 per cent., followed by Groups IV. (Clothing, etc.) 37.0 per cent., and III. (Food, Drink, etc.) 33.0 per cent., while the least

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increase is in Group VIII. (Mining) 5.3 per cent. From 1911 to 1924 Group XI. (Shipping, etc.) showed the largest increase with 119.4 per cent., followed by XII. (Pastoral, Agricultural, etc.) 99.6 per cent., and XIV. (Miscellancous) 93.7 per cent. The rate of increase was least in Group VII. (Building) with 69.9 per cent.

11. Nominal Wage Index-Numbers-States, 1901 to 1924.—The following table shows, by means of index-numbers, the variations in wages for all industries in each State at the close of the years specified, the weighted average wage for Australia in 1911 being taken as base (= 1,000) :--

Variations in Nominal Wage Index-Numbers (Adult Males), for years specified, 1901 to 1924. (Weighted Average Wage for Australia in 1911 = 1,000.)

Particulars.	No. occu tion inclue	of pa- ns dedi,		_		Noi	ninal V	Wage I	ndex-n	umber	ş.			
	1901 to 1912.	1913- 24.	1901.	1911.	1914	1916.	1917.	1918	1919.	1920.	1921.	1922.	1923.	1924.
N.S. Wales Victoria Queensland S. Australia W. Australia Tasmania	158 150 87 134 69 64	874 909 627 567 489 482	858 796 901 819 1,052 719	1,003 985 997 1,013 1,152 799	1,096 1,065 1,042 1,062 1,226 1,028	1,208 1,148 1,177 1,151 1,272 1,112	1,257 1,229 1,273 1,231 1,345 1,163	1,286 1,278 1,356 1,273 1,372 1,193	1,498 1,401 1,534 1,373 1,516 1,346	1,835 1,679 1,785 1,613 1,751 1,674	1,869 1,826 1,886 1,745 1,853 1,788	1,785 1,783 1,830 1,708 1,829 1,726	1,844 1,885 1,837 1,770 1,838 1,802	1,824 1,862 1,868 1,791 1,847 1,805
Australia•	652	3,948	848	1,000	1,085	1,184	1,252	1,296	1,462	1,752	1,844	1,785	1,840	1,839

Weighted average.

12. Nominal Wage Index-Numbers-Industrial Groups, 1901 to 1924.— The following table shows the variations in nominal wage index-numbers for the 14 industrial groups, based on rates of wage at the end of the years specified. As already pointed out, these index-numbers are comparable throughout, and show not only the variations in wages in each industrial group but also the relative wages as between the several groups :--

Variations in Nominal Wage Index-Numbers (Adult Males) in Industrial Groups for years specified, 1901 to 1924. (Weighted Average Wage for all Groups in 1911 = 1,000.)

Particulars.	No. occu tioi inclu	of pa- ne ded ,	ļ		N	mina	Wag	e Ind	ex•Nu	mber	8.		
	1901 to 1912.	1913- 24.	1901.	1911.	1914.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.
I. Wood, Furniture, etc. II. Englacering, Metal Works, etc. III. Food, Drink. etc. etc. V. Books, Printing, etc. V. Books, Printing, etc. VI. Other Manufacturing VII. Ruikling IX. Rail and Transport X. Shipping, etc. XII. Shipping, etc. XII. Shipping, etc. XII. Monestic, Hotels, etc. XII. Miscellaneous	27 101 34 13 25 102 67 71 68 9 74 8 8 9 74 8 8 74 8 74 36	270 636 576 124 205 875 190 161 224 70 198 72 114 233	1,019 945 871 708 906 907 1,050 1 087 1,021 795 751 827 598 750	1,125 1,064 901 1,149 1,013 1,218 1,104 1,113 910 871 839 887 929	1,181 1,127 1,085 1,034 1,276 1,276 1,272 1,185 1,026 972 965 935 1,054	1,288 1,268 1,241 1,163 1,376 1,245 1,413 1,528 1,286 1,210 1,194 1,192 1,195 1,185	1,345 1,288 1,288 1,446 1,289 1,449 1,532 1,257 1,257 1,231 1,104 1,234	1,479 1,512 1,473 1,676 1,576 1,574 1,554 1,554 1,518 1,518 1,370 1,338 1,389	1,855 1,803 1,742 1,687 1,941 1,786 1,865 2,026 1,816 1,716 1,716 1,699 1,571 1,656	1,916 1,915 1,832 1,810 2,040 1,854 1,999 2,056 1,901 1,760 1,984 1,736 1,642 1,778	1,860 1,832 1,792 1,777 2,004 1,793 1,960 2,022 1,821 1,725 1,947 1,606 1,730	1,935 1,900 1,837 2,037 2,037 1,876 2,023 2,037 1,906 1,806 1,997 1,671 1,648 1,800	1,943 1,901 1,836 2,113 1,865 2,033 1,862 1,744 1,908 1,678 1,678 1,708
All Groups*	652	3,948	848	1,000	1,085	1,252	1,290	L,462	1,752	1,844	1,785	1,840	1,839

Weighted average.

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

14. Variations in Effective Wages, 1901 to 1924.-In comparing wages, two elements are of obvious importance, viz., (i.) hours worked per day or week, and (ii.) cost of commodities and housing. Thus 60s. per week of 60 hours represents the same hourly rate as 43s. per week of 48 hours. Similarly, if the cost of commodities and housing increases 25 per cent., e.g., if the prices index-number rises from 1,000 to 1,250, then 60s. per week (the indexnumber being 1,250), is effectively equal only to 48s. (when the index-number was 1,000). Or, again, if the prices index-number falls from 1,000 to 750, then 60s. per week, when the index-number is 750, would have the same purchasing-power as 80s. when the index-number was 1,000. Ignoring for the present the number of hours worked, and assuming that the real value of the average wages is to be measured by their purchasing power, the actual average wages paid may be reduced to their effective value by applying the prices index-numbers to the nominal wages index-numbers. The following table shows the effective wage index-numbers so ascertained in each State for each of the years indicated from 1901 to 1924.

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

Particulars.	1901.	1911.	1914.	1915.	1916.	1917.	1918.	1919	1920,	1921.	1022.	1923.	1924.
N.S.W. Victoria Queens'and S. Australia W. Australia Tasmania	961 915 1,172 948 1,024 827	973 1,037 1,090 957 1,023 838	906 961 1,038 920 1,070 942	838 839 902 842 1,009 836	835 858 944 863 985 889	88 92 1,04 1,04 1,051 1,051 875	890 925 1,042 984 1,095 809	875 904 990 901 1,008 840	911 875 1,036 853 1,012 830	1,079 1,038 1,244 1,027 1,139 977	1,113 1,102 1,278 1,000 1,226 1,053	1,040 1,036 1,214 1,036 1,192 1,000	1,069 1,007 1,232 1,051 1,161 1,017
Australia	964	1,000	948	854	864	930	032	907	911	1,076	1,126	1,062	1,095

Effective Wages-Adult Males-1901 to 1924.

In the preceding table the effective wage index-numbers are computed to the one base, that of Australia for 1911. Subject to the qualification already referred to, which, as has been pointed out, does not materially affect the figures, the index-numbers are comparable in all respects, and comparisons may be made as to the increase or decrease in the effective wage indexnumber for any State over any period of years. Thus it will be seen that comparing 1924 with 1901, and also with 1911, there has been an increase in the index-numbers in all States.

15. Effective Wages and Standard of Comfort, 1901 to 1924.—In the preceding paragraph particulars are given as to variations in effective wages in each State, due allowance having been made for variations in the purchasing-power of money, but not for unemployment.

For years prior to 1913 the data available as to unemployment are so meagre that comparative results allowing for variations both in the purchasingpower of money and in unemployment cannot be accurately computed for the several States. In the subjoined table, for these earlier years the percentage of unemployment for Australia and the nominal wage indexnumbers relate to the end of the year. For the year 1914 and subsequent years, the wage index-numbers, percentages of unemployment and retail price index-numbers are the average for the year. Column I. shows the nominal wage index-numbers, and Column II. the relative percentages unemployed (see Chapter III.). Applying these percentages to the numbers shown in Column I., and deducting the results from each corresponding index-number, so as to allow for relative loss of time, the figures in Column These figures are then recomputed with the year 1911 as III. are obtained. base, and are shown in Column IV. In Column V. the price index-numbers are shown, and in Columns VI. and VII. the effective wage index-numbers are given, firstly, for full work, and secondly allowing for lost time. These are obtained by dividing the figures in Columns I. and IV., respectively, by the corresponding figures in Column V. The resulting index-numbers show for Australia for the years specified the variations in effective wages or in what may be called the "standard of comfort."* A comparison between the figures in Columns I. and VI. shows the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VII. (see graph on page 8) show variations in effective wages after allowing not only for variations in prices, but also for unemployment.

^{*&#}x27;This expression must not be confused with "standard of living." A change in the standard of fiving necessarily involves a change in regimen (see Labour Report No. 1), that is, a change in the nature or in the relative quantity of commodifies 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."

1. Year. Indes numbe		1,	п.	Rate of Wi numbers, for Lost	ige Index- allowing t Time.	v.	Effective Wage Index-numbers,		
		Nomina) Wage Index- numbers.	Percentage Unem- ployed.	III. Actual.	1V. Recom- puted. (1911. -1,000).	Retail Price Index- numbors.	VI. Full Work,	VII. Allowing for Un- employ- ment,	
1901		848	6.6	793	832	880	964	945	
1906		866	6.7	808	848	902	960	940	
1907	• •	893	5.7	842	884	897	996	986	
1908		900	6.0	846	888	951	946	934	
1909		923	5.8	870	913	948	974	963	
1910	••	955	5.6	901	945	970	985	974	
1911		1,000	4.7	953	1,000	1,000	1,000	1,000	
1912	. • •	1,051	5.5	993	1,042	1,101	955	946	
1913		1,076	5.3	1,021	1,071	1,104	975	970	
1914		1,081	8.3	991	1,040	1,140	948	912	
1915	••	1,092	9.3	990	1,039	1,278	854	\$13	
1916		1,144	5.8	1,078	1,131	1,324	864	854	
1917	• •	1,226	7.1	1,139	1,195	1,318	930	907	
1918	••	1,270	5.8	1,196	1,255	1,362	932	921	
1919		1,370	6.6	1,280	1,343	1,510	907	889	
1920	••	1,627	6.5	1,521	1,596	1,785	911	894	
1921		1,826	11.2	1,621	1,701	1,697	1,076	1,002	
1922	••	1,801	9.3	1,634	1,715	1,600	1,126	1,072	
1923	••	1,805	7.1	1,677	1,760	1,700	1,062	1,035	
1924		1,840	8.9	1,676	1,759	1,681	1,095	1,046	

Unemployment, and Nominal and Effective Wage Index-Numbers, for the years specified, 1901 to 1924.*

* As to the effect in abnormal periods, see Section IV., par. 3, of Labour Report No. 6.

Note.—For years prior to 1014, 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 these for retail prices are averages for the whole year.

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

In 1924 a rise in wages coincided with a fall in prices and the effective wage increased. The average unemployment being greater than in the previous year, the increase in the effective wage was greater for full work than allowing for unemployment. In 1924 the effective wage was 9.5 per cent. (full time) and 4.6 per cent. (allowing for unemployment) higher than in 1911.

16. Relative Productive Activity and Effective Wages, 1871 to 1924.-The preceding tables refer to variations in effective wages, having regard. to fluctuations in prices and unemployment. Another important matter is the question of relative output or production per head of population measured quantitatively. If measured by value alone, a rise in prices would have the effect of making an equal production with that of a time when prices were lower show a fictitious increase. Any estimate of the relative increase or decrease in quantity of production must therefore allow for the variations in prices. This is done in the table on the next page, in which Column I. shows the estimated value of production (a) in the aggregate and (b) per head In Column II. the estimated value of production of mean population. per head of population is shown in the form of index-numbers with the year 1911 as base; that is to say, the production per head in 1911 is made equal to 1,000, and the values for the other years computed accordingly. In Column HI. price index-numbers are given. Production price index-numbers are available only from 1908. For earlier years the wholesale price index-numbers have been used. The figures in Column IV. are obtained by dividing the figures for each year in Column II. by the corresponding figures in Column III. They show the estimated relative productive activity per head of population, taking the year 1911 as the basic or standard year, the fluctuations due to variations in prices having been eliminated.

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

The following table shows the total value of production from various sources during the years specified. Since the previous Labour Report was issued the figures for 1907 and succeeding periods have been revised.

Year.		Agricul- tural.	Pastoral.	Dairy, Poultry and Bee Farming.	• Forestry and Fisheries.	Mining.	Manufac- turing,	Total.	
		£1,000.	£1.000.	£1,000.	£1,000.	£1,000.	£1.000.	£1 000.	
1906	• •	25,349	45,389	13,611	4,879	26,643	31,172	147,043	
1907	· • •	30,323	53,704	15,667	3,940	28,157	34,090	165,881	
1908		37,150	46,097	16.564	4,368	24,355	33,956	162,490	
1909		41,056	51,331	16,571	4,504	22,893	36,913	173,268	
1910	· • 1	39,752	57,406	19,086	5,072	23,030	42,442	186,788	
1911		38,774	53,468	20,154	5,868	23,303	47,531	189,098	
1912		45,754	55,316	21,713	6,745	25,475	53,401	208,404	
1913		46.162	59,343	21,682	6,626	25,594	57,674	217,081	
1914		36,052	63,452	22,504	6,853	22,054	59,004	209,919	
1915		75,475	65,852	22,399	6,253	22,060	59,212	251,251	
1916		61,255	77,126	27,931	6,062	23,192	60,502	256,068	
1917		59,641	83,926	31,326	6,147	24,998	65,327	271,365	
1918		59,036	85,448	.33,738	6,890	25,462	70,087	283,661	
1919-20		72,202	101,578	38,830	9,670	18,982	92,330	333,592	
1920-21		112,801	85,861	52,613	11,136	21,613	101,778	385,802	
1921 - 22		81,890	70,048	44,417	10,519	19,977	112,517	339,368	
1922 - 23		84,183	90,535	43,542	11,124	20,316	123,188	372,888	
1923-24		81,125	104,493	42,112	11,866	22,232	132,392	394,220	

Estimated Value of Australian Production, 1906 to 1924.

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

			Estimat of Pro	I. ed Value duction.	II. Relative Value of	III. Prioc- Index-	IV. Estimate Relative Producil ve	
	Year.		(a) (b) Totat, Per head (000 of Popula- omitted.) tion.		Production per head Year 1911 - 1,000.	Num bors Year 1911 = 1,000.	Activity per head Index-Numbers Year 1913 -1,000.	
			£	£	400			
1871	••	••	46,700	27.89	663	1,229	539	
1881	••	••	71,116	31.34	745	1,121	065	
1891	••	••	96,087	30.06	714	945	750	
1901	••	••	114,585	30.23	718	974	737	
1900	••	••	147,043	30.21	800	3/48	907	
1907	••	••	105,881	40.23	950	1,021	930	
1908	••	••	102,490	38.74	920	1,004	910	
1908	••	••	173,268	40.53	903	976	987	
1910	••	••	186,788	42.74	1,015	903	1,054	
1911	••	••	189,098	42.09	1,000	1,000	1,000	
1912	••	••	-208,404	44.78	1,004	1,074	991	
1913	••	••	217,081	45.03	1,070	1,054	1,015	
1914		••	209,919	42.44	1,008	1,256	803	
1915	• •	••	251,251	50.41	1,198	1,292	927	
1916	••	••	256,068	51.76	1,230	1,398	880	
1917	••	••	271,305	04.80	1,303	1,486	817	
1918	••	••	283,661	50.40	1,340	1,583	846	
1919-20	••	••	333,592	62.90	1,494	1,875	797	
1920-21	••	••	385,802	71.30	1,694	1,911	886	
1921~22	••	••	339,368	01.60	1,464	1,579	917	
1922 -23	••		372,888	06.19	1,573	1,753	897	
192324	••		394,220	58.56	1,629	1,850	881	

Estimated Relative Productive Activity in Australia for the years specified, 1871 to 1924.

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

§ 4. International Comparison of Real Wages.

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

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

2. Real or Effective Wages in Various Capital Cities.—The following table taken from the International Labour Review of October, 1924, has been varied by the addition of index-numbers for Melbourne, and index-numbers based on quantities of food consumption in Australia. In the column added, index-numbers have been computed for London, Melbourne, Ottawa and Philadelphia only, and not for the other cities included in the table. The work of computing such index-numbers is considerable, and the effect of using the Australian regimen may be gauged from the results shown for the cities referred to. The method of computation may be briefly explained as follows.

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

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

	Index-u	umbers base	}	General				
City.	Belgium and France.	Central European Countries.	Great Britana,	Southern European Countrics.	Scandi- navian Countries,	Oversea Countries.	Australia.	Index- Index- Numbers (based on food only).
Amsterdam	87	93	82	87	97	86		89
Berlin	56	60	48	55	57	52		55
Brussels	59	64	52	56	63	57		59
Christiana (Oslo)	72	79	66	70	78	66		72
Lisbon	34	35	30	31	32	29	••	32
London	100	100	100	100	100	100	100	100
Madrid	59	58	52	58	59	56		57
Melbourne	153	162	158	147	130	156	163	153
Milan	46	48	43	44	50	46		46
Ottawa	167	169	171	168	185	179	174	173
Paris	74	75	67	72	81	71		73
Philadelphia	208	207	211	202	242	214	202	212
Prague .	58	61	49	57	57	52		56
Rome	44	48	42	47	47	45		46
Stockholm	78	81	76	79	92	82	• •	81
Vienna	47	49	46	47	50	45		47
Warsaw	80	96	66	80	85	89	••	83

Index Numbers of Comparative Real Wages in Various Cities—July, 1924. (Base : London=100.)

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

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

Taking the last column, which gives the average of the seven preceding columns, the effective wage in Philadelphia is 112 per cent., in Ottawa, 73 per cent., and in Melbourne 53 per cent. above the effective wage in London, while the effective wage in Paris is 27 per cent., and in Berlin 45 per cent. below the effective wage in London.