

## CHAPTER II.—WAGES.

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

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

These particulars have from time to time been revised, and have been published in the periodical Labour Bulletins and Quarterly Summaries to, the 31st December, 1929.

## 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 of the years 1925 to 1929.

Awards and Determinations Made and Industrial Agreements Filed in each of the Years 1925 to 1929.

State.	1925.		1926.		1927.		1928.		1929.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
New South Wales .. ..	32	35	151	51	163	33	93	36	55	27
Victoria .. ..	67	106	106	..	74	..	73	..	46	..
Queensland .. ..	105	33	90	27	56	18	34	27	21	16
South Australia .. ..	47	5	14	7	15	4	14	4	13	9
Western Australia .. ..	4	66	10	37	6	57	19	28	15	29
Tasmania .. ..	5	1	7	2	4	..	10	3	4	2
Commonwealth Court	56	42	50	30	34	25	40	30	29	26
Commonwealth Public Service Arbitrator .. ..	4	..	10	..	1	..	6	..	4	..
Total .. ..	320	182	438	154	353	137	289	128	187	109

A comparison of the operations of industrial tribunals during the five years 1925 to 1929 shows that during the last year there was a considerable decrease in the number of awards made, and similarly with the number of industrial agreements filed.

The number of awards and determinations made by all tribunals during 1929 was 187, as compared with 289 during the previous year, and the number of industrial agreements filed during 1929 under the provisions of the various Industrial Acts was 109, as against 128 in 1928.

\* Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 16, pages 565 to 571.

All tribunals, including the Commonwealth Court of Conciliation and Arbitration, and the Commonwealth Public Service Arbitrator, made fewer awards during the year 1929 than during the previous twelve months. Although a lower number of awards and determinations was made the tribunals were actively engaged during the year in determining applications for variations and interpretation of existing awards, determinations and industrial agreements.

The figures in the preceding table are exclusive of variations and interpretations of principal awards and agreements, 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 295 in 1929, compared with 351 in 1928, and were distributed as follows:—New South Wales 121, Queensland 39, Western Australia 14, Commonwealth Court 78, Commonwealth Public Service Arbitrator 35, and South Australia 8. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and a new determination issued which wholly repeals the old one.

Industrial agreements filed during the year 1929 totalled 109, of which 83 were filed under the provisions of the State Industrial Acts in New South Wales, Queensland, South Australia, Western Australia and Tasmania, and 26 under the provisions of the Commonwealth Conciliation and Arbitration Act. The registration of industrial agreements is not provided for under the State Act in force in Victoria, but agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act are in operation within the State.

### 3. Awards, Determinations, and Agreements in Force.—(i.) *General.*—

The following table gives particulars for all States of the number of boards authorized and constituted, and, including operations under the Commonwealth Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at the 31st December, 1929

Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions has taken place during the period under review. The number of industrial awards and determinations in force throughout Australia at the 31st December, 1929, was 1,297, and the industrial agreements filed at the same date numbered 605. Including the operations under the Commonwealth Arbitration Acts\* the number of awards or determinations and industrial agreements in force has increased by 722 and 204 respectively over the number in force at the 31st December, 1913.

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

\* The Commonwealth Conciliation and Arbitration Act 1904-28, and the Arbitration (Public Service) Act 1921-28

Section 28 (2) of the Commonwealth Conciliation and Arbitration Act provides that after the expiration of the period specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made ; provided that where in pursuance of this sub-section an award has continued in force after the expiration of the period specified in the award, any award made by the Court for the settlement of a new industrial dispute between the parties may, if the Court so orders, be made retrospective to a date not earlier than the date upon which the Court first had cognizance of that dispute. In the Industrial Code of South Australia, Section 47 (2), and in legislation for other States similar provisions are in force. All industrial agreements, with the exception of those made under the provisions of the Tasmanian Act, continue in force after the expiration of the term mentioned, until rescinded or superseded by a subsequent agreement or order. The Tasmanian agreements have no legal effect after the term of operation has expired, unless and until revived perhaps by a subsequent agreement.

The provisions in the Commonwealth and State Industrial Acts that awards and agreements shall remain in force until they have been superseded or cancelled occasion some difficulty when the compilation of a list of awards, determinations and agreements actually operative is undertaken. The specified periods for many awards, etc., have expired. This applies not only to State awards and determinations but to awards of the Commonwealth Court also. No new awards or subsequent determinations for the industries concerned have been made, and the records do not show that they have been superseded or rescinded. Legally, therefore, they are in force. Certain awards, determinations and industrial agreements regarding which definite information that they have been superseded or rescinded is not readily ascertainable, are therefore included in these records, but in cases where it could be definitely claimed that the award, determination or agreement was out of date and the terms of the award, etc., were not actually in operation, such awards, etc., have not been included in the records as at 31st December, 1929.

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

**Particulars of Boards, and of Awards, Determinations, and Industrial Agreements in Force, 1913 to 1929.**

Dates.	Boards Authorized	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force. <sup>a</sup>	Industrial Agreements in Force.
31st December, 1913..	505	501	387	575	401
" " 1915..	573	554	498	663	546
" " 1920..	475	470	440	1,041	972
" " 1925..	575	541	524	1,181	607
" " 1929..	643	588	567	1,297	606

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

The following table shows the number of Industrial and Wages Boards authorized, and the number of awards, determinations and industrial agreements in force at 31st December, 1913 and 1929:—

**Industrial and Wages Boards Authorized, and Industrial Awards, Determinations, and Agreements in Force, 1913 and 1929.**

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
<i>Industrial and Wages—</i>										
Boards authorized ..	1913	..	..	216	135	75	56	..	23	505
	1929	..	..	309	185	2	77	16	54	643
Boards which have	1913	..	..	123	123	74	47	..	19	386
made Determinations	1929	..	..	277	169	..	55	15	51	567
<i>Awards and Determinations—</i>										
In force ..	1913	17	..	265	127	73	54	18	21	575
	1929	166	39	458	178	247	72	86	51	1,297
<i>Industrial Agreements—</i>										
In force ..	1913	228	..	75	..	5	11	82	..	401
	1929	145	..	113	..	116	29	196	6	605
<i>Commonwealth Court</i>										
Awards—										
Number in force in	1913	..	..	13	17	15	16	9	13	..
each State ..	1929	..	..	92	116	25	80	32	69	..
<i>Commonwealth Agreements—</i>										
Number in force in	1913	..	..	132	129	68	62	57	61	..
each State ..	1929	..	..	41	59	14	24	11	35	..
<i>Commonwealth Public</i>										
Service Arbitrator—										
Number of Deter-										
minations in force										
in each State ..	1929	..	..	36	32	28	29	28	27	..

Information as to the main provisions of the various Industrial Acts in force throughout the Commonwealth has been given in previous Reports and brief reviews have been furnished each year 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 1929.

(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 for several years exercised 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).

The *Industrial Arbitration (Amendment) Act 1926*, assented to on 18th March, 1926, came into operation on 15th April, 1926, and provided for the establishment of the Industrial Commission of New South Wales consisting of such an even number of members as the Minister for Labour and Industry may determine (one half to be representative of employers and one half to be representative of employees nominated as prescribed) and presided over by the Industrial Commissioner appointed by the Governor. The jurisdiction and powers previously exercised by the Court of Industrial Arbitration and the New South Wales Board of Trade under the *Industrial Arbitration Act 1912* and amendments were transferred

to and vested in the new Industrial Commission. The Industrial Arbitration (Amendment) Act, No. 45, 1927, assented to on 9th December, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. Amendments of the Industrial Arbitration Act and the Family Endowment Act made during 1929 are given hereunder—

Family Endowment (Further Amendment) Act, No. 58 of 1929, assented to 23rd December, 1929, to be read and construed with the *Family Endowment Act 1927–1928*, makes further provision with regard to the endowment payable to mothers under the principal Act. The definition of “employee” is amended and new sub-sections are inserted defining family income and periods during which such income may be determined. The amending Act provides that where the family income in the determined period did not exceed the amount for the same period of the living wage for an adult employee in force in such period and appropriate to the case, a certificate for endowment shall, subject to the Act, be issued for the amount of five shillings per week for each child (under fourteen years) except one in the family.

It is also provided that from the commencement of the amended Act the endowment payable thereafter in respect of each claim granted before such commencement shall be reduced by the sum of five shillings per week, save in the case of endowment payable in respect of a child under the age of fourteen years who is an inmate of a charitable institution.

Family Endowment (Amendment) Act, No. 21 of 1929, provided for the discontinuance of contributions from employers to the Family Endowment Fund during the months of January, February and March, 1929; and Finance (Family Endowment Tax) Act, No. 20, of 1929, provided for a reduction of the percentage to be charged and collected from employers to the Fund upon the total amount of wages paid during the prescribed periods. The amount of contribution was fixed at two per centum, as against three per centum fixed by the previous Act, No. 40 of 1927.

Finance (Family Endowment Tax Reduction) Act, No. 48 of 1929, to be read with the *Family Endowment Act 1927–29*, provides for a reduction of the percentage at which contributions upon the wages paid by employers are to be made under the Act 1927–29, and for the payment of certain sums in lieu of tax by the Crown and bodies representing the Crown. The Act provides that after the 1st January, 1930, the contributions to the Family Endowment Fund from employers, subject to the exemptions in the Act, and the regulations made thereunder, shall be one per centum upon the total amount of wages paid by such employers to their employees during the periods (quarterly) after such date. Provision is made in certain cases in which employer is not liable for taxation, i.e., the Crown in connexion with an industrial undertaking or a statutory authority representing the Crown, for the payment to the Family Endowment Fund of such sum as is equivalent to the amount which the employer would have paid if liable to taxation.

Industrial Arbitration (Suspension of Living Wage Declaration) Act, No. 27 of 1929, suspends the power of the Industrial Commission to declare the living wages for adult male and adult female employees, and amends the *Industrial Arbitration Act 1912*, and certain other Acts. This Act was assented to on 31st October, 1929, and provides that the Industrial Commission shall not after the commencement of this Act declare the living wages for adult male and adult female employees in New South Wales in pursuance of the *Industrial Arbitration Act 1912*, as amended by subsequent Acts or of the *Industrial Arbitration (Living Wage Declaration) Act 1927*, until Parliament makes further provision in that behalf.

The Industrial Arbitration (Living Wage) Amendment Act, No. 40 of 1929, assented to 13th December, 1929, to be read and construed with the *Industrial Arbitration Act 1912*, and the *Industrial Arbitration (Amendment) Act 1926*, and Acts amending these Acts provides for an amendment of Act No. 14, 1926, by inserting in paragraph (b) of sub-section one of section seven after the words "in the State" the following words:—"and, in the case of adult male employees, on the requirements of a man and wife with one child under the age of fourteen years." One of the powers and functions of the Industrial Commission under the Act of 1926 was to determine a standard of living and to declare what shall be the living wages based upon such standard for adult male and adult female employees in the State. The Act left the question regarding the size of family open.

Sub-section (3) of section 2 of the Act of 1929 provides that the Commission shall declare the living wages for adult male and adult female employees within one month after the commencement of the Act; and sub-section (3)—in fixing the amount of the living wage for adult male employees on the requirements of a man, and wife with one child under the age of fourteen years the Commission shall add to the amount stated in its judgment of 26th October, 1929, as being sufficient for the requirements of a man and wife, the extra cost of maintaining one child under the age of fourteen years. Such extra cost shall be determined from a consideration of such judgments, declarations and reports of tribunals and Royal Commissions of the Commonwealth and of New South Wales relating to basic or living wages, and of such other information relating thereto in the possession of the Commission at the commencement of this Act, as the Commission deems proper to be considered for the purpose of fixing the amount of living wage for adult male employees in accordance with the provisions of this section.

The Act provides that the Commission shall fix the amount of the living wage for adult female employees at such percentage of the living wage of the adult male employees as it deems proper.

The *Industrial Arbitration (Living Wage Declaration) Act 1927*, and the *Industrial Arbitration (Suspension of Living Wage Declaration) Act 1929*, were repealed.

The judgment of the Industrial Commission following the conditions set forth in the above Act will be found in the section of this Report relating to the Basic Wage and Child Endowment.

It will be seen from the following extracts taken from Act No. 41 of 1929, that workers in rural industries are not covered by any declaration of a living wage made by the New South Wales Industrial Commission, since the commencement of this Act.

On 17th December, 1929, assent was given to the Industrial Arbitration (Amendment) Act, No. 41, of 1929. Under the provisions of this Act the Principal Act is amended by omitting section 24B and by inserting in lieu thereof the following new section:—

"24B (1) Employees who are employed in rural industries, that is to say—

- (a) upon farms, orchards, vineyards, or agricultural or pastoral holdings in connexion with dairying, poultry farming, or bee farming, or the sowing, raising, harvesting, or treating of grain, fodder, fruit or other farm produce, or the management, rearing, or grazing of horses, cattle, sheep, or other live stock, or the shearing or crutching of sheep, or the classing, scouring, sorting, or pressing of wool, upon any farm or station, or at other farm or station work; or

- (b) in or in connexion with the formation, tending, protection, or regeneration of forests ; or
- (c) in flower or vegetable market gardens or nurseries ; or
- (d) at clearing, fencing, trenching, draining, or otherwise preparing land for any of the above-mentioned purposes,

shall not be subject to the provisions of this Act other than Parts X and XI. ; and all awards, orders and industrial agreements in force at the commencement of the *Industrial Arbitration (Amendment) Act 1929*, and applying to and binding upon such employees, are hereby rescinded.

(2) Any declaration of a living wage made after the commencement of the *Industrial Arbitration (Amendment) Act 1929*, shall not extend to the employees referred to in sub-section 1 of this section, and any such declaration made prior to such commencement shall so far as such employees are concerned be null and of no effect from such commencement."

(iii.) *Victoria*.—Wages Board Determinations made during the year numbered 46 and included in this number were determinations issued by new Boards and by Boards which had been re constituted. Salt-workers were covered by a determination for the first time, and the Excavation and Road Work Board, which was created during the previous year, made a determination.

No special legislation of industrial import was enacted during the year 1929 in this State.

The Apprenticeship Commission, appointed in 1928, issued its first Annual Report covering the year ended 30th June, 1929. The activities of the Commission in the early stages were confined principally to the consideration of general lines of policy and to the carrying out of investigations in connexion with trades suitable for proclamation as apprenticeship trades. The first trades proclaimed by the Commission were those relating to plumbing and gasfitting. Other trades proclaimed later were—Carpentry and/or joinery ; plastering ; painting, decorating and/or signwriting ; and printing. Expert committees were appointed for these trades.

All applicants for apprenticeship are required to make application to the Commission setting out their age and educational qualifications certified by the school authority. A special report is also received from the latter body. A certificate of qualification is issued to the approved applicant. The names of approved applicants are sent regularly to the secretaries of organized bodies of employers concerned. By these means the Commission brings the names of all registered boys under the notice of large numbers of employers.

After investigation and careful consideration of statistics, educational standards, types of schools available, degree of popularity of trades, etc., the Commission determined that the lowest educational qualification for entry into apprenticeship in any of the skilled trades proclaimed was the satisfactory completion of the eighth-grade standard of the Education Department or its equivalent. In respect to those trades for which the junior technical schools are specially staffed and equipped to give preparatory training prior to apprenticeship to suitable numbers, the satisfactory completion of a two years' course was determined as the lowest qualification to be accepted without examination after a specified date (not less than twelve months from the coming into operation of the Regulations). The Commission considers that the avenue to apprenticeship in certain highly skilled trades through the preparatory training under expert instructors

given in junior technical schools, which are free to all qualified to enter them, is advisable if the greatest value is to be achieved from the compulsory technical provisions of the Act, and from the educational institutions provided out of public funds for training for skilled industry.

The Report deals with the following matters in detail :—Determination of the proportion of apprenticeship to journeymen required to maintain the trades and to provide for future growth ; what constitutes learning the trade ; incentives to apprentices ; co-ordination of technical education with workshop experience ; compulsory technical school training of apprentices ; organization of classes ; and the effect of awards of other industrial authorities.

(iv.) *Queensland*.—The Apprentices and Minors Act, No. 37 of 1929 assented to 23rd December, 1929, is an Act to consolidate and amend the law relating to apprentices and minors, and for other purposes, and provides for the appointment of a Board, to be called the "Apprenticeship Executive" which shall be constituted as follows :—Two representatives appointed by the Minister and three representatives each of employers and of unions. Provision is also made for the appointment of Group Committees and Advisory Committees. The duties of the Apprenticeship Executive include—advising the Minister as to the trades or industries which should be considered as skilled ; the grouping of the trades ; as to the character of any entrance examinations which may be prescribed for apprentices ; and on any matter bearing upon any general principle of apprenticeship. The Act makes provision generally for control in the employment of apprentices and minors.

The Industrial Conciliation and Arbitration Act, No. 28 of 1929, was assented to 23rd December, 1929, and is an Act to make better provision for the maintenance of peace in industry ; to provide for the regulation of the conditions of industrial conciliation and arbitration ; to establish an Industrial Court and certain other tribunals, and for other purposes. The new Act repeals the *Industrial Arbitration Act 1916*, the Amendment Acts of 1923, 1924, 1925 and 1926, and the Basic Wage Act of 1925. The Act is divided into nine parts, as follows :—I. Preliminary ; II. Industrial Court ; III. Conciliation Commissioners and Conciliation Boards ; IV. Industrial Agreements ; V. General Provisions dealing with Court, Conciliation Commissioner and Boards ; VI. Industrial Unions ; VII. Government employees ; VIII. Breaches of awards and other offences ; IX. Miscellaneous. The main features of the Act are briefly given hereunder.

The Board of Trade and Arbitration is abolished, and a Court, to be called the "Industrial Court" is established. The Governor-in-Council shall appoint one of the Judges of the Supreme Court of Queensland to be the Judge of the Court ; provided that the President of the Board of Trade and Arbitration appointed under the repealed Acts may continue in office during the term of his appointment under the repealed Acts, and may be the Judge of the Court under this Act accordingly. Additional Judges may be appointed. The Court may appoint two assessors for the purpose of assisting it in relation to appeals or references concerned. One assessor shall be a representative of employers and the other representative of employees. An officer, to be called the Actuary and/or Statistician, may be appointed, whose duty it shall be to aid the Court or a Board or Conciliation Commissioner in respect of industrial causes, etc., and to furnish statistical information, and shall, if requested, advise as to what the probable economic effect of any award or declaration may be in relation to the community in general and/or the probable economic effect thereof upon the industry or industries concerned.



The Court may from time to time declare general rulings relating to any industrial matter for the guidance of suitors before it and of Boards, and in order to prevent a multiplication of inquiries into the same matters. The Court may make declarations as to—(a) The cost of living; (b) the standard of living; (c) the minimum rate of wages to be paid to persons of either sex (also referred to as the “basic wage”); (d) the standard hours.

The Governor-in-Council shall appoint two Conciliation Commissioners for the State, and such Commissioners shall have powers, authority and jurisdiction in respect of the whole State. Conciliation Boards shall be constituted by the Court for any one or more callings, and the Court shall appoint a Conciliation Commissioner to be chairman for any Board so constituted. A Board may make an award determining or in respect of any industrial cause in connexion with such calling or group of callings. In connexion with the settlement of any industrial dispute in such calling no industrial dispute shall be referred to the Court until it has been first referred to a Conciliation Board or a Conciliation Commissioner. It shall be the duty of the Board to endeavour to bring about a settlement of the dispute, and the procedure of the Board shall be absolutely in the discretion of the Board. Legal formalities may be dispensed with, and the Board may hear any evidence that it thinks fit, whether such evidence would be legally admissible in a Court of Law or not. If a settlement is arrived at, the terms shall be set forth in an industrial agreement in writing. If no settlement is arrived at by the parties, the Board shall endeavour to induce the parties to agree to some temporary and provisional agreement until the dispute can be determined by the Court.

In regard to the making of awards, a Conciliation Board is bound by declarations of the Court as to basic wage and standard hours. No industrial agreement shall be entered into and no award made for a wage lower than the declared current basic wage. Upon a declaration as to the basic wage during the currency of an award, the terms of such award affecting rates of pay shall be varied to accord with such declaration by the Registrar (subject to an appeal to the Court) and such variation of the award shall, upon publication in the *Gazette*, have effect as an award from the date of publication. Industrial agreements may be made and filed in the office of the Registrar. Agreement may be declared a common rule.

The Judge or Industrial Magistrate or Conciliation Commissioner may act as a mediator in any industrial cause in all cases in which it appears to him that his mediation is desirable in the public interests; and may convene a compulsory conference whenever in his opinion it is desirable for the purpose of preventing or settling an industrial dispute.

The Court or Board shall, before making any award or certifying any agreement take into consideration the probable economic effect of the award or agreement in relation to the community in general and the probable economic effect thereof upon the industry or industries concerned.

Preference may be granted to any particular union or organization where it is mutually agreed by the parties concerned or considered advisable by the Court or Board, such preference shall be granted only subject to certain conditions regarding admission to membership of unions, entrance fee and contributions. Subject to the Act, no person shall be refused employment or in any way discriminated against on account of membership or non-membership of any industrial association.

The Court, whenever it is practicable to do so, shall so far as is consistent with the maintenance of industrial peace, deal only with the major general principles, such as those concerning wages and hours of employment, overtime and holidays. Other minor matters, such as demarcation, spread of hours, margins for skill, etc., may be dealt with by the Board; moreover, certain matters may be referred or delegated to local shop committees, round table committees, industrial councils or voluntary committees formed for the purpose of adjusting the relationship between employer and employees, and with representation of employers and employees on such committees.

If it shall appear to the Court constituted by the Judge and two Conciliation Commissioners that a new industry has commenced in the State and that it will be detrimental to the continuance of such new industry, both as regards employer and employees, if an award in such new industry shall be made, the Court may refrain from making and grant exemption from an award, and may permit of the employer and employees making an agreement. The term "new industry" shall not mean an industry of any like nature to an industry carried on in the State. If it is proved to the Court so constituted that serious unemployment in an industry has resulted or will result from the operation of an award or agreement, the Court, upon being satisfied that it is in the best interests of the industry concerned and after consultation with the Bureau of Statistics or other like body may, either absolutely, or upon terms—rescind or cancel any award or industrial agreement, or exempt, either wholly or partly, from the provisions of an award or agreement, any employees, and may permit of an agreement being made on such basis as it may prescribe; or have full discretion to make any award it thinks fit in the circumstances.

Provision is made for the registration of industrial unions of employers and employees. Government employees, State railway employees and police force in industrial associations may register under the Act. Provided that with respect to the industrial unions of the police force and the industrial unions of employees who are subject to the provisions of "The Public Service Act of 1922," and amendments thereof, such unions shall not affiliate or register with or be subject to any other union or federation of unions or political organizations whatsoever. Any such affiliation or registration existing at the commencement of this Act shall cease and determine accordingly.

In case of a default by an employer or union of employers by the institution of a lock-out, such employer or union of employers shall be liable to a penalty not exceeding one thousand pounds; and in the case of default by a union of employees by the institution of a strike, the Court shall declare, after a period of seven days from the beginning of the strike, that any award in connexion with which the dispute relates shall be automatically suspended; and, moreover, such union shall be debarred from preference for a term not exceeding three years.

The Court or Board or Conciliation Commissioner may, in any case considered desirable in the interests of industrial peace, demand that a secret ballot may be taken by any union in respect of any industrial matter or in respect of any resolution proposed for adoption by the union concerned.

An industrial union is given power to sue for fines, levies, dues, etc. Provided that a union shall not have power to sue for levies made for political purposes or for levies made to assist in the conduct of any strike or lock-out, whether in Queensland or elsewhere in the Commonwealth, or for any fine in excess of 10s.

(v.) *Commonwealth Conciliation and Arbitration Court*.—The number of awards made by the Commonwealth Court during 1929 was 29, and 26 industrial agreements were filed under the provisions of the Act. Among the industries and occupations for which awards were made during the year were—timber workers; railway employees; wool and basil workers; theatrical employees; railway professional officers; journalists; liquor trade employees at breweries, marine stores, malt houses, sports grounds, etc.; musicians; construction workers; and radio-telegraphists. Industrial agreements covering the undermentioned occupations, amongst others, were filed during the year—marine and power engineers (meat works); paper-making employees; plumbers and gasfitters (fire protection); municipal employees; liquor trade employees; employees in aerated water factories and breweries; tramway officers, and employees in the artificial fertilizer industry.

The award covering timber workers declared the standard weekly hours in the industry as 48, and the employees refused to accept the award. Further reference to the award will be found in Section III. of this Report. An important case before the Court during the year was that relating to employees in engineering and metal trades. The award was not made until March, 1930, when a consolidated award was issued, covering workpeople engaged in engineering; installation, supply and distribution of electric light and power; electroplating; boilermaking and ship construction; moulding; sheet metal working; ironworking and other metal works.

Interim awards covering railway employees were made during 1929 and previous years, and during March, 1930, the Court issued consolidated awards covering employees in the railway services.

*Legislation*.—The Transport Workers' Act, No. 3 of 1929, was assented to 16th March, 1929, and amended the principal Act of 1928. Part III. of the Act provides for the appointment of licensing officers at ports in the Commonwealth which have been gazetted, and for the licensing of waterside workers at such ports. Any person desiring to obtain a licence as a waterside worker at a port may make application to the licensing officer on a prescribed form accompanied by the prescribed fee, and the licensing officer may issue to the applicant a licence bearing a number and the name of the port in respect of which it is issued. Such licence shall contain the name of the person to whom it is issued and shall be signed in ink by that person and by the officer. A licensing officer may be appointed for a group of ports and any licence issued by him may be a licence in respect of all those ports. Any licence issued shall remain in force until 30th June next following the date of the issue of the licence.

Licences may be cancelled by the officer if he is satisfied that a worker—(a) has refused or failed to comply with any lawful order or direction given in relation to his work; (b) has refused to work in accordance with the terms of a current award of the Commonwealth Court of Conciliation and Arbitration applying to such work; (c) has, either alone or in company with other persons, exercised or attempted to exercise intimidation or violence in relation to, or used threatening or abusive language to, any waterside worker or to any officer; (d) has been convicted of an offence against this Act or the regulations thereunder; or (e) has been convicted of an offence against any other Commonwealth law or against any State law committed on a wharf, pier, jetty, hulk, barge or ship.

Unlicensed persons are not to engage as waterside workers. Licences must be produced to licensing officers on request. Penalties are provided against persons making or using counterfeit licences, trafficking in licences, or applying for a licence in any other name than their own, etc.

(vi.) *Federal Capital Territory*.—Two Industrial Board Ordinances were issued during the year varying the rates of pay, hours and other conditions of employment set forth in the award published in the *Government Gazette*, of 8th January, 1929.

## § 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 19, while details for the year 1929 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.

(iii.) *Tabulation of Returns*.—Net change in wage is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling. In cases of changes in the minimum rates of wage payable under awards or determinations of industrial tribunals, it has generally been assumed (in the absence of any definite information to the contrary) that the whole of the workers in each designated occupation received an increase or decrease equal to the change in the minimum rate of wage. It should be noted, moreover, that there is overstatement as regards "persons affected," since in the quarterly adjustments of wages the same persons may figure on four occasions, in the event of the index numbers varying sufficiently to justify an increase or decrease in the rates of wage. The difficulty of eliminating this factor has, however, been found too great to justify the labour involved. A further complication is introduced by the overlapping of Commonwealth and State awards. On account of this overlapping of awards and determinations, it is difficult to ascertain definitely the number of workpeople affected by the changes in rates of wage brought about by Commonwealth and State awards. In Victoria there are over 70 trades for which Wages Boards have issued determinations, such trades being wholly or partly covered by Commonwealth awards or agreements. Similar conditions prevail, to a greater or less extent, in other States. In many instances forms issued to officials of employers' associations and trade unions are returned with remarks to the effect that the desired particulars are not known so far as the number of workpeople affected are concerned. The tables contain particulars of all changes regarding which data can be ascertained by inquiry or by investigation of factory reports, trade union membership, census results, etc.

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.

2. **Effect of Changes in 1929.**—The following table shows the effect of increases and decreases in rates of wage in each State during the year 1929 :—

**Changes in Rates of Wage—Effect in each State, 1929.**

State.	Increases.		Decreases.		Total Result of all Changes.		
	Work-people Affected.	Increase per Week.	Work-people Affected.	Decrease per Week.	Work-people Affected.	Net Increase per Week.	Average Increase per Week.
		£		£		£	s. d.
New South Wales ..	141,205	21,625	293,829	31,042	435,034	(a)9,417	(a)0 5
Victoria ..	168,607	19,920	48,990	2,475	217,657	17,445	1 7
Queensland ..	7,176	694	180	9	7,356	685	1 10
South Australia ..	51,562	6,243	26,108	1,444	77,670	4,799	1 3
Western Australia ..	18,104	2,093	3,155	236	21,259	1,857	1 9
Tasmania ..	14,342	1,541	3,904	174	18,246	1,367	1 6
N. Territory ..	..	..	..	..	..	..	..
Federal Capital Territory ..	57	14	..	..	57	14	4 11
Common to all States ..	13,010	2,042	..	..	13,010	2,042	3 2
<b>Total ..</b>	<b>414,123</b>	<b>64,172</b>	<b>376,166</b>	<b>35,380</b>	<b>790,289</b>	<b>18,792</b>	<b>0 6</b>

(a) Decrease.

The changes in wages include 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 Commonwealth Arbitration Court. The principle of quarterly adjustments adopted by that Court was mainly responsible for the variations in rates of wage during the year, and as the index numbers on which these quarterly and half-yearly adjustments were made varied slightly during the period, the decreases in rates were offset to a greater extent by the increases, the result being that the wages were not materially affected. The net effect of all changes recorded was an average increase of 6d. per week.

3. **Effect of Changes, Australia, 1925 to 1929.**—The following table gives separate particulars of the effect of increases and decreases in rates of wage in Australia during the years 1925 to 1929 :—

**Changes in Rates of Wage—Number and Effect in Australia, 1925 to 1929.**

Year.	Increases.		Decreases.		Total Result of all Changes.		
	Work-people Affected.	Increase per Week.	Work-people Affected.	Decrease per Week.	Work-people Affected.	Net Increase per Week.	Average Increase per Head per Week.
		£		£		£	s. d.
1925 ..	1,124,095	130,220	138,114	10,793	1,262,209	119,427	1 11
1926 ..	951,490	117,814	270,270	30,194	1,221,780	87,620	1 4
1927 ..	771,939	78,721	492,053	25,723	1,263,992	52,998	0 10
1928 ..	305,694	28,170	529,282	36,919	834,976	(a)8,740	(a)0 3
1929 ..	414,123	64,172	376,166	35,380	790,289	18,792	0 6

(a) Decrease

4. **Changes in each State, 1925 to 1929.**—The following table gives particulars relating to changes in rates of wage recorded during the years specified. The net amount of increase per week, as tabulated, is subject to the qualifications mentioned in 1 (iii.) *ante* :—

**Changes in Rates of Wage—Effect of Changes, States, 1925 to 1929.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States.	Aust.	
Persons Affected	1925	514,123	348,123	184,595	113,721	40,152	18,566	26	243	47,660	1,262,209
	1926	525,801	429,605	32,953	103,201	38,271	25,378	53	63	66,345	1,221,760
	1927	642,347	403,154	9,252	109,772	18,678	27,359	448	261	52,721	1,263,992
	1928	346,670	301,071	14,700	87,502	16,852	22,639	170	51	45,521	834,975
	1929	435,034	217,657	7,356	77,670	21,259	18,246	..	57	13,010	790,289
Net increase per week	£	£	£	£	£	£	£	£	£	£	£
	1925	40,780	19,968	43,975	9,693	3,199	293	69	133	1,395	119,427
	1926	43,471	27,920	5,081	4,597	4,164	748	20	11	1,603	87,620
	1927	38,611	8,941	1,070	4,258	1,188	61,026	107	41	6192	52,998
	1928	6,878	213,698	908	68,095	725	631	43	5	6278	68,740
1929	69,417	17,445	685	4,799	1,857	1,367	..	14	2,042	13,792	
Average increase per head per week	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	1925	1 7	1 2	4 9	1 8	1 7	0 4	66 11	10 11	0 7	1 11
	1926	1 8	1 4	3 1	0 11	2 2	0 7	7 7	3 6	0 6	1 4
	1927	1 8	0 5	2 4	0 9	1 3	60 9	4 9	3 2	60 1	0 10
	1928	0 5	60 11	1 3	60 8	0 10	..	5 1	2 0	60 1	60 3
1929	60 5	1 7	1 10	1 3	1 9	1 6	..	4 11	3 2	0 6	

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

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

During 1929, the State Industrial Court in Western Australia increased the basic rate of wage for adult male employees from £4 5s. to £4 7s. per week, and for adult female employees from £2 5s. 11d. to £2 7s. per week. In December, 1929, the living wages for adult male and female workers in New South Wales were fixed by the State Industrial Commission at £4 2s. 6d. and £2 4s. 6d. respectively, reductions on the previous rates of 2s. 6d. and 1s. 6d. per week. In South Australia and Queensland, the State tribunals made no alterations in the basic rates of wage. The retail price index numbers used in the quarterly and half-yearly adjusting of rates of wage remained fairly constant during 1929, with the result that changes in rates on account of the increase or decrease in the cost of commodities were not numerous during the second half of the year.

5. **Changes in Industrial Groups, 1929.**—The following table shows the effect of changes in rates of wage during 1929 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 1928 have been published in Labour Reports Nos. 5 to 19.

## Changes in Rates of Wage—Industrial Groups, 1929.

Particulars.	Industrial Group.														All Groups.
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic Hotels, etc.	XIV. Miscellaneous.	
<b>New South Wales—</b>															
Persons Affected ..	11,741	60,725	19,433	30,889	13,657	31,971	48,541	16,492	88,978	4,500	11,512	..	19,682	76,913	435,034
Increase per week £	6785	61,117	61,580	8390	85	61,625	577	1,047	1,998	6559	1,145	..	62,391	65,842	69,417
<b>Victoria—</b>															
Persons Affected ..	8,064	25,790	10,685	33,381	6,848	16,856	17,420	1,228	46,810	5,000	2,332	2,300	..	40,948	217,657
Increase per week £	6392	2,653	1,511	877	506	1,712	1,668	94	3,612	1,000	463	395	..	3,346	17,445
<b>Queensland—</b>															
Persons Affected ..	..	40	120	3,780	180	540	..	..	..	5	232	..	120	2,339	7,856
Increase per week £	..	9	50	167	38	52	..	..	..	1	51	..	18	299	685
<b>South Australia—</b>															
Persons Affected ..	1,443	12,862	3,437	7,313	3,088	14,789	9,532	1,000	16,072	..	2,377	..	..	5,762	77,870
Increase per week £	531	953	221	52	151	821	779	692	913	..	515	..	..	517	4,799
<b>Western Australia—</b>															
Persons Affected ..	4,444	738	1,339	2,662	916	207	239	..	651	9	1,783	3,193	1,410	8,668	21,259
Increase per week £	112	48	213	153	208	42	690	..	85	2	829	141	99	515	1,857
<b>Tasmania—</b>															
Persons Affected ..	560	2,969	595	441	699	1,044	1,104	1,200	4,957	500	550	..	..	8,627	18,246
Increase per week £	19	184	47	25	50	24	62	240	275	100	103	..	..	286	1,367
<b>Northern Territory—</b>															
Persons Affected ..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Increase per week £	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Federal Capital Territory—</b>															
Persons Affected ..	..	..	..	..	..	..	..	..	..	..	..	..	..	57	57
Increase per week £	..	..	..	..	..	..	..	..	..	..	..	..	..	14	14
<b>All States (c)—</b>															
Persons Affected ..	..	..	..	..	..	..	..	..	..	..	9,943	..	..	3,067	13,010
Increase per week £	..	..	..	..	..	..	..	..	..	..	1,490	..	..	552	2,042
<b>Total Australia—</b>															
Persons Affected ..	26,252	103,124	35,609	78,466	25,383	65,407	76,336	19,920	157,468	10,014	28,729	5,493	21,212	136,376	790,289
Increase per week £	61,057	2,730	462	884	1,038	1,026	2,996	1,289	6,883	544	4,096	536	62,274	6361	18,702

CHANGES IN RATES OF WAGE.

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

6. **Changes in Industrial Groups, 1927 to 1929.**—The following table shows the number of workpeople affected, and the total increase in wages per week in industrial groups during the three years 1927-29 :—

**Changes in Rates of Wage—Industrial Groups, Australia, 1927 to 1929.**

Industrial Group.	1927.		1928.		1929.	
	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.	Persons Affected.	Increase per week.
I. Wood, Furniture, Timber, etc...	30,217	£ 657	13,204	£ 253	26,252	£ (a)1,057
II. Engineering, Metal Works, etc.	142,440	5,451	131,047	(a)2,352	103,124	2,730
III. Food, Drink, Tobacco, etc.	50,085	3,835	24,331	(a)511	35,609	462
IV. Clothing, Hats, Boots, etc.	104,267	4,468	49,525	4,108	73,466	884
V. Books, Printing, etc.	15,800	1,070	15,597	625	25,383	1,038
VI. Other Manufacturing	109,938	3,026	70,117	(a)2,369	65,407	1,029
VII. Building	98,307	3,194	107,765	(a)4,684	76,536	2,996
VIII. Mines, Quarries, etc.	30,440	1,343	19,535	(a)252	19,920	1,289
IX. Rail and Tram Services	242,994	4,821	199,394	(a)3,468	157,468	6,533
X. Other Land Transport	25,945	2,346	17,862	(a)1,128	10,014	544
XI. Shipping, etc.	72,802	(a)218	67,379	(a)63	28,729	4,096
XII. Pastoral, etc.	45,985	5,313	5,121	(a)240	5,498	556
XIII. Hotels, etc.	20,101	3,083	30	30	21,212	(a)2,274
XIV. Miscellaneous	208,136	14,002	113,961	1,308	136,376	(a)361
All Groups	1,263,992	52,993	834,976	(a)8,740	790,289	18,792

(a) Decrease. Note.—See sub-section (III) page 59.

During the year 1929 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net increase in all groups, with the exception of Groups I., Wood, etc.; XIII., Domestic, Hotels, etc.; and XIV., Miscellaneous.

7. **Methods by which Changes were Effected—Australia, 1925 to 1929.**—The following table gives the number and effect of all changes in rates of wage in Australia for the years 1925 to 1929 :—

**Changes in Rates of Wage—Methods by which Effected, Australia, 1925 to 1929.**

Particulars.	By Direct Negotiation.	By Negotiation, Intervention or Arbitration or Third Party.	By Award of Court under Commonwealth Act.	By Agreement Registered under Commonwealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	By Other Means.	TOTAL.
<b>1925.</b>								
Workpeople affected	15,110	23,317	581,806	64,849	547,986	29,641	..	1,262,209
Increase per week	£ 1,580	1,959	29,996	4,524	80,322	746	..	119,427
<b>1926.</b>								
Workpeople affected	44,289	40,136	893,344	69,555	140,463	16,000	17,908	1,221,760
Increase per week	£ 3,460	6,084	41,598	5,785	27,976	2,521	1,196	87,620
<b>1927.</b>								
Workpeople affected	16,272	12,256	803,446	53,289	369,827	9,902	..	1,263,992
Increase per week	£ 204	1,467	12,447	816	35,502	2,562	..	52,998
<b>1928.</b>								
Workpeople affected	12,721	25,756	693,814	60,600	38,409	3,649	27	834,976
Increase per week	£ 687	2,996	412,280	1,436	843	1,214	10	48,740
<b>1929.</b>								
Workpeople affected	10,111	5,466	461,848	22,644	263,578	6,642	..	790,289
Increase per week	£ 967	790	40,350	1,493	425,121	313	..	18,792

(a) Decrease.



Changes recorded under the headings of awards and agreements made and filed under the Commonwealth Conciliation and Arbitration Act show the greatest number of persons during the last five years. Reference has already been made to the overstatement in these figures, due to the same persons being affected more than once during the year owing to quarterly adjustments. The reduced figures under the heading "By Award or Determination under State Act" during the past four years as compared with the year, 1925, are mainly due to the fact that basic rates of wage were not altered in certain States. So far as possible, the effect of awards or agreements is recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective, while in others it is difficult to ascertain promptly particulars as to the number of workpeople affected and the effect of the change.

### § 3. Rates of Wage and Hours of Labour.

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

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

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

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 weights used for each industrial group in the computations of the average wage for male and female occupations have been published in the previous issues of the Labour Report.

The results thus ascertained for the year 1913 were published in Labour Report No. 2, pp. 28-43. In the early part of the year 1914 the scope of the inquiry was considerably extended, and particulars of the weekly rates of wage in 930 specified industries and 4,256 adult occupations (3,948 male, and 308 female) were included, and results obtained thereby to the 30th April, 1914, were published in Labour Report No. 5, pp. 44-50. These results were further analysed, and the average number of working hours which constituted a full week's work in each occupation was ascertained and weighted in a similar manner to the rates of wage. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wage in any specified occupation, since, in many instances, a different number of working hours constituted a full week's work in separate States. By dividing the weighted average number of working hours into the weighted average weekly rate of wage, what for some purposes may be considered a more adequate standard of comparison was ascertained. Results obtained from these computations were given for each industrial group for each State.

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

To supplement the results thus obtained, investigations were made regarding rates of wage in past years with a view to showing their general trend in each State and in various industrial groups. The total number of occupations for which particulars were available back to 1891 was 652. The 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, 1914-29.**—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, 1929, 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, 1929.**

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	(a) Australia.
No. of Occupations Included.	974	909	627	567	489	482	3,948

#### RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	55 11	54 4	52 10	54 4	62 9	62 7	55 3
31st December, 1914	56 2	54 7	53 5	54 5	62 10	62 8	55 7
31st December, 1925	96 0	97 2	99 11	94 4	97 0	93 5	96 9
31st December, 1926	100 5	99 6	100 1	95 8	98 9	94 10	99 4
31st December, 1927	101 10	100 3	100 1	96 7	98 10	93 10	100 2
31st December, 1928	102 7	99 8	101 2	96 2	99 6	93 3	100 5
31st March, 1929	102 7	99 6	101 2	95 11	100 1	93 4	100 4
30th June, 1929	103 6	100 10	101 4	97 2	100 5	94 7	101 4
30th September, 1929	103 6	101 1	101 4	97 5	100 8	94 7	101 5
31st December, 1929	102 11	101 1	101 2	97 2	100 7	94 8	101 2

#### INDEX-NUMBERS.

	1,091	1,059	1,030	1,060	1,225	1,026	1,079
30th June, 1914	1,091	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914	1,096	1,065	1,042	1,062	1,226	1,028	1,085
31st December, 1925	1,373	1,397	1,350	1,341	1,593	1,323	1,387
31st December, 1926	1,959	1,941	1,952	1,867	1,927	1,851	1,938
31st December, 1927	1,988	1,957	1,953	1,885	1,928	1,832	1,955
31st December, 1928	2,001	1,944	1,974	1,877	1,941	1,820	1,959
31st March, 1929	2,001	1,941	1,974	1,871	1,952	1,820	1,958
30th June, 1929	2,020	1,968	1,976	1,895	1,959	1,845	1,977
30th September, 1929	2,020	1,973	1,977	1,901	1,964	1,846	1,979
31st December, 1929	2,007	1,972	1,975	1,896	1,963	1,848	1,974

(a) Weighted average.

The table shows that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th June, 1914, in two States, viz., New South Wales and Western Australia, exceeded the weighted average wage for Australia. At the 31st December, 1929, the Australian average was exceeded by New South Wales and was equalled by Queensland. In the remaining States the average wage was lower than the general average. The increase in the weighted average rate of wage for Australia since 1911 to the end of 1929, was 97 per cent., and since July, 1914, the average wage has increased 83 per cent.

The upward tendency during 1927 continued to the first quarter of 1928 when the nominal rate of wage for Australia reached 100s. 9d. During the remainder of the year there was a decline in four States and in Australia as a whole, whilst increases were recorded in Queensland and Western Australia.

Little movement in wages occurred in the first quarter of 1929, as compared with the previous quarter. The average rates of wage increased in all States during the second quarter, and further small increases in Victoria, South Australia and Western Australia during the third quarter brought the weighted average rate of wage per week to 101s. 5d., the highest average so far recorded. Slight decreases in the wage rates in New South Wales, Queensland, South Australia and Western Australia during the fourth quarter caused the average nominal rate of wage for Australia to decline to 101s. 2d.

**3. Adult Male Weekly Wages—Industrial Groups, 1914-29.**—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 1925 to 1929.

**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, 1929.**

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

Date.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, etc.	II. Engineering, etc.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc.(a)	XII. Agricultural, etc.(b)	XIII. Domestic, etc.(b)	XIV. Miscellaneous.	XV. All Industrial Groups.(c)
RATES OF WAGE.															
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	59 2	57 2	55 2	52 10	53 9	55 8	65 4	64 11	59 8	51 1	48 7	49 5	47 0	53 10	55 3
31st December, 1914	59 6	57 9	55 8	53 0	53 10	58 0	65 5	65 2	59 8	52 8	49 10	49 5	47 11	54 0	55 7
31st December, 1925	101 2	100 4	96 6	93 2	109 6	98 2	108 5	108 7	100 6	93 3	104 8	87 4	89 1	93 11	96 9
31st December, 1926	104 5	102 0	98 9	96 6	111 5	100 6	110 9	109 6	102 6	95 6	103 7	93 5	90 10	95 6	99 4
31st December, 1927	104 6	102 10	99 8	98 3	113 7	101 4	112 10	109 9	103 1	97 4	103 7	94 3	93 3	96 0	100 2
31st December, 1928	105 11	102 1	99 9	99 4	117 10	100 8	112 4	109 10	102 2	96 3	103 3	95 9	93 3	96 1	100 5
31st March, 1929	103 11	102 1	99 9	99 4	117 6	100 5	112 5	109 9	102 4	96 3	103 3	95 10	93 3	96 0	100 4
30th June, 1929	104 7	103 9	100 10	99 4	117 6	102 2	113 5	110 6	105 2	97 8	106 7	95 10	93 3	96 11	101 4
30th September, 1929	104 8	103 11	101 1	100 0	119 3	102 7	113 5	110 6	105 2	97 8	106 7	95 10	93 3	97 0	101 5
31st December, 1929	104 10	103 6	100 10	99 6	119 1	102 2	113 0	110 7	105 2	96 9	107 0	95 6	92 6	96 8	101 2
INDEX-NUMBERS.															
30th June, 1914	1,154	1,116	1,077	1,031	1,243	1,086	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1914	1,161	1,127	1,085	1,034	1,246	1,093	1,276	1,272	1,165	1,026	972	965	935	1,054	1,085
31st December, 1925	1,973	1,957	1,883	1,817	2,187	1,916	2,115	2,119	1,962	1,820	2,043	1,704	1,738	1,833	1,887
31st December, 1926	2,037	1,991	1,926	1,863	2,173	1,961	2,160	2,137	2,001	1,863	2,020	1,823	1,772	1,863	1,938
31st December, 1927	2,039	2,006	1,944	1,917	2,216	1,977	2,202	2,142	2,012	1,960	2,021	1,839	1,820	1,872	1,955
31st December, 1928	2,028	1,993	1,947	1,939	2,239	1,964	2,191	2,143	1,994	1,878	2,014	1,864	1,820	1,874	1,959
31st March, 1929	2,028	1,992	1,946	1,939	2,232	1,959	2,193	2,141	1,997	1,878	2,014	1,870	1,820	1,873	1,958
30th June, 1929	2,040	2,024	1,967	1,939	2,292	1,993	2,213	2,156	2,032	1,905	2,079	1,870	1,820	1,891	1,977
30th September, 1929	2,042	2,028	1,973	1,950	2,327	2,001	2,214	2,157	2,052	1,903	2,079	1,870	1,823	1,893	1,979
31st December, 1929	2,046	2,019	1,967	1,942	2,323	1,994	2,205	2,157	2,052	1,888	2,087	1,863	1,804	1,886	1,974

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

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

(c) Weighted average.

The rate of increase in the weighted average weekly wage since July, 1914, to 31st December, 1929, was greatest in Group XI. (Shipping, etc.), 120.3 per cent., followed in the order named by Group XIII. (Domestic, etc.), 96.8 per cent., and Group XII. (Agricultural, Pastoral, etc.), 93.2 per cent. The smallest increase was recorded in Group VIII. (Mining, etc.). Compared with the average rates at 31st December, 1928, average wages in twelve of the industrial groups were higher at the end of 1929, while in two groups small decreases were recorded. The largest increase during the twelve months was recorded in Group XI. (Shipping, etc.), 3.6 per cent., followed by Group IX. (Railways, etc.), 2.9 per cent., and Group VI. (Other Manufacturing), 1.5 per cent. Groups XII. (Agricultural, etc.), and XIII. (Domestic, etc.) show small decreases. The weighted average nominal rate of wage for all groups increased from 100s. 5d. to 101s. 2d. per week, or 0.75 per cent. during the twelve months under review.

4. **Adult Female Weekly Wages—States, 1914 to 1929.**—The index-numbers given in the preceding paragraphs for male adult workers were computed with the weighted average wage in 1911 as base (= 1,000) in order that comparisons might more readily be made between these index-numbers and the retail price index-numbers which are also computed to the year 1911 as base. In the case of females, however, it has not been possible to secure information for years prior to 1914, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (= 1,000).

The following table shows the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the 30th June, 1914, and at the intervals specified to the 31st December, 1929. 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, 1929.

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia.
No. of Occupations included	85	87	87	47	24	28	308

RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	26 9	27 4	27 0	24 1	37 4	25 10	27 2
31st December, 1914	26 10	27 9	27 1	24 1	37 4	25 10	27 6
31st December, 1925	49 8	50 8	51 9	48 10	57 6	50 2	50 7
31st December, 1926	50 8	51 11	52 10	50 0	58 6	51 8	51 8
31st December, 1927	53 0	52 7	53 5	49 11	58 8	52 7	52 10
31st December, 1928	53 7	53 9	54 10	50 11	58 10	53 4	53 10
31st March, 1929	53 7	53 9	54 10	50 11	58 10	53 4	53 10
30th June, 1929	53 7	53 10	54 10	50 11	58 10	53 4	53 10
30th September, 1929	54 1	54 1	54 10	51 3	58 10	53 7	54 2
31st December, 1929	53 11	54 1	54 10	51 4	58 10	53 9	54 1

INDEX-NUMBERS.

	984	1,006	993	885	1,373	950	1,000
30th June, 1914	984	1,006	993	885	1,373	950	1,000
31st December, 1914	987	1,022	996	885	1,373	950	1,008
31st December, 1925	1,827	1,866	1,904	1,796	2,116	1,845	1,861
31st December, 1926	1,865	1,911	1,944	1,839	2,152	1,902	1,902
31st December, 1927	1,930	1,934	1,966	1,838	2,160	1,935	1,945
31st December, 1928	1,973	1,979	2,017	1,875	2,164	1,964	1,980
31st March, 1929	1,972	1,978	2,017	1,875	2,164	1,964	1,980
30th June, 1929	1,973	1,980	2,017	1,875	2,164	1,964	1,980
30th September, 1929	1,992	1,989	2,020	1,887	2,165	1,973	1,992
31st December, 1929	1,983	1,990	2,020	1,888	2,165	1,973	1,990

(a) Weighted Average.

The general upward movement in the average weekly wage for adult female workers for Australia was comparatively small until 1916, when the average wage increased rapidly, the increase in 1920 being the largest recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. Reductions were recorded in female wages during 1922, but the decrease over the whole of Australia was relatively much less than in the case of males. There was an increase in each State during 1923 with the exception of Western Australia where the wage remained stationary. The upward tendency was continued during 1924 and 1925 with increases in all States excepting Tasmania, while during 1926 further increases were recorded in all States, and similarly during 1927, with the exception of South Australia which showed a slight decrease. The upward trend continued during 1928, each State showing an increase as compared with the previous year. Wages for female employees remained stationary during the first and second quarters of the year 1929. Increases were recorded in four States during the third quarter, raising the weighted average nominal rate of wage for Australia to 54s. 2d. per week, the highest average rate recorded.

The advance during the whole period under review, i.e., from July, 1914, to December, 1929, was 99 per cent., as compared with an increase of 83 per cent. for adult males during the same period. Practically the whole of the increase in the female wage has taken place since the beginning of 1916.

5. **Adult Female Weekly Wages—Industrial Groups, 1914-29.**—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 1925 to 1929, 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, 1929.**

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

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

#### RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	22 6	24 9	26 11	31 1	30 2	27 2
31st December, 1914 ..	23 5	24 11	27 0	30 2	31 4	27 5
31st December, 1925 ..	45 8	50 1	51 2	51 0	52 0	50 7
31st December, 1926 ..	47 8	51 7	52 10	52 0	52 0	51 8
31st December, 1927 ..	48 9	52 7	53 2	54 5	52 8	52 10
31st December, 1928 ..	49 3	54 2	53 1	55 1	52 10	53 10
31st March, 1929 ..	49 4	54 2	52 11	55 1	52 10	53 10
30th June, 1929 ..	49 4	54 2	53 1	55 2	52 10	53 10
30th September, 1929 ..	49 5	54 6	53 11	55 1	53 4	54 2
31st December, 1929 ..	49 4	54 4	53 11	54 9	53 10	54 1

#### INDEX-NUMBERS.

	828	911	991	1,144	1,110	1,000
30th June, 1914 ..	828	911	991	1,144	1,110	1,000
31st December, 1914 ..	862	917	994	1,110	1,153	1,008
31st December, 1925 ..	1,682	1,844	1,884	1,877	1,914	1,861
31st December, 1926 ..	1,754	1,900	1,943	1,912	1,914	1,902
31st December, 1927 ..	1,793	1,936	1,958	2,001	1,937	1,945
31st December, 1928 ..	1,813	1,993	1,954	2,029	1,946	1,980
31st March, 1929 ..	1,816	1,993	1,947	2,029	1,946	1,960
30th June, 1929 ..	1,817	1,993	1,954	2,030	1,946	1,980
30th September, 1929 ..	1,819	2,006	1,984	2,029	1,963	1,992
31st December, 1929 ..	1,815	1,999	1,984	2,015	1,982	1,990

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

(b) Weighted average.

The greatest increases since July, 1914, were recorded in Groups III. (Food, Drink, etc.), and IV. (Clothing, Boots, etc.), viz., 119 per cent.; and in the combined Group I., II., V., and VI. (All Other Manufacturing), 100 per cent. The increase for all groups combined over the period—July, 1914 to end of 1929—has been 99 per cent.

Compared with the December quarter, 1928, the weighted average wage in each industrial group increased, with the exception of Group XIII. (Domestic, Hotels, etc.), in which the rate slightly declined. The largest increase in Group XIV. (Miscellaneous) amounted to 1.9 per cent. The weighted average for all groups increased by 0.5 per cent. during the twelve months.

#### 6. Hours of Labour and Hourly Rates of Wage, 31st December, 1929.—

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

The tables show (a) the average weekly wage, (b) the average number of working hours per week for a full week's work, and (c) the average hourly wage for adult male and female workers in each State and industrial group except Groups XI. (Shipping, etc.), and XII. (Pastoral, Agricultural, etc.). Many of the occupations included in the latter two groups are of a casual or seasonal nature, and the hours of labour are not generally regulated either by awards or determinations of industrial tribunals or otherwise, hence the necessary definite 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, 1929 :—

**Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1929.**

Industrial Groups.	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
I. Wood, Furniture, etc.	Weekly Wage	107/9	105/5	102/8	103/4	102/0	101/7	104/10
	Working Hours	45.74	47.97	44.03	48.00	46.58	47.90	46.46
	Hourly Wage	2/4½	2/2½	2/4	2/1½	2/2½	2/1½	2/8
II. Engineering, Metal Works, etc.	Weekly Wage	103/10	104/7	99/6	103/0	103/6	101/7	103/6
	Working Hours	44.09	46.82	44.00	46.63	44.80	46.16	45.35
	Hourly Wage	2/4½	2/2½	2/3½	2/2½	2/3½	2/2½	2/3½
III. Food, Drink, etc.	Weekly Wage	101/2	101/7	99/4	101/1	101/9	97/3	100/10
	Working Hours	44.06	46.93	44.00	46.30	45.80	47.04	45.28
	Hourly Wage	2/3½	2/2	2/3	2/2½	2/2½	2/0½	2/2½
IV. Clothing, Boots, etc.	Weekly Wage	96/10	100/0	104/2	105/4	93/5	99/6	99/6
	Working Hours	44.00	45.17	44.00	44.00	44.00	46.29	44.54
	Hourly Wage	2/2½	2/2½	2/4½	2/4½	2/4½	2/0½	2/2½
V. Books, Printing, etc.	Weekly Wage	123/6	115/6	112/4	116/1	133/7	114/4	119/1
	Working Hours	48.38	48.78	44.00	43.56	42.52	43.35	43.50
	Hourly Wage	2/10½	2/7½	2/6½	2/8	3/1½	2/7½	2/8½
VI. Other Manufacturing	Weekly Wage	103/7	101/1	99/7	103/4	101/11	99/1	102/2
	Working Hours	45.31	47.20	44.75	47.25	46.03	47.04	46.18
	Hourly Wage	2/3½	2/1½	2/2½	2/2½	2/2½	2/1½	2/2½
VII. Building	Weekly Wage	114/7	113/2	114/9	110/1	107/8	103/8	113/0
	Working Hours	43.66	44.38	44.00	44.44	44.13	44.50	44.04
	Hourly Wage	2/7½	2/6½	2/7½	2/5½	2/5½	2/4	2/6½
VIII. Mining <sup>b</sup>	Weekly Wage	112/9	111/3	117/5	(c)	108/9	101/6	110/7
	Working Hours	42.65	45.12	43.47	..	43.05	45.25	43.59
	Hourly Wage	2/7½	2/6½	2/8½	..	2/6	2/3	2/6½
IX. Rail and Tram Services	Weekly Wage	107/8	106/8	102/4	102/4	90/3	97/2	105/2
	Working Hours	44.00	47.49	44.00	48.00	44.10	48.00	45.44
	Hourly Wage	2/5½	2/3	2/4	2/1½	2/3	2/0½	2/3½
X. Other Land Transport	Weekly Wage	97/1	96/4	97/2	95/2	97/11	98/2	96/0
	Working Hours	44.00	47.73	44.00	48.00	46.50	48.00	45.74
	Hourly Wage	2/2½	2/0½	2/2½	1/11½	2/1½	2/0½	2/1½
XI. Shipping, etc.	Weekly Wage	106/2	107/10	105/0	110/6	106/11	106/9	107/0
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage	100/9	90/1	97/7	89/7	92/3	90/5	95/6
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage	92/7	95/6	89/7	92/4	94/6	70/2	92/6
	Working Hours	44.00	48.33	44.00	48.00	48.00	48.00	45.98
	Hourly Wage	2/1½	1/11½	2/0½	1/11	1/11½	1/5½	2/0½
XIV. Miscellaneous	Weekly Wage	96/5	99/4	96/3	93/5	95/1	80/1	96/8
	Working Hours	44.54	47.63	44.00	47.83	47.35	48.56	46.04
	Hourly Wage	2/2	2/1	2/2½	1/11½	2/0	1/10	2/1½
All Groups	Weekly Wage	102/11	101/1	101/2	97/2	100/7	94/8	101/2
All Groups excepting XI. and XII.	Weekly Wage	103/3	103/3	102/4	98/6	102/0	95/11	102/4
	Working Hours	44.14	48.83	43.96	48.83	46.58	47.09	45.34
	Hourly Wage	2/4	2/2½	2/4	2/1½	2/2½	2/0½	2/3

(a) Particulars relate to the average weighted weekly wage, working hours, and hourly wage respectively.  
 (b) Average rates of wage and hours prevailing at the principal mining centres in each State. (c) Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation, where provided, at 93s. 6d. per month.  
 (d) Including the estimated value of board and lodging where supplied. (e) Mining industry dormant owing to price of industrial metals. Very few workpeople employed regularly in metalliferous mining.

(iii.) *Adult Females*.—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult female workers, and weekly hours of labour at the 31st December, 1929 :—

**Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1929.**

Industrial Groups.	Particulars. <sup>a</sup>	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
III. Food, Drink, etc.	Weekly Wage	48/8	51/2	44/5	45/6	47/0	51/0	49/4
	Working Hours	44.80	47.33	44.00	48.00	44.00	48.00	46.00
	Hourly Wage	1/1	1/1	1/0	0/11½	1/0½	1/0½	1/0½
IV. Clothing, Boots, etc.	Weekly Wage	54/6	53/8	55/10	56/7	54/7	52/8	54/4
	Working Hours	44.00	44.86	44.00	44.00	44.00	45.33	44.41
	Hourly Wage	1/2½	1/2½	1/3½	1/3½	1/3	1/2	1/2½
I., II., V., & VI. All other Manufacturing	Weekly Wage	53/4	55/3	49/0	51/7	..	55/0	53/11
	Working Hours	44.19	45.73	44.14	46.17	..	44.00	45.04
	Hourly Wage	1/2½	1/2½	1/1½	1/1½	..	1/3	1/2½
XIII. Domestic, Hotels, etc.	Weekly Wage	52/9	57/2	52/3	49/3	63/5	56/1	54/9
	Working Hours	43.38	46.15	44.00	48.00	47.20	48.00	45.10
	Hourly Wage	1/2½	1/2½	1/2½	1/0½	1/4	1/2	1/2½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	55/1	53/8	58/6	44/0	..	..	53/10
	Working Hours	44.00	45.75	44.00	48.00	..	..	45.05
	Hourly Wage	1/3	1/2	1/4	0/11	..	..	1/2½
All Groups	Weekly Wage	53/11	54/1	54/10	51/4	58/10	53/9	54/1
	Working Hours	43.93	45.40	44.01	46.03	45.57	46.07	44.79
	Hourly Wage	1/2½	1/2½	1/3	1/1½	1/3½	1/2	1/2½

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

7. **Hours of Labour and Hourly Rates of Wage, 1914 to 1929.**—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1921, to 1929 (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 1921 to 1929.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
MALE WORKERS.								
30th April, 1914.	Weekly Wage <i>a</i> ..	<i>s.</i> 55 9	<i>s.</i> 54 3	<i>s.</i> 52 8	<i>s.</i> 54 4	<i>s.</i> 52 2	<i>s.</i> 52 6	<i>s.</i> 55 1
	Working Hours <i>b</i> ..	49.42	48.80	48.78	48.00	47.78	48.62	48.93
	Hourly Wage <i>b</i> ..	1/2	1 1/4	1 1/4	1 1/4	1 4/4	1/1	1/2
31st Dec. 1921.	Weekly Wage <i>a</i> ..	<i>s.</i> 95 10	<i>s.</i> 93 7	<i>s.</i> 90 8	<i>s.</i> 89 5	<i>s.</i> 95 0	<i>s.</i> 91 8	<i>s.</i> 94 8
	Working Hours <i>b</i> ..	46.68	46.95	45.52	47.07	46.24	46.84	46.22
	Hourly Wage <i>b</i> ..	2 1/4	2/0 1/2	2/2	1/10 1/2	2/1	1/11 1/2	2/0 1/2
31st Dec. 1922.	Weekly Wage <i>a</i> ..	<i>s.</i> 91 6	<i>s.</i> 91 4	<i>s.</i> 93 10	<i>s.</i> 87 6	<i>s.</i> 93 9	<i>s.</i> 88 5	<i>s.</i> 91 6
	Working Hours <i>b</i> ..	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Hourly Wage <i>b</i> ..	2/0 1/2	1/11 1/2	2/1 1/2	1/10 1/2	2/0 1/2	1/10 1/2	2/-
31st Dec. 1923.	Weekly Wage <i>a</i> ..	<i>s.</i> 94 6	<i>s.</i> 95 7	<i>s.</i> 94 2	<i>s.</i> 90 9	<i>s.</i> 94 2	<i>s.</i> 92 4	<i>s.</i> 94 4
	Working Hours <i>b</i> ..	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Hourly Wage <i>b</i> ..	2/0 1/2	2/1	2/1 1/2	1/11 1/2	2/0 1/2	1/11 1/2	2/0 1/2
31st Dec. 1924.	Weekly Wage <i>a</i> ..	<i>s.</i> 93 6	<i>s.</i> 95 5	<i>s.</i> 95 9	<i>s.</i> 91 10	<i>s.</i> 94 8	<i>s.</i> 92 6	<i>s.</i> 94 3
	Working Hours <i>b</i> ..	46.75	46.99	45.40	46.98	46.52	47.26	46.66
	Hourly Wage <i>b</i> ..	2/0 1/2	2/1	2/1 1/2	1/11 1/2	2/0 1/2	1/11 1/2	2/1 1/2
31st Dec. 1925.	Weekly Wage <i>a</i> ..	<i>s.</i> 96 0	<i>s.</i> 97 2	<i>s.</i> 99 11	<i>s.</i> 94 4	<i>s.</i> 97 0	<i>s.</i> 93 5	<i>s.</i> 96 9
	Working Hours <i>b</i> ..	46.76	46.98	43.88	46.97	46.20	47.25	46.44
	Hourly Wage <i>b</i> ..	2 1/4	2/1 1/2	2/3 1/2	2/0 1/2	2/1 1/2	2/-	2/1 1/2
31st Dec. 1926.	Weekly Wage <i>a</i> ..	<i>s.</i> 100 5	<i>s.</i> 99 6	<i>s.</i> 100 1	<i>s.</i> 95 8	<i>s.</i> 98 9	<i>s.</i> 94 10	<i>s.</i> 99 4
	Working Hours <i>b</i> ..	44.55	46.94	43.95	46.95	45.80	47.27	45.57
	Hourly Wage <i>b</i> ..	2/3 1/2	2/2	2/4	2/0 1/2	2/2 1/2	2/0 1/2	2/2 1/2
31st Dec. 1927.	Weekly Wage <i>a</i> ..	<i>s.</i> 101 10	<i>s.</i> 100 3	<i>s.</i> 100 1	<i>s.</i> 96 7	<i>s.</i> 98 10	<i>s.</i> 93 10	<i>s.</i> 100 2
	Working Hours <i>b</i> ..	44.44	46.82	43.96	46.78	45.75	47.10	45.46
	Hourly Wage <i>b</i> ..	2/3 1/2	2/2 1/2	2/4	2/1 1/2	2/2 1/2	2/0 1/2	2/2 1/2
31st Dec. 1928.	Weekly Wage <i>a</i> ..	<i>s.</i> 102 7	<i>s.</i> 99 8	<i>s.</i> 101 2	<i>s.</i> 96 2	<i>s.</i> 99 6	<i>s.</i> 93 8	<i>s.</i> 100 5
	Working Hours <i>b</i> ..	44.17	46.70	43.96	46.67	45.30	46.85	45.27
	Hourly Wage <i>b</i> ..	2/4	2/2	2/4	2/1	2/2 1/2	2/-	2/3
31st Dec. 1929.	Weekly Wage <i>a</i> ..	<i>s.</i> 102 11	<i>s.</i> 101 1	<i>s.</i> 101 2	<i>s.</i> 97 2	<i>s.</i> 100 7	<i>s.</i> 94 8	<i>s.</i> 101 2
	Working Hours <i>b</i> ..	44.14	46.63	43.96	46.83	45.58	47.09	45.34
	Hourly Wage <i>b</i> ..	2/4	2/2 1/2	2/4	2/1 1/2	2/2 1/2	2/0 1/2	2/3
FEMALE WORKERS.								
30th April, 1914.	Weekly Wage ..	<i>s.</i> 26 9	<i>s.</i> 27 4	<i>s.</i> 26 11	<i>s.</i> 24 1	<i>s.</i> 27 4	<i>s.</i> 25 10	<i>s.</i> 27 2
	Working Hours ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
	Hourly Wage ..	-/6 1/2	-/6 1/2	-/6 1/2	-/5 1/2	-/6 1/2	-/6	-/6 1/2
31st Dec. 1921.	Weekly Wage ..	<i>s.</i> 49 0	<i>s.</i> 47 10	<i>s.</i> 50 3	<i>s.</i> 45 2	<i>s.</i> 56 4	<i>s.</i> 47 6	<i>s.</i> 48 8
	Working Hours ..	45.06	46.04	45.66	46.10	45.97	47.86	45.69
	Hourly Wage ..	1/1	1/0 1/2	1/1 1/2	-/11 1/2	1/2 1/2	1/-	1/0 1/2
31st Dec. 1922.	Weekly Wage ..	<i>s.</i> 47 8	<i>s.</i> 49 0	<i>s.</i> 49 2	<i>s.</i> 44 0	<i>s.</i> 56 4	<i>s.</i> 47 7	<i>s.</i> 47 11
	Working Hours ..	45.33	46.14	45.60	46.10	45.97	47.86	45.82
	Hourly Wage ..	1/0 1/2	1/0 1/2	1/0 1/2	-/11 1/2	1/2 1/2	1/-	1/0 1/2
31st Dec. 1923.	Weekly Wage ..	<i>s.</i> 49 3	<i>s.</i> 49 5	<i>s.</i> 50 5	<i>s.</i> 48 4	<i>s.</i> 56 4	<i>s.</i> 48 8	<i>s.</i> 49 6
	Working Hours ..	45.51	46.13	45.60	46.10	45.97	47.86	45.98
	Hourly Wage ..	1/1	1/0 1/2	1/1 1/2	1/-	1/2 1/2	1/0 1/2	1/1
31st Dec. 1924.	Weekly Wage ..	<i>s.</i> 49 1	<i>s.</i> 49 7	<i>s.</i> 50 10	<i>s.</i> 46 6	<i>s.</i> 56 11	<i>s.</i> 50 3	<i>s.</i> 49 7
	Working Hours ..	46.98	46.08	45.60	46.10	45.97	47.86	46.02
	Hourly Wage ..	1/0 1/2	1/1	1/1 1/2	1/-	1/2 1/2	1/0 1/2	1/1
31st Dec. 1925.	Weekly Wage ..	<i>s.</i> 49 8	<i>s.</i> 50 8	<i>s.</i> 51 9	<i>s.</i> 48 10	<i>s.</i> 57 6	<i>s.</i> 50 2	<i>s.</i> 50 7
	Working Hours ..	46.17	45.83	44.00	46.10	45.57	47.86	45.78
	Hourly Wage ..	1/1	1/1 1/2	1/2	1/0 1/2	1/3 1/2	1/0 1/2	1/1 1/2
31st Dec. 1926.	Weekly Wage ..	<i>s.</i> 50 8	<i>s.</i> 51 11	<i>s.</i> 52 10	<i>s.</i> 50 0	<i>s.</i> 58 6	<i>s.</i> 51 8	<i>s.</i> 51 8
	Working Hours ..	44.02	45.60	44.01	46.10	45.57	47.86	44.94
	Hourly Wage ..	1/1 1/2	1/1 1/2	1/2 1/2	1/1	1/3 1/2	1/1	1/1 1/2
31st Dec. 1927.	Weekly Wage ..	<i>s.</i> 53 0	<i>s.</i> 52 7	<i>s.</i> 53 5	<i>s.</i> 49 11	<i>s.</i> 58 8	<i>s.</i> 52 7	<i>s.</i> 52 10
	Working Hours ..	44.02	45.53	44.01	46.10	45.57	47.86	44.94
	Hourly Wage ..	1/2 1/2	1/1 1/2	1/2 1/2	1/1	1/3 1/2	1/1 1/2	1/2
31st Dec. 1928.	Weekly Wage ..	<i>s.</i> 53 7	<i>s.</i> 53 9	<i>s.</i> 54 10	<i>s.</i> 50 11	<i>s.</i> 58 10	<i>s.</i> 53 4	<i>s.</i> 53 10
	Working Hours ..	43.98	45.40	44.01	46.03	45.57	46.07	44.79
	Hourly Wage ..	1/2 1/2	1/2 1/2	1/3	1/1 1/2	1/3 1/2	1/2	1/2 1/2
31st Dec. 1929.	Weekly Wage ..	<i>s.</i> 53 11	<i>s.</i> 54 1	<i>s.</i> 54 10	<i>s.</i> 51 4	<i>s.</i> 58 10	<i>s.</i> 53 9	<i>s.</i> 54 1
	Working Hours ..	43.93	45.40	44.01	46.03	45.57	46.07	44.79
	Hourly Wage ..	1/2 1/2	1/2 1/2	1/3	1/1 1/2	1/3 1/2	1/2	1/2 1/2

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

There was a diminution in each of the States during the period 1914 to 1921 in the number of working hours constituting a full week's work for male and female occupations, but during 1922 and 1923 certain increases in hours of labour were recorded, principally in New South Wales. The tendency in a majority of the States during the years 1924 to 1928 has been towards a slight reduction in hours of labour, particularly in Queensland, where a 44-hour week became operative on 1st July, 1925, and in New South Wales, where a 44-hour week became operative on 4th January, 1926. During 1929 the variation in the hours of labour for adult males per week was small, with a tendency to increased hours, four States showing slightly higher average hours per week. The hours of adult female labour remained stationary during 1929. The effect of these changes on the hourly rate of wage as compared with the general increase in the weekly wage is readily seen from the comparative index-numbers given in the following table. In each instance (male and female occupations separately) the basis taken is the weighted average for Australia at the 30th April, 1914 (= 1,000).

**Index-Numbers for Weekly and Hourly Weighted Average Wages, 30th April, 1914, and 31st December, 1921 to 1929.**

NOTE.—Weighted Average for Australia at 30th April, 1914, as base (= 1,000).

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
<b>MALE WORKERS.</b>								
30th April, 1914.	Weekly Wage ..	1,011	984	955	986	1,128	952	1,000
	Hourly Wage a ..	998	980	963	991	1,170	933	1,000
31st Dec., 1921.	Weekly Wage ..	1,738	1,697	1,753	1,623	1,723	1,663	1,715
	Hourly Wage a ..	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st Dec., 1922.	Weekly Wage ..	1,660	1,657	1,702	1,538	1,701	1,605	1,660
	Hourly Wage a ..	1,735	1,709	1,803	1,621	1,766	1,628	1,726
31st Dec., 1923.	Weekly Wage ..	1,714	1,734	1,708	1,646	1,709	1,675	1,711
	Hourly Wage a ..	1,775	1,790	1,808	1,676	1,754	1,696	1,771
31st Dec., 1924.	Weekly Wage ..	1,696	1,731	1,737	1,665	1,717	1,679	1,710
	Hourly Wage a ..	1,761	1,790	1,838	1,709	1,771	1,706	1,774
31st Dec., 1925.	Weekly Wage ..	1,741	1,763	1,813	1,712	1,760	1,695	1,755
	Hourly Wage a ..	1,808	1,828	1,988	1,761	1,827	1,723	1,829
31st Dec., 1926.	Weekly Wage ..	1,821	1,805	1,815	1,735	1,791	1,721	1,802
	Hourly Wage a ..	1,944	1,864	1,997	1,776	1,878	1,746	1,900
31st Dec., 1927.	Weekly Wage ..	1,848	1,819	1,816	1,753	1,792	1,703	1,817
	Hourly Wage a ..	1,980	1,880	1,998	1,800	1,882	1,731	1,920
31st Dec., 1928.	Weekly Wage ..	1,860	1,808	1,835	1,745	1,805	1,692	1,821
	Hourly Wage a ..	2,004	1,867	2,001	1,786	1,916	1,728	1,928
31st Dec., 1929.	Weekly Wage ..	1,866	1,834	1,836	1,763	1,825	1,718	1,835
	Hourly Wage a ..	2,011	1,895	2,001	1,808	1,923	1,751	1,940
<b>FEMALE WORKERS.</b>								
30th April, 1914.	Weekly Wage ..	984	1,006	989	885	1,373	950	1,000
	Hourly Wage ..	980	1,021	976	881	1,366	920	1,000
31st Dec., 1921.	Weekly Wage ..	1,803	1,761	1,849	1,661	2,074	1,749	1,790
	Hourly Wage ..	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st Dec., 1922.	Weekly Wage ..	1,754	1,767	1,771	1,620	2,075	1,751	1,763
	Hourly Wage ..	1,899	1,881	1,908	1,726	2,215	1,797	1,889
31st Dec., 1923.	Weekly Wage ..	1,812	1,819	1,855	1,704	2,075	1,785	1,821
	Hourly Wage ..	1,943	1,937	1,997	1,815	2,215	1,831	1,944
31st Dec., 1924.	Weekly Wage ..	1,807	1,824	1,872	1,710	2,094	1,850	1,826
	Hourly Wage ..	1,929	1,943	2,017	1,821	2,236	1,898	1,949
31st Dec., 1925.	Weekly Wage ..	1,827	1,866	1,904	1,796	2,116	1,845	1,881
	Hourly Wage ..	1,944	2,000	2,125	1,913	2,280	1,898	1,995
31st Dec., 1926.	Weekly Wage ..	1,865	1,911	1,944	1,839	2,152	1,902	1,902
	Hourly Wage ..	2,080	2,059	2,169	1,959	2,319	1,952	2,078
31st Dec., 1927.	Weekly Wage ..	1,950	1,934	1,966	1,838	2,160	1,935	1,945
	Hourly Wage ..	2,175	2,084	2,193	1,958	2,327	1,985	2,125
31st Dec., 1928.	Weekly Wage ..	1,973	1,979	2,017	1,875	2,164	1,964	1,980
	Hourly Wage ..	2,205	2,140	2,250	2,003	2,333	2,002	2,172
31st Dec., 1929.	Weekly Wage ..	1,983	1,990	2,020	1,888	2,165	1,978	1,990
	Hourly Wage ..	2,218	2,154	2,252	2,015	2,333	2,108	2,182

(a) See footnotes on previous page.

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 1929. Index-numbers for each State based on the average weekly hours at the end of each of the periods specified, computed with the weighted average hours of labour for all States at the 30th April, 1914, as base (= 1,000), are also included.

**Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers, 30th April, 1914, and 31st December, 1914, and end of years 1915 to 1929.**

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

Particulars.		N.S.W.	Vic	Q'land.	S.A.	W.A.	Tas.	Aust.
30th April, 1914.	Weighted average weekly hours of labour (a) ..	49.42	48.80	48.78	48.60	47.78	48.02	48.93
	Index-numbers ..	1,010	997	997	993	976	994	1,000
31st Dec., 1915.	Weighted average weekly hours of labour (a) ..	49.28	48.50	48.56	48.50	48.12	48.56	48.77
	Index-numbers ..	1,007	991	993	991	982	992	997
31st Dec., 1916.	Weighted average weekly hours of labour (a) ..	48.51	48.22	48.27	48.14	48.11	48.55	48.33
	Index-numbers ..	991	985	987	984	983	992	988
31st Dec., 1917.	Weighted average weekly hours of labour (a) ..	48.41	48.14	47.19	47.82	48.10	48.45	48.10
	Index-numbers ..	989	984	964	977	983	991	983
31st Dec., 1918.	Weighted average weekly hours of labour (a) ..	48.16	47.98	46.90	47.77	47.69	48.39	47.88
	Index-numbers ..	984	981	959	976	975	989	979
31st Dec., 1919.	Weighted average weekly hours of labour (a) ..	47.77	47.36	46.19	47.58	47.60	47.89	47.41
	Index-numbers ..	976	968	944	972	973	979	960
31st Dec., 1920.	Weighted average weekly hours of labour (a) ..	47.51	47.19	45.63	47.29	46.53	47.33	47.07
	Index-numbers ..	971	964	933	966	951	967	962
31st Dec., 1921.	Weighted average weekly hours of labour (a) ..	45.86	46.95	45.52	47.07	46.24	46.84	46.22
	Index-numbers ..	933	960	930	962	945	957	945
31st Dec., 1922.	Weighted average weekly hours of labour (a) ..	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Index-numbers ..	941	960	930	961	948	959	948
31st Dec., 1923.	Weighted average weekly hours of labour (a) ..	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Index-numbers ..	955	962	930	961	954	960	954
31st Dec., 1924.	Weighted average weekly hours of labour (a) ..	46.75	46.99	45.40	46.98	46.52	47.26	46.66
	Index-numbers ..	955	960	928	960	951	960	964
31st Dec., 1925.	Weighted average weekly hours of labour (a) ..	46.76	46.98	43.88	46.97	46.26	47.25	46.44
	Index-numbers ..	956	960	897	960	945	966	949
31st Dec., 1926.	Weighted average weekly hours of labour (a) ..	44.55	46.94	43.95	46.95	45.80	47.27	45.57
	Index-numbers ..	910	959	898	960	936	966	931
31st Dec., 1927.	Weighted average weekly hours of labour (a) ..	44.44	46.82	43.96	46.78	45.75	47.16	45.46
	Index-numbers ..	908	957	898	956	935	964	929
31st Dec., 1928.	Weighted average weekly hours of labour (a) ..	44.17	46.70	43.96	46.67	45.30	46.85	45.27
	Index-numbers ..	903	954	898	954	926	957	925
31st Dec., 1929.	Weighted average weekly hours of labour (a) ..	44.14	46.83	43.96	46.83	45.58	47.09	45.34
	Index-numbers ..	902	957	898	957	932	962	927

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

There was a considerable diminution in each State during the period 1914 to 1921 in the number of working hours constituting a full week's work for male occupations, while during 1922 and 1923, in certain States, but principally in New South Wales, hours of labour were increased. Each State, excepting New South Wales, shows a decrease for both 1924 and 1925,

while, for 1926, four of the States show decreases, the remaining two, Queensland and Tasmania, showing minor increases on account of further industries being brought under Commonwealth Arbitration Court awards, in which the prescribed hours are, in some instances, greater than in the corresponding State awards. The marked decreases in average hours per week in Queensland during 1925 and in New South Wales during 1926 were due to the general reduction of hours to 44 per week in these States during the years mentioned. Further decreases were recorded during 1927 and 1928 in all States excepting Queensland, where hours remained stationary during both years. The decline in New South Wales, Victoria, South Australia, and Tasmania in 1928 was due mainly to the reduction of the standard hours of labour in Group V. (Books, Printing, etc.), as awarded by the Commonwealth Court. The decrease recorded in Western Australia was due mainly to Group II. (Engineering etc.), the standard hours being reduced to 44 per week. During 1929 the hours of work per week for timber workers in certain States were increased by the Commonwealth Court, with the result that the weighted average hours for Australia were slightly increased. The index-number at the 31st December, 1929, was 927, as compared with 1,000 at 30th April, 1914, a reduction of 7.3 per cent. The percentage reduction in hours during the period was greatest in New South Wales, 10.7 per cent., followed by Queensland, 9.9 per cent., and Western Australia, 4.6 per cent. The lowest number of hours per week were worked in Western Australia during 1914, but at 31st December, 1929, the hours of work per week were lowest in Queensland.

9. **Average Nominal Weekly Wage—States, 1891 to 1929.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1929. The wages given in this table are relatively identical with the index-numbers shown in the table on p. 78, 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 1929.**

Particulars.	1891.	1896.	1901.	1911.	1914.	1921.	1922.	1923.	1924.	1925.	1926.	1927.	1928.	1929.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
N.S. Wales	44	1 42	1 43	11 51	5 56	2 95	10 91	6 94	6 93	6 96	0 100	5 101	10 102	7 102
Victoria	40	5 38	9 40	9 50	6 54	7 93	7 91	4 95	7 95	5 97	2 99	6 100	3 99	8 101
Queensland	48	6 44	8 46	2 51	1 53	5 96	8 93	10 94	2 95	9 99	11 100	1 100	1 101	2 101
S. Australia	41	7 41	8 42	0 51	11 54	5 89	5 87	6 90	9 91	10 94	4 95	8 96	7 96	2 97
W. Australia	52	4 53	7 53	11 59	0 62	10 95	0 93	9 94	2 94	8 97	0 98	9 98	10 99	6 100
Tasmania	39	6 35	6 36	10 41	0 62	8 91	8 88	5 92	4 92	6 93	5 94	10 94	10 93	3 94
Australia (a)	43	5 41	10 43	5 51	3 55	7 94	6 91	6 94	4 94	3 96	9 99	4 100	2 100	5 101

(a) Weighted average.

A comparison of the 1911 rates with those ruling in 1891 shows an increase of only 18 per cent. for Australia, against 97.4 per cent. from 1911 to 1929. 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 1929, the position is reversed so far as Tasmania is concerned, the largest increase (130.9 per cent.) having taken place in that State. The least increase has occurred in Western Australia, viz., 70.5 per cent.

## 10. Average Nominal Weekly Wage—Industrial Groups, 1891 to 1929.—

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 79, and relate to the 31st December in each year.

Average Nominal Rates of Wage payable to Adult Male Workers in each Industrial Group for the years specified from 1891 to 1929.

Particulars.	1891.	1896.	1901.	1911.	1914.	1921.	1922.	1923.	1924.	1925.	1926.	1927.	1928.	1929.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Group I.	52	5	43	2	52	3	57	8	59	6	98	2	95	4
II.	47	8	47	7	48	5	54	6	57	9	93	2	93	10
III.	38	2	37	1	44	7	50	9	55	8	93	10	91	10
IV.	36	8	36	5	36	8	50	3	53	0	93	8	91	1
V.	53	5	50	1	51	0	55	11	53	10	104	7	102	9
VI.	46	4	44	8	46	5	51	11	56	0	95	0	91	11
VII.	50	0	47	8	53	10	62	1	65	5	102	5	100	5
VIII.	58	1	53	10	54	8	61	2	65	2	105	4	103	8
IX.	50	10	51	0	52	4	57	0	59	8	97	5	93	4
X.	39	6	36	0	40	9	46	7	52	8	90	2	88	5
XI.	38	2	34	6	38	5	44	7	49	10	101	8	99	9
XII.	34	10	33	8	32	1	43	0	49	5	89	0	83	11
XIII.	32	10	30	6	30	8	45	5	47	11	84	2	82	4
XIV.	39	7	38	10	47	7	54	0	91	1	88	8	92	3
ALL GROUPS (a)	43	5	41	10	43	5	51	3	55	7	94	6	91	6
	94	4	94	3	96	9	99	4	100	2	100	5	101	2

(a) Weighted average.

During the period 1891 to 1911, the greatest increase occurred in Group XIII. (Domestic) 33.3 per cent., followed by Groups IV. (Clothing, etc.) 37.0 per cent, and III. (Food, Drink, etc.) 33.0 per cent., while the least increase was in Group VIII. (Mining) 5.3 per cent. From 1911 to 1929 Group XI. (Shipping, etc.) showed the largest increase with 140.0 per cent., followed by XII. (Pastoral, Agricultural, etc.) 122.1 per cent., and X. (Other Land Transport) 107.7 per cent. The rate of increase was least in Group VIII. (Mining, etc.) 80.8 per cent.

11. Nominal Wage Index-Numbers—States, 1901 to 1929.—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 1929. (Weighted Average Wage for Australia in 1911 = 1,000.)

Particulars.	No. of occupations included.		Nominal Wage Index-numbers.											
	1901 to 1912.	1913-24.	1901.	1911.	1914.	1921.	1923.	1924.	1925.	1926.	1927.	1928.	1929.	
N.S. Wales ..	158	874	858	1,003	1,096	1,869	1,844	1,824	1,873	1,959	1,968	2,001	2,007	
Victoria ..	150	909	766	985	1,065	1,826	1,865	1,862	1,907	1,941	1,957	1,944	1,972	
Queensland ..	87	927	901	997	1,042	1,836	1,837	1,868	1,950	1,962	1,953	1,974	1,975	
S. Australia ..	134	567	819	1,013	1,062	1,745	1,770	1,791	1,841	1,867	1,885	1,877	1,896	
W. Australia ..	69	489	1,052	1,152	1,226	1,853	1,838	1,847	1,893	1,927	1,928	1,941	1,963	
Tasmania ..	64	482	719	799	1,029	1,788	1,802	1,805	1,823	1,851	1,832	1,820	1,848	
Australia(a)	652	3,948	848	1,000	1,085	1,844	1,840	1,839	1,887	1,938	1,956	1,959	1,974	

(a) Weighted average.

12. **Nominal Wage Index-Numbers—Industrial Groups, 1901 to 1929.**—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 the relative wages as between the several groups also :—

**Variations in Nominal Wage Index-Numbers (Adult Males) in Industrial Groups for years specified, 1901 to 1929. (Weighted Average Wage for all Groups in 1911 = 1,000.)**

Particulars.	No. of occupations included.		Nominal Wage Index-Numbers.											
	1901 to 1912.	1913-24.	1901.	1911.	1914.	1921.	1923.	1924.	1925.	1926.	1927.	1928.	1929.	
I. Wood, Furniture, etc.	27	270	1,019	1,125	1,161	1,916	1,935	1,943	1,973	2,037	2,039	2,028	2,046	
II. Engineering, Metal Works, etc.	101	636	945	1,064	1,127	1,915	1,900	1,901	1,957	1,991	2,006	1,993	2,019	
III. Food, Drink, etc.	34	576	871	991	1,085	1,832	1,837	1,835	1,883	1,926	1,944	1,947	1,967	
IV. Clothing, Hats, Boots, etc.	13	124	708	981	1,034	1,819	1,833	1,815	1,817	1,883	1,917	1,939	1,942	
V. Books, Printing, etc.	25	205	996	1,149	1,246	2,040	2,037	2,113	2,137	2,173	2,216	2,299	2,323	
VI. Other Manufacturing	102	875	907	1,013	1,093	1,854	1,878	1,863	1,915	1,961	1,977	1,964	1,994	
VII. Building	67	190	1,050	1,213	1,276	1,999	2,023	2,058	2,115	2,180	2,202	2,191	2,205	
VIII. Mining	71	161	1,067	1,194	1,272	2,056	2,037	2,033	2,119	2,137	2,142	2,143	2,157	
IX. Rail and Tram Services	68	224	1,021	1,113	1,165	1,901	1,906	1,892	1,982	2,001	2,012	1,994	2,052	
X. Other Land Transport	9	70	795	910	1,026	1,760	1,806	1,744	1,820	1,863	1,900	1,878	1,888	
XI. Shipping, etc.	74	198	751	871	972	1,984	1,997	1,908	2,043	2,020	2,021	2,014	2,087	
XII. Agricultural, Pastoral, etc.	8	72	627	830	965	1,736	1,671	1,675	1,704	1,823	1,839	1,869	1,863	
XIII. Domestic, Hotels, etc.	17	114	598	887	935	1,642	1,648	1,678	1,738	1,772	1,820	1,820	1,804	
XIV. Miscellaneous	36	233	759	929	1,054	1,778	1,800	1,798	1,833	1,863	1,872	1,874	1,886	
All Groups(a)	652	3,948	848	1,000	1,085	1,844	1,840	1,839	1,887	1,938	1,955	1,959	1,974	

(a) Weighted average.

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

14. **Variations in Effective Wages, 1901 to 1929.**—In comparing wages, two elements are of obvious importance, viz., (i.) hours worked per day or week, and (ii.) cost of commodities and housing. Thus 60s. per week of 60 hours represents the same hourly rate as 48s. per week of 48 hours. Similarly, if the cost of commodities and housing increases 25 per cent., e.g., if the prices index-number rises from 1,000 to 1,250, then 60s. per week (the index-number being 1,250), is effectively equal only to 48s. (when the index-number was 1,000). Or, again, if the prices index-number falls from 1,000 to 750, then 60s. per week, when the index-number is 750, would have the same purchasing-power as 80s. when the index-number was 1,000. Ignoring for the present the number of hours worked, and assuming that the real value of the average wages is to be measured by their purchasing power, the actual average wages paid may be reduced to their effective value by applying the price 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 1929.



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

**Effective Wages (Full Work)—Adult Males—1901 to 1929.**

Particulars.	1901.	1911.	1914.	1919.	1920.	1921.	1923.	1924.	1925.	1926.	1927.	1928.	1929.
N.S.W. ..	961	973	906	875	911	1,079	1,040	1,066	1,048	1,035	1,079	1,081	1,050
Victoria ..	915	1,037	961	904	875	1,038	1,036	1,097	1,071	1,069	1,066	1,120	1,084
Queensland ..	1,172	1,090	1,038	990	1,036	1,244	1,214	1,232	1,241	1,182	1,222	1,236	1,220
S. Australia ..	948	957	929	901	853	1,027	1,036	1,051	1,053	1,076	1,073	1,089	1,067
W. Australia ..	1,024	1,023	1,070	1,008	1,012	1,139	1,192	1,161	1,162	1,105	1,199	1,156	1,143
Tasmania ..	827	838	942	840	830	977	1,009	1,017	1,044	1,037	1,072	1,099	1,064
Australia	964	1,000	948	907	911	1,076	1,062	1,095	1,081	1,072	1,102	1,115	1,082

In the preceding table the effective wage index-numbers are computed to the one base, that of Australia for 1911. Subject to the qualification already referred to, which, as has been pointed out, does not materially affect the figures, the index-numbers are comparable in all respects, and comparisons may be made as to the increase or decrease in the effective wage index-number for any State over any period of years. Thus it will be seen that comparing 1929 with 1901, and with 1911, there has been an increase in the index-numbers in all States.

**15. Effective Wages and Standard of Comfort, 1901 to 1929.**—In the preceding paragraph particulars are given as to variations in effective wages in each State, due allowance having been made for variations in the purchasing-power of money, but not for unemployment.

For years prior to 1913 the data available as to unemployment are so meagre that comparative results allowing for variations both in the purchasing-power of money and in unemployment cannot be accurately computed for the several States. In the subjoined table, for these earlier years the percentage of unemployment for Australia and the nominal wage index-numbers relate to the end of the year. For the year 1914 and subsequent years, the wage index-numbers, percentages of unemployment, and retail price index-numbers are the average for the year. Column I. shows the nominal wage index-numbers, and Column II. the relative percentages unemployed (*see* Chapter III.). Applying these percentages to the numbers shown in Column I., and deducting the results from each corresponding index-number, so as to allow for relative loss of time, the figures in Column III. are obtained. These figures are then recomputed with the year 1911 as

base, and are shown in Column IV. In Column V. the price index-numbers are shown, and in Columns VI and VII. the effective wage index-numbers are given, firstly, for full work, and secondly, allowing for lost time. These are obtained by dividing the figures in Columns I. and IV., respectively, by the corresponding figures in Column V. The resulting index-numbers show for Australia for the years specified the variations in effective wages or in what may be called the "standard of comfort."\* A comparison between the figures in Columns I. and VI. shows the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VII. (see graph on page 8) show variations in effective wages after allowing not only for variations in prices, but also for unemployment.

Unemployment, and Nominal and Effective Wage Index-Numbers, for the years specified, 1901 to 1929.(a)

Year.	I. Nominal Wage Index- numbers.	II. Percentage Unem- ployed.	Rate of Wage Index- numbers, allowing for Lost Time.		V Retail Price Index- numbers.	Effective Wage Index-numbers.	
			III. Actual.	IV. Recom- puted. (1911. = 1,000).		VI. Full Work.	VII. Allowing for Un- employ- ment.
1901 ..	848	6.0	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 ..	953	5.6	901	945	970	985	974
1911 ..	1,000	4.7	953	1,000	1,000	1,000	1,000
1912 ..	1,051	5.5	993	1,042	1,101	955	946
1913 ..	1,076	5.3	1,021	1,071	1,104	975	970
1914 ..	1,081	8.3	991	1,040	1,140	948	912
1915 ..	1,092	9.3	990	1,039	1,278	854	813
1916 ..	1,144	5.8	1,078	1,131	1,324	864	854
1917 ..	1,226	7.1	1,139	1,195	1,318	930	907
1918 ..	1,270	5.8	1,196	1,255	1,362	932	921
1919 ..	1,370	6.6	1,280	1,343	1,510	907	889
1920 ..	1,627	6.5	1,521	1,596	1,785	911	894
1921 ..	1,826	11.2	1,621	1,701	1,697	1,076	1,002
1922 ..	1,801	9.3	1,634	1,715	1,600	1,126	1,072
1923 ..	1,805	7.1	1,677	1,760	1,700	1,062	1,035
1924 ..	1,840	8.9	1,676	1,759	1,681	1,095	1,046
1925 ..	1,861	8.8	1,697	1,781	1,722	1,081	1,034
1926 ..	1,914	7.1	1,778	1,866	1,786	1,072	1,045
1927 ..	1,946	7.0	1,810	1,899	1,766	1,102	1,075
1928 ..	1,963	10.8	1,751	1,837	1,760	1,115	1,044
1929 ..	1,972	11.1	1,753	1,839	1,822	1,082	1,009

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

Note.—For years prior to 1914, the nominal wage index-numbers and the percentage unemployed relate to the end of the year only, but from 1914 onward these figures in addition to those for retail prices are averages for the whole year.

Compared with 1911 the effective wage in 1901 was 3.6 per cent. less for full work, and 5.5 per cent. less after allowance for unemployment. In connexion with the index-numbers in Column VII., unemployment was less in 1911—the base year, than in any other year. During the period 1912 to 1920 while wages increased steadily, prices increased at a greater rate, with

\* This expression must not be confused with "standard of living." A change in the standard of living necessarily involves a change in regimen (see Labour Report No. 1) that is, a change in the nature or in the relative quantity of commodities purchased, or both. A change in the "standard of comfort," merely implies a variation in effective wages, which variation may, or may not, result in or be accompanied by a change in the "standard of living."

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

Wages and prices both rose during 1925 and 1926, the latter in 1926 reaching their highest point up to that date. Unemployment remained stationary in 1925, but, as prices rose more rapidly than the rise in nominal wages, effective wages decreased. In 1926, unemployment decreased, and, although prices again rose more rapidly than nominal wages, the effective wage allowing for unemployment increased. Effective wages for full-time work, however, again decreased. During 1927 nominal wages rose, whilst prices fell, and as the percentage of unemployment showed a slight decline the result was a rise in the effective wage index-number for full work, and also in the index-number allowing for unemployment. During the year 1928 there was a further rise in the effective wage index-number for full work. Unemployment, however, increased, and the effective wage index-number, after allowing for unemployment, showed a decline as compared with the previous year. The increase in prices during 1929 was greater than the increase in nominal wages, with the result that the effective wage index-number for full work declined from 1,115 to 1,082, and as unemployment increased also during the period the effective wage index-number allowing for unemployment declined sharply from 1,044 to 1,009, the lowest point recorded since the year, 1921. Comparison with 1911 shows that the effective wage for full time work was 8.2 per cent., and, allowing for unemployment, 0.9 per cent. higher during 1929.

**16. Relative Productive Activity and Effective Wages, 1871 to 1929.—**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 page 84, in which Column I. shows the estimated value of production (*a*) in the aggregate and (*b*) per head of mean population. In Column II. the estimated value of production per head of population is shown in the form of index-numbers with the year 1911 as base; that is to say, the production per head in 1911 is made equal to 1,000, and the values for the other years computed accordingly. In Column III. price index-numbers are given. Production price index-numbers are available only from 1903. For earlier years the wholesale price index-numbers have been used. The figures

in Column IV. are obtained by dividing the figures for each year in Column II. by the corresponding figures in Column III. They show the estimated relative productive activity per head of population, taking the year 1911 as the basic or standard year, the fluctuations due to variations in prices having been eliminated.

It should be noted that the following table showing the estimated relative productive activity in Australia is not comparable with tables shown in previous Reports on account of an alteration in the method of computing the index-numbers in Column III. The method adopted is explained in Production Bulletin, No. 23.

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 also adversely affected the productivity of Australia. It is, however, impossible to measure these effects quantitatively.

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

Estimated Value of Australian Production, 1906 to 1929.

Year.	Agricultural.	Pastoral.	Dairy, Poultry and Bee Farming.	Forestry and Fisheries.	Mining.	Manufacturing.	Total.
	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.
1906 ..	25,349	45,389	13,611	4,879	26,643	31,172	147,043
1907 ..	30,323	53,704	15,667	3,940	28,157	34,090	165,881
1908 ..	37,150	46,097	16,564	4,368	24,355	33,956	162,490
1909 ..	41,056	51,331	16,571	4,504	22,893	36,913	173,268
1910 ..	39,752	56,017	19,086	5,072	23,030	42,442	185,399
1911 ..	38,774	52,729	20,154	5,868	23,303	47,531	188,359
1912 ..	45,754	56,148	21,713	6,745	25,475	53,401	209,236
1913 ..	46,162	63,146	21,682	6,626	25,594	57,674	220,884
1914 ..	36,052	67,076	22,504	6,853	22,054	59,004	213,543
1915 ..	75,475	70,144	22,399	6,253	22,060	59,212	255,543
1916 ..	61,255	83,003	27,931	6,062	23,192	60,502	261,945
1917 ..	59,641	91,917	31,326	6,147	24,998	65,327	279,356
1918 ..	58,036	96,573	33,738	6,890	25,462	70,087	291,786
1919-20 ..	72,202	111,594	38,830	9,670	18,982	92,330	343,608
1920-21 ..	112,801	90,573	52,613	11,136	21,613	101,778	390,514
1921-22 ..	81,890	74,982	44,417	10,519	19,977	112,517	344,302
1922-23 ..	84,183	97,029	43,542	11,124	20,316	123,188	379,382
1923-24 ..	81,166	110,075	42,112	11,866	22,232	132,732	400,183
1924-25 ..	107,163	126,773	45,190	12,357	24,646	137,977	454,106
1925-26 ..	89,267	113,327	48,278	12,784	24,592	143,256	431,504
1926-27 ..	98,295	111,716	46,980	12,790	24,007	153,634	447,422
1927-28 ..	84,328	124,554	50,261	12,181	22,983	158,562	452,869
1928-29 ..	89,440	116,733	50,717	11,617	19,597	159,759	447,863

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

Estimated Relative Productive Activity in Australia for the years specified, 1871 to 1929.

Year.	I. Estimated Value of Production.		II. Relative Value of Production per head - Year 1911 = 1,000.	III. Price- Index- Numbers Year 1911 = 1,000. a	IV. Estimated Relative Productive Activity per head Index-Numbers Year 1911 = 1,000.
	(a) Total. (000 omitted.)	(b) Per head of Popula- tion.			
	£	£			
1871 .. .. .	46,700	27.46	667	1,229	543
1881 .. .. .	71,116	30.83	749	1,121	668
1891 .. .. .	96,087	29.65	720	945	762
1901 .. .. .	114,585	29.96	728	974	747
1906 .. .. .	147,043	35.94	873	948	921*
1907 .. .. .	165,881	39.86	968	1,021	948
1908 .. .. .	162,490	38.39	932	1,001	927
1909 .. .. .	173,268	40.07	973	971	1,002
1910 .. .. .	185,399	41.90	1,017	972	1,040
1911* .. .. .	188,359	41.18	1,000	1,000	1,000
1912 .. .. .	209,236	44.08	1,070	1,078	993
1913 .. .. .	220,884	45.14	1,096	1,074	1,020
1914 .. .. .	213,543	42.95	1,043	1,238	842
1915 .. .. .	255,543	51.42	1,249	1,288	970
1916 .. .. .	261,945	53.26	1,293	1,412	916
1917 .. .. .	279,356	56.07	1,362	1,546	881
1918 .. .. .	291,786	57.43	1,395	1,632	855
1919-20 .. ..	343,608	64.79	1,573	1,887	834
1920-21 .. ..	390,514	72.17	1,753	1,888	928
1921-22 .. ..	344,302	62.50	1,518	1,629	932
1922-23 .. ..	379,332	67.35	1,636	1,774	922
1923-24 .. ..	400,183	69.60	1,690	1,925	873
1924-25 .. ..	454,106	77.31	1,877	1,930	973
1925-26 .. ..	431,504	72.01	1,748	1,880	930
1926-27 .. ..	447,422	73.22	1,778	1,835	969
1927-28 .. ..	452,869	72.64	1,764	1,953	903
1928-29 .. ..	447,863	70.68	1,716	1,831	937

a The index-numbers for years prior to 1908 are wholesale price index-numbers; from 1908 onward production price index-numbers (the basis being indicated in Production Bulletin No. 23).

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

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

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

† *Ibid.*

(ii.) *History in Australia.*—The doctrine of a basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, and the same principle was enunciated in the New South Wales Arbitration Court by Mr. Justice Heydon in 1905. In spite, however, of these pronouncements and the fact that wage-fixing tribunals had been in operation as early as 1896 (in the State of Victoria) it was not until the year 1907 that the first basic wage, as such, was declared by a Court in Australia. This declaration was made by Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, and is popularly known as the "Harvester Judgment" on account of its having been determined in connexion with H. V. McKay's Sunshine Harvester Works. The rate of wage declared in this case was 7s. per diem or £2 2s. per week for Melbourne, the amount considered reasonable for "a family of about five." The constituent parts of this amount were £1 5s. 7d. for food, 7s. for rent, and 9s. 5d. for all other expenditure.

The above rate has been varied from time to time in accordance with the Retail Price Index Numbers (Food, Groceries and Rent (All Houses)) computed by the Commonwealth Bureau of Census and Statistics for the city or town in which the persons affected are employed. The present weekly wage rates (as at 1st May, 1930) for the various capital cities as so varied on the basis that index number, 1,000 = 48s. per week, are as follows:—

	£	s.	d.
Sydney (a) .. .. .	4	12	0
Melbourne .. .. .	4	6	0
Brisbane (a) .. .. .	3	17	6
Adelaide (a) .. .. .	4	4	0
Perth (a) .. .. .	4	2	6
Hobart .. .. .	4	4	0
Six Capitals (Weighted Average) ..	4	7	0

The above amounts include the sum of 3s. per week, known as the "Powers" three shillings, which was added in 1921 for the purpose of securing to the worker during a period of rising prices the full equivalent of the "Harvester" standard.

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

(iii.) *State Basic Rates in Operation.*—In the States of New South Wales, Queensland, South Australia and Western Australia the legislation in force empowers the State industrial tribunals to determine "living" or "basic" rates of wage. The rates of wage determined by State arbitration tribunals vary from those obtaining in the Federal sphere not only as regards amount, but also in respect of constitution of family unit whose needs it purports to supply.

(a) The basic rates of wage determined by State tribunals for these cities are given on the next page.

The awards of the various State tribunals in operation are shown in the following statement. The Industrial Commission in New South Wales and the Industrial Court in Western Australia revised the basic rates of wage in 1929. Particulars of these judgments are given in the following paragraphs. The industrial tribunals in Queensland and South Australia made no alteration during 1929 in the basic rates of wage previously declared.

State.	Basic Wage. (a)		Date of Operation.	Family Unit (for Male Rate).
	Males.	Females.		
	£ s. d.	£ s. d.		
New South Wales ..	(b) 4 2 6	2 4 6	20.12.29	Man and wife, and one child
Victoria ..	(c)	(c)	(c)	(c)
Queensland ..	(e) 4 5 0	2 3 0	28.9.25	Man, wife, and three children
South Australia ..	4 5 6	1 19 6	1.7.25	(d)
Western Australia..	(f) 4 7 0	2 7 0	1.7.29	(d)
Tasmania ..	(c)	(c)	(c)	(c)

(a) For basic rates of wage of Commonwealth Court as at May, 1930, *vide* page 85.

(b) Plus child allowances referred to hereafter.

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

(d) Although the family unit is not specifically defined in the legislation of these States the tribunals appointed to determine the basic wage have adopted the unit of man, wife and two children.

(e) Basic rates from 1st August, 1930—Males, £4; females, £2 1s.

(f) In June, 1930, the Court of Arbitration declared the basic rates of wage to be as follows:—Metropolitan—Adult males, £4 6s.; adult females, £2 6s. 5d. Country—Males, £4 5s.; females, £2 5s. 11d.

*New South Wales.*—The “living” wage in New South Wales was under consideration by the Industrial Commission during 1929, and judgment was delivered on 25th October. The President dissented from the judgment of the other two Commissioners and presented a separate judgment. These pronouncements are published in the *New South Wales Industrial Gazette*, Vol. XXXVI., No. 6, and deal exhaustively with matters relating to basic wages. The majority judgment, after reviewing previous decisions and the requirements of the Acts regarding the size of the family to be taken into account, determined “that the statute directs that the requirements of children must be excluded, the living wage proper to be declared for industries other than rural is found to be £3 12s. 6d. per week. The reduction in the amount of the living wage is brought about by reason of the provisions of the statute itself. It has been suggested that serious economic effects will follow such a reduction of the general living wage, but having ascertained the amount of the wage by the application of proper principles, and in obedience to the terms of the statute, the Commission cannot, under the law as it now stands at present, increase the amount so determined, by reason that the consequences suggested may follow.”

The judgment having been delivered, the Commission withheld the declarations for fourteen days to afford Parliament an opportunity of considering the position. The declarations were not made, Parliament having passed the *Industrial Arbitration (Suspension of Living Wage Declaration) Act 1929* (assented to, 31st October, 1929).

The Industrial Commission, on 20th December, 1929, pursuant to the provisions of section 7 of *Industrial Arbitration (Amendment) Act 1926*, as amended by Act 1927, and to the provisions of section 3 of *Industrial Arbitration (Living Wage) Amendment Act 1929*, declared £4 2s. 6d. per week as the living wage for adult male employees in the State, based on the requirements of a man and wife with one child under the age of fourteen years; and declared £2 4s. 6d. as the living wage for adult female employees in the State, this being an amount equal to 54 per cent. of the living wage declared for adult male employees.

*Western Australia—Basic Wage Declaration, 1929.*—The Court of Arbitration, on 5th June, 1929, in pursuance of the provisions of Part VII. of the *Industrial Arbitration Act 1912-1925*, determined and declared the basic wage to be paid to (a) adult males—£4 7s. per week; and (b) adult females—£2 7s. per week; provided that in the Goldfields areas the basic wage to be paid shall be—(a) adult males—£4 5s. per week, and (b) adult females—£2 5s. 11d. per week, payment being *pro rata* where the term of the employment is for less than one week. The above rates applied to unskilled workers and came into operation on 1st July, 1929. The declaration and reasons of the Court are published in the *Western Australian Industrial Gazette*, Vol. IX. No. 2, for quarter ending 30th June, 1929.

*Queensland.*—The *Industrial Conciliation and Arbitration Act* of 1929 provides that it shall be the duty of the Court to make declarations as to—(a) the basic wage, and (b) the maximum weekly hours to be worked in industry (called the "standard" hours). The provisions to be observed by the Court when determining the "basic wage" from time to time are of interest, as the legislation is of recent date, the Act being assented to on 23rd December, 1929. The following extracts show the main provisions. (i) "The minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength, and competence; and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (ii) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed."

"The Court shall, in the matter of making declarations in regard to the basic wage or standard hours, take into consideration the probable economic effect of such declaration in relation to the community in general and the probable economic effect thereof upon industry or any industry or industries concerned."

"For the purposes of making any such declarations, the Court shall be constituted by the Judge and the two Conciliation Commissioners."

(iv.) *Royal Commission on Basic Wage, 1920.*—The Commonwealth Government appointed a Royal Commission in 1919 to inquire as to the actual cost of living at that time, according to reasonable standards of comfort, including all matters comprised in the ordinary expenditure of a household,



for a man, wife and three children under fourteen years of age. The Commission made inquiries in each State and their report, issued in 1920, recommended the following amounts for the various capital cities, viz. :—

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

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

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

(ii.) *The New South Wales Scheme.*—The earliest attempt made in Australia to institute the system was in New South Wales in 1919, when a Bill was introduced into the State Parliament to provide a flat basic wage for a man and wife, and an allowance of 5s. per week for each child, the latter rate to be reduced on a sliding scale and to cease automatically when the income reached an amount of £3 per week above the basic wage. The Bill was rejected, and the matter dropped until the Session of 1926–27, when Acts, which have been amended during subsequent years, providing for the payment of child allowances were enacted. Prior to December, 1929, the Act provided for (a) the declaration of a basic wage, and (b) the payment of an allowance of 5s. per week in respect of each dependent child, subject to the provision that child allowances would only be paid to the extent by which the total earnings of the worker and his family fell short of the sum represented by the *basic wage*, plus child allowance at the rate of 5s. per week for each child. The amending Act, assented to 23rd December, 1929, provides that child endowment shall be 5s. per week for each child except one in the family. Payments of child allowances in New South Wales commenced to operate from 1st September, 1927. The fund from which these payments are made is created by a levy on the total amount of wages paid by employers. The rate of tax to be collected by the Government from employers during 1930 is fixed at 1 per cent.

(iii.) *Commonwealth Public Service.*—The first payment of child endowment allowances in Australia was in connexion with the Commonwealth Public Service. When the Commonwealth Government decided to pay allowances payment was made at the rate of 5s. per week for each dependent child under fourteen years of age to officers, with a limitation of £400 per annum by way of salary plus allowance. The payment of the allowance in the Service is now limited to a sum derived from salary and allowance of £500 per annum. Further details regarding the introduction and method of calculating the payments will be found in previous Labour Reports.

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