

The fact that house-rent in the Australian results continuously increased from 1901 to 1914, has had the result of increasing the general upward tendency of the purchasing power of money index-numbers, while at the same time it has diminished the magnitude in the aggregate results (food, groceries, and house-rent) of the fluctuations which have occurred in the index-numbers for food and groceries only.

In each set of index-numbers the effect of the drought years, 1902, 1908, 1912, and 1914 is clearly seen, the increases being greatest in the wholesale-price results.

## SECTION VII.—CURRENT RATES OF WAGES AND HOURS OF LABOUR.

**I. General.**—The collection of material respecting the current rates of wages payable in different callings and in occupations in various industries carried on in each State of the Commonwealth was first undertaken by this Bureau, in the early part of the year 1913. The inquiry, which was confined to the rates of wages payable to adult workers only,\* was further limited in a degree to those industries in operation within the metropolitan area of the capital town in each State.† 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 being paid was ascertained from employers and secretaries of trade-unions. For convenience of comparison, weekly rates of wages were adopted, though in many instances they were actually based on daily or hourly rates, as specified in awards, determinations, or agreements.‡

The information thus obtained referred to the weekly rates of wage in upwards of 400 industries, and related to 1569 male occupations or callings. These particulars furnished the necessary data for the computation of average rates of wages in various industrial groups, and in

\* This limitation was necessary 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.

† In order to make the inquiry a comprehensive one, it was necessary to include certain industries which obviously are not carried on in the capital towns, *e.g.*, Mining, Shipping, Agricultural, and Pastoral.

‡ This precaution was necessary, in view of the fact that it is often in those industries and occupations in which employment is of an exceptionally casual or intermittent nature that wages are fixed and paid at a daily or hourly rate. Hence the average weekly earnings in such occupations will probably fall considerably short of the computed weekly rates.

each State and all States.\* The average rate of wage thus computed represented the arithmetic average† of the rates of wages payable in all classified occupations. It was not claimed that results obtained by this method are precisely correct, but owing to the difficulty in obtaining any satisfactory data as to the number of persons engaged in each of the occupations for which rates of wages had been obtained, no detailed system of weights could be applied.‡ 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 relative aggregate average wage for that State for the particular year.§

The whole question of weighting was referred to in some detail in Report No. 1 (*Prices, Price Indexes and Cost of Living*) of the labour and industrial branch of this Bureau. With the necessary verbal modifications, many of the statements there made and the problems there considered in regard to the subject of prices, etc., refer equally to the question of weighting in other investigations, such as the present. Any inquirer wishing to thoroughly understand the subject may refer to that 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 wages in 930 specified industries and 4256

\* The following industrial classification of industries was adopted:—

**Classification of Industries and Occupations.**

I.	Wood, Furniture, Sawmill, Timber-workers, &c.	VIII.	Mining, Quarrying, &c.
II.	Engineering, Shipbuilding, Smelting, Metal Works, &c.	IX.	Railway and Tramway Services.
III.	Food, Drink, and Tobacco, &c., Manufacturing.	X.	Other Land Transport.
IV.	Clothing, Hats, Boots, Textiles, &c.	XI.	Shipping, Wharf Labour, &c.
V.	Books, Printing, Bookbinding, &c.	XII.	Pastoral, Agricultural, Rural, Horticultural, &c.
VI.	Other Manufacturing.	XIII.	Domestic, Hotels, etc.
VII.	Building.	XIV.	Miscellaneous.

† The summation of the weekly rates of wages divided by the number of occupations included.

‡ Though a great deal of information as to the number of persons engaged in different industries and occupations was available from the Census (1911) results, it was found impracticable to bring the classification of these results into line with the detailed classification of occupations in the various industries, as set out in the awards, determinations, etc.

§ The weights used in the computation of the average wage were as follows:—

**Current Rates of Wages for Adult Male Occupations, Weights used for each Industrial Group.**

Particulars.	I.	II.	III.	IV.	V.	VI.	VII.	VIII.	IX.	X.	XI.	XII.	XIII.	XIV.
N.S.W. . . . .	136	228	199	84	65	162	252	343	187	74	137	704	134	902
Victoria . . . .	118	195	160	95	58	141	190	157	136	54	65	455	95	734
Queensland . . .	67	62	108	23	20	34	70	133	73	22	45	352	45	302
S. Australia . .	24	71	45	16	13	40	65	29	43	17	44	182	24	223
W. Australia . .	65	36	32	7	8	16	32	142	40	9	32	118	31	153
Tasmania . . . .	25	14	17	6	6	7	20	49	10	6	12	104	10	80
C'wealth . . . .	435	606	561	231	169	400	632	853	494	182	335	1,915	339	2,399

adult occupations (3948 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 number of working hours, which constituted a full week's work in each occupation, was averaged and weighted in a similar manner to the rates of wages. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wages in any specified occupation, owing, in many instances, to a different number of working hours constituting 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 have been kept constant, but the particulars of wages contained in Appendixes VI. and VII. to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to that date by industrial tribunals or from agreements registered under State Acts, or as a result of direct inquiry.

**2. Relative Weekly Wages and Wage Index-Numbers in each State and for all States, 1914-15.**—The arithmetic average of the rates of wages given in the appendixes referred to furnish the basis for the computation of relative weighted wages in different industrial groups and States. In the following tables particulars are given of the results thus obtained of the weighted average nominal weekly rates of wages payable to adult workers, male and female, separately, at the 30th April, 1914, and approximately at the end of each subsequent quarterly period to the 31st December, 1915, for a full week's work, in each State and for all States. In addition index-numbers for each State at each period are given, based on the weighted average for all States as the base (= 1000).

(i.) *Weighted Average Nominal Weekly Rates of Wages Payable to Adult Male Workers in each State, 1914-15.*—The following tables show the weighted average nominal weekly rate of wage payable to adult male workers for a full week's work, together with index-numbers for each State at each specified interval (a) based on the average wage at

\* The weights used in the computation of the average wage in female occupations were as follows:

**Current Rates of Wages for Adult Female Occupations. Weights used for each Industrial Group.**

Particulars.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I. II. V. VI. Other Manufactures	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous Shop Assistants, Clerks, etc.
New South Wales .. ..	23	228	44	104	124
Victoria .. ..	28	320	57	80	111
Queensland .. ..	5	80	8	47	40
South Australia .. ..	3	56	7	22	32
Western Australia .. ..	1	20	..	20	..
Tasmania .. ..	1	18	2	8	..
Commonwealth .. ..	61	781	118	290	307

† In Appendixes IV. and V. of that Report, particulars were given of the weekly ruling rates of wages at the 30th September, 1914, in the number of occupations mentioned.

the end of that period for all States as base (= 1000), and (b) index-numbers for each State at each specified interval based on the average for all States at the 30th April, 1914, as base (= 1000).

**Weighted Average Nominal Weekly Rates of Wages payable to Adult Male Workers, for a Full Week's Work and Wage Index-Numbers in each State and Commonwealth, 30th April, 1914, to 31st December, 1915.**

(NOTE.—Index-number based on the average wage for the Commonwealth at the end of each period (= 1000). The index-numbers in this table are comparable horizontally but are not directly comparable vertically.)

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wth.
No. of Occupations Included ..		874	909	627	567	489	482	3,948
30th April, 1914.	Weighted average weekly rate of wage.	s. d. 55 9	s. d. 54 3	s. d. 52 8	s. d. 54 4	s. d. 62 2	s. d. 52 6	s. d. 55 1
	Index-numbers.	1,011	984	955	986	1,128	952	1,000
30th June, 1914.	Weighted average weekly rate of wage.	s. d. 55 11	s. d. 54 4	s. d. 52 10	s. d. 54 4	s. d. 62 9	s. d. 52 7	s. d. 55 3
	Index-numbers.	1,011	982	956	983	1,135	952	1,000
30th Sept., 1914.	Weighted average weekly rate of wage.	s. d. 56 2	s. d. 54 7	s. d. 53 4	s. d. 54 5	s. d. 62 10	s. d. 52 8	s. d. 55 6
	Index-numbers.	1,011	982	960	980	1,132	949	1,000
31st Dec., 1914.	Weighted average weekly rate of wage.	s. d. 56 2	s. d. 54 7	s. d. 53 5	s. d. 54 5	s. d. 62 10	s. d. 52 8	s. d. 55 7
	Index-numbers.	1,011	982	961	980	1,132	949	1,000
31st Mar., 1915.	Weighted average weekly rate of wage.	s. d. 56 3	s. d. 54 8	s. d. 53 4	s. d. 54 3	s. d. 63 1	s. d. 52 9	s. d. 55 7
	Index-numbers.	1,012	983	959	976	1,135	949	1,000
30th June, 1915.	Weighted average weekly rate of wage.	s. d. 56 8	s. d. 54 8	s. d. 53 4	s. d. 54 3	s. d. 63 1	s. d. 52 9	s. d. 55 7
	Index-numbers.	1,016	981	957	973	1,132	946	1,000
30th Sept., 1915.	Weighted average weekly rate of wage.	s. d. 56 10	s. d. 54 11	s. d. 53 8	s. d. 54 3	s. d. 63 1	s. d. 52 9	s. d. 56 0
	Index-numbers.	1,016	981	959	970	1,128	943	1,000
31st Dec., 1915.	Weighted average weekly rate of wage.	s. d. 57 7	s. d. 55 3	s. d. 54 4	s. d. 54 8	s. d. 63 4	s. d. 53 3	s. d. 56 6
	Index-numbers.	1,019	978	960	968	1,121	942	1,000

NOTE.—Index-numbers based on the average wage for the Commonwealth at the 30th April, 1914 (55.12s.), as base (= 1000). The index-numbers in this table are comparable throughout.

Dates.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wth.
30th April, 1914 ..	1,011	984	955	986	1,128	952	1,000
30th June, 1914 ..	1,014	985	958	986	1,139	954	1,003
30th September, 1914 ..	1,010	990	967	988	1,140	956	1,008
31st December, 1914 ..	1,019	990	969	988	1,140	956	1,008
31st March, 1915 ..	1,021	992	967	984	1,144	957	1,009
30th June, 1915 ..	1,028	992	967	984	1,145	957	1,012
30th September, 1915 ..	1,031	996	974	985	1,145	958	1,015
31st December, 1915 ..	1,044	1,002	986	992	1,149	965	1,023

From the first portion of the immediately preceding table it will be seen that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th April, 1914, in two States, viz., New South Wales and Western Australia, exceeded the weighted average wage for the Commonwealth. This feature remained constant in varying degrees of excess throughout the whole period for which results have been computed.

The second portion of the above table relates to a comparison of the weighted average weekly wage index-number for each State and all States, at each different period, with that for the Commonwealth at the 30th April, 1914, as base (= 1000). It will be seen that the movement in wages since this date has been greatest in New South Wales, followed in the order named by Queensland, Western Australia, Victoria, Tasmania, and South Australia. In New South Wales and Queensland the increase in the weighted average weekly wage has been upwards of 3 per cent., in Western Australia 2.1 per cent., in Victoria 1.8 per cent., in Tasmania 1.3 per cent., and in South Australia 0.6 per cent.

(ii.) *Weighted Average Weekly Rates of Wages Payable to Adult Male Workers in each Industrial Group, 1914-1915.*—The following table gives particulars in regard to (a) the average weekly rates of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, as at 30th April, 1914, and at approximately quarterly periods to the 31st December, 1915. Index-numbers for each industrial group and all groups, based on the average wage at 30th April, 1914 (= 1000) are given.

**Weighted Average Nominal Weekly Rates of Wages payable to Adult Male Workers for a Full Week's Work, and Wage Index-numbers in each Industrial Group 30th April, 1914, to 31st December, 1915.**

NOTE.—Index-numbers for each industrial group and all industrial groups, based on the average wage at 30th April, 1914, as base (= 1000).

Industrial Group.	Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—							
	30th April, 1914.	30th June, 1914.	30th Sept., 1914.	31st Dec., 1914.	31st Mar., 1915.	30th June, 1915.	30th Sept., 1915.	31st Dec., 1915.
I. Wood, Furniture, etc.	Wage. . . . .	s. d. 58 6	s. d. 59 2	s. d. 59 0	s. d. 59 6	s. d. 59 7	s. d. 59 7	s. d. 59 2
	Index-No.	1,000	1,011	1,010	1,018	1,019	1,019	1,021
II. Engineering, etc.	Wage. . . . .	s. d. 57 0	s. d. 57 2	s. d. 57 9	s. d. 57 9	s. d. 57 8	s. d. 58 8	s. d. 60 2
	Index-No.	1,000	1,003	1,012	1,012	1,012	1,014	1,020
III. Food, Drink, etc.	Wage. . . . .	s. d. 55 0	s. d. 55 2	s. d. 55 7	s. d. 55 8	s. d. 55 7	s. d. 56 4	s. d. 57 9
	Index-No.	1,000	1,003	1,010	1,012	1,011	1,012	1,023
IV. Clothing, Boots, etc.	Wage. . . . .	s. d. 52 3	s. d. 52 10	s. d. 53 0	s. d. 53 0	s. d. 53 2	s. d. 53 2	s. d. 53 2
	Index-No.	1,000	1,012	1,015	1,015	1,017	1,017	1,018
V. Books, Printing, etc.	Wage. . . . .	s. d. 63 3	s. d. 63 9	s. d. 63 10	s. d. 63 10	s. d. 64 5	s. d. 64 5	s. d. 64 6
	Index-No.	1,000	1,008	1,009	1,010	1,018	1,018	1,019
VI. Other Manufacturing	Wage. . . . .	s. d. 55 1	s. d. 55 8	s. d. 56 0	s. d. 56 0	s. d. 56 3	s. d. 56 7	s. d. 57 8
	Index-No.	1,000	1,010	1,015	1,015	1,018	1,020	1,027
VII. Building . . . . .	Wage. . . . .	s. d. 65 0	s. d. 65 4	s. d. 65 5	s. d. 65 6	s. d. 65 8	s. d. 65 8	s. d. 65 10
	Index-No.	1,000	1,004	1,008	1,008	1,008	1,010	1,010
VIII. Mining, etc. . . . .	Wage. . . . .	s. d. 65 1	s. d. 64 11	s. d. 65 1	s. d. 65 2	s. d. 65 9	s. d. 65 11	s. d. 66 3
	Index-No.	1,000	998	1,001	1,001	1,011	1,013	1,018
IX. Railways, etc. . . . .	Wage. . . . .	s. d. 59 8	s. d. 59 8	s. d. 59 8	s. d. 59 8	s. d. 59 7	s. d. 59 9	s. d. 60 10
	Index-No.	1,000	1,000	1,000	1,000	999	999	1,001
X. Other Land Transport	Wage. . . . .	s. d. 51 0	s. d. 51 1	s. d. 52 7	s. d. 52 8	s. d. 52 9	s. d. 53 0	s. d. 53 4
	Index-No.	1,000	1,002	1,031	1,032	1,034	1,039	1,043
XI. Shipping, etc.† . . . . .	Wage. . . . .	s. d. 48 10	s. d. 48 7	s. d. 49 10	s. d. 49 10	s. d. 49 10	s. d. 49 10	s. d. 52 7
	Index-No.	1,000	995	1,021	1,021	1,021	1,021	1,021
XII. Agricultural, etc.* . . . . .	Wage. . . . .	s. d. 49 5	s. d. 49 5	s. d. 49 5	s. d. 49 5	s. d. 49 4	s. d. 49 8	s. d. 49 8
	Index-No.	1,000	1,000	1,000	1,000	998	998	1,005
XIII. Domestic, etc.* . . . . .	Wage. . . . .	s. d. 47 0	s. d. 47 0	s. d. 47 11	s. d. 47 11	s. d. 48 6	s. d. 48 6	s. d. 48 7
	Index-No.	1,000	1,000	1,019	1,019	1,031	1,031	1,031
XIV. Miscellaneous . . . . .	Wage. . . . .	s. d. 53 7	s. d. 53 10	s. d. 54 0	s. d. 54 0	s. d. 53 10	s. d. 54 3	s. d. 54 7
	Index-No.	1,000	1,005	1,008	1,008	1,006	1,012	1,012
All Industrial Groups† . . . . .	Wage. . . . .	s. d. 55 1	s. d. 55 3	s. d. 55 6	s. d. 55 7	s. d. 55 7	s. d. 55 9	s. d. 56 6
	Index-No.	1,000	1,003	1,008	1,008	1,009	1,012	1,015

\* The value of Board and Lodging (estimated at 15s. per week for Sydney, Brisbane, Adelaide, Perth and Hobart, and at 14s. per week for Melbourne) is included where supplied, in order that the results may be comparable with the rates paid in other industries. † Weighted average.

‡ The value of victualling and accommodation (estimated at 45s. per month) included where supplied.

In the foregoing table it may be seen that the rate of increase in the weighted average weekly wage in occupations and callings classified in the fourteen industrial groups was greatest in Group XI. (Shipping),

7.8 per cent. This was brought about mainly by substantial increases granted to seamen and stewards and pantry-men in the Inter-state merchant service, in the last quarter of the year 1915. The groups next in order according to percentage of increase in weekly wage are Groups II. (Engineering, Metal Working, etc.), 5.6 per cent., III. (Food, Drink, etc.), 5.0 per cent., VI. (Other Manufacturing), 4.6 per cent., down to Group XII. (Agricultural, Pastoral, etc.), 0.5 per cent. It may be seen that in seven of the industrial groups the increase was less than that for the whole fourteen groups combined.

(iii.) *Weighted Average Rates of Wages payable to Adult Female Workers in each State, 1914-15.*—The first part of the following joint table shews the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and the Commonwealth at the 30th April, 1914, and at approximately quarterly periods to the 31st December, 1915. Taking the weighted average wage for all States at the end of each period as the base (= 1000) index-numbers for each State are shown. The second part of the table shews index-numbers for each State based on the average weekly wage at the end of each of the periods indicated, computed from the weighted average wage for all States at the 30th April, 1914, as base (= 1000). See note to tables on page 59.

**Weighted Average Nominal Weekly Rates of Wages payable to Adult Female Workers for a Full Week's Work, and Wage Index-numbers in each State and Commonwealth, 30th April, 1914, to 31st December, 1915.**

NOTE.—Index-number based on the average wage for the Commonwealth at the end of each period (= 1000).

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
No. of Occupations Included.		85	87	87	47	24	28	308
30th April, 1914.	Weighted Average weekly rate of wage.	26 9	27 4	26 11	24 1	37 4	25 10	27 2
	Index-No.	984	1,006	989	885	1,373	950	1,000
30th June, 1914.	Weighted average weekly rate of wage.	26 9	27 4	27 0	24 1	37 4	25 10	27 2
	Index-No.	984	1,006	994	885	1,373	950	1,000
30th Sept., 1914.	Weighted average weekly rate of wage.	26 10	27 9	26 11	24 1	37 4	25 10	27 4
	Index-No.	982	1,015	985	881	1,366	945	1,000
31st Dec., 1914.	Weighted average weekly rate of wage.	26 10	27 9	27 1	24 1	37 4	25 10	27 5
	Index-No.	979	1,012	988	878	1,360	942	1,000
31st Mar., 1915.	Weighted average weekly rate of wage.	26 10	26 11	27 2	24 0	37 5	26 3	27 1
	Index-No.	991	993	1,003	887	1,382	968	1,000
30th June, 1915.	Weighted average weekly rate of wage.	27 2	26 11	27 2	24 0	37 5	26 3	27 2
	Index-No.	1,000	989	1,000	883	1,377	966	1,000
30th Sept., 1915.	Weighted average weekly rate of wage.	27 3	26 11	26 11	24 0	37 5	28 4	27 3
	Index-No.	1,001	988	988	882	1,374	1,029	1,000
31st Dec., 1915.	Weighted average weekly rate of wage.	27 5	26 11	26 11	24 6	37 5	28 0	27 4
	Index-No.	1,003	985	985	896	1,369	1,026	1,000

NOTE.—Index-numbers based on Weighted Average Wage for Commonwealth at 30th April, 1914 (27 19s.) as base (= 1000).

Dates.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	C'with.
30th April, 1914	984	1,006	989	885	1,373	950	1,000
30th June, 1914	984	1,000	983	885	1,373	950	1,000
30th September, 1914	987	1,022	990	885	1,373	950	1,006
31st December, 1914	987	1,022	996	885	1,373	950	1,008
31st March, 1915	987	980	990	883	1,373	964	996
30th June, 1915	998	980	999	883	1,376	964	1,000
30th September, 1915	1,003	990	990	883	1,376	1,031	1,002
31st December, 1915	1,007	990	990	901	1,376	1,031	1,005

From the foregoing tables it will be seen that the general upward movement in the average weekly wage for adult female workers, as indicated for the whole Commonwealth, has been comparatively small.

(iv.) *Weighted Average Rates of Wages Payable to Adult Female Workers in Industrial Groups, 1914-15.*—The following table gives particulars of the weighted average weekly rates of wages payable to adult female workers at the 30th April, 1914, and at approximately quarterly periods to the 31st December, 1915, in the industrial groups in which they are mainly employed, and in all groups combined. Taking the average wage in each industrial group and for all groups, at the 30th April, 1914, in each instance, as base (= 1000), index-numbers are given, computed on the average rate of wage ruling at the end of each period indicated.

**Weighted Average Nominal Weekly Rate of Wages payable to Adult Female Workers for a Full Week's Work, and Wage Index-numbers in each Industrial Group, 30th April, 1914, to 31st December, 1915.**

NOTE.—Index-number for each Industrial Group and all Industrial Groups, based on the Average Wage at 30th April, 1914, as base (= 1000).

Industrial Group.	Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—								
	30th April, 1914.	30th June, 1914.	30th Sept., 1914.	31st Dec., 1914.	31st Mar., 1915.	30th June, 1915.	30th Sept., 1915.	31st Dec., 1915.	
III. Food, Drink, etc. . . .	Wage . . .	s. d. 22 8	s. d. 22 6	s. d. 23 5	s. d. 23 5	s. d. 23 6	s. d. 23 6	s. d. 23 9	s. d. 24 5
	{ Index-No.	1,000	1,000	1,041	1,041	1,044	1,044	1,056	1,085
IV. Clothing, Boots, etc. . . .	Wage . . .	s. d. 24 9	s. d. 24 9	s. d. 24 10	s. d. 24 11	s. d. 24 11	s. d. 24 11	s. d. 25 0	s. d. 25 1
	{ Index-No.	1,000	1,000	1,003	1,007	1,007	1,007	1,010	1,013
V Other Manufacturing . . . .	Wage . . .	s. d. 26 11	s. d. 26 11	s. d. 27 3	s. d. 27 0	s. d. 27 1	s. d. 27 1	s. d. 27 4	s. d. 27 4
	{ Index-No.	1,000	1,000	1,012	1,003	1,006	1,006	1,015	1,015
XIII. Domestic, Hotels, etc.* . . .	Wage . . .	s. d. 31 1	s. d. 31 1	s. d. 31 1	s. d. 30 2	s. d. 30 3	s. d. 30 3	s. d. 30 9	s. d. 30 9
	{ Index-No.	1,000	1,000	1,000	971	973	973	989	989
XIV. Miscellaneous . . . . .	Wage . . .	s. d. 30 2	s. d. 30 2	s. d. 30 2	s. d. 31 4	s. d. 29 7	s. d. 30 5	s. d. 30 0	s. d. 30 1
	{ Index-No.	1,000	1,000	1,000	1,039	981	1,008	994	997
All Groups † . . . . .	Wage . . .	s. d. 27 2	s. d. 27 2	s. d. 27 4	s. d. 27 5	s. d. 27 1	s. d. 27 2	s. d. 27 3	s. d. 27 4
	{ Index-No.	1,000	1,000	1,006	1,009	907	1,000	1,003	1,006

\* Including the value of Board and Lodging (estimated at 15s. per week) for Sydney, Brisbane, Adelaide, Perth, and Hobart, and (estimated at 14s. per week) for Melbourne, where supplied, in order that the results may be comparable with the rates paid in other industries.

† Weighted average.

**3. Relative Hours of Labour and Hourly Rates of Wages, 1914 and 1915.**—The rates of wages referred to in the preceding paragraphs of this Section relate to the minimum rates payable for a full week's work. It should be observed, however, that the number of hours which constitute a full week's work differs in many instances, not only as between various trades and occupations in each individual State, but also as between the same trades and occupations in the several States. In order to secure what may be for some purposes a more adequate standard of comparison, it is therefore desirable to reduce the data given in Appendixes VI. and VII. to a common basis, viz., the rate of wage per hour. Particulars are given in the following table, classified according to States for male and female occupations separately at 30th

April, 1914, at 31st December, 1914, and at 31st December, 1915.† These particulars relate to (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. It should be observed that 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.). Owing to the fact that many of the occupations included in these two groups are of a casual or seasonal nature, and that the hours of labour in these occupations are not generally regulated either by awards or determinations of industrial tribunals or otherwise, the necessary data for the computation of the average number of working hours are not available.

The general effect of reducing the rates of wages to a common basis (*i.e.*, per hour) is to decrease the amount of the difference shewn when comparing the weekly wage in the several States. In Western Australia, however, the fact that the average working hours per week in male occupations is less than in any other State causes a corresponding increase in the hourly rate of wage as compared with the other States.

**Weighted Average Nominal Weekly and Hourly Rates of Wages payable to Adult Workers, and Weekly Hours of Labour, 30th April, 1914, 31st December, 1914, and 31st December, 1915.**

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
<b>MALE WORKERS.</b>								
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
30th April, 1914.	Weekly Wage* ..	65 9	54 3	52 8	54 4	62 2	52 6	55 1
	Working Hours ..	49.42	48.80	48.78	48.60	47.78	48.62	48.93
	Hourly Wage ..	13.98 <i>d.</i>	13.66 <i>d.</i>	13.45 <i>d.</i>	13.84 <i>d.</i>	16.33 <i>d.</i>	13.02 <i>d.</i>	13.96 <i>d.</i>
31st Dec., 1914.	Weekly Wage* ..	56 2	54 7	53 5	54 8	62 10	52 8	55 7
	Working Hours ..	49.35	48.66	48.64	48.50	48.18	48.62	48.87
	Hourly Wage ..	14.11 <i>d.</i>	13.82 <i>d.</i>	13.75 <i>d.</i>	13.86 <i>d.</i>	16.37 <i>d.</i>	13.07 <i>d.</i>	14.09 <i>d.</i>
31st Dec., 1915.	Weekly Wage* ..	57 7	55 3	54 4	54 8	68 4	53 2	56 6
	Working Hours ..	49.28	48.50	48.56	48.50	49.12	48.56	48.77
	Hourly Wage ..	14.50 <i>d.</i>	14.05 <i>d.</i>	14.07 <i>d.</i>	13.98 <i>d.</i>	16.50 <i>d.</i>	13.20 <i>d.</i>	14.35 <i>d.</i>
<b>FEMALE WORKERS.</b>								
		<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>	<i>s.</i> <i>d.</i>
30th April, 1914.	Weekly Wage ..	26 9	27 4	26 11	24 1	37 4	25 10	27 2
	Working Hours ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
	Hourly Wage ..	6 51 <i>d.</i>	6 78 <i>d.</i>	6 48 <i>d.</i>	5 85 <i>d.</i>	9 20 <i>d.</i>	6 11 <i>d.</i>	6 64 <i>d.</i>
31st Dec., 1914.	Weekly Wage ..	26 10	27 9	27 1	24 1	37 4	25 10	27 5
	Working Hours ..	49.34	48.54	49.82	49.33	49.44	50.76	49.11
	Hourly Wage ..	6 53 <i>d.</i>	6 87 <i>d.</i>	6 53 <i>d.</i>	5 86 <i>d.</i>	9 06 <i>d.</i>	6 11 <i>d.</i>	6 70 <i>d.</i>
31st Dec., 1915.	Weekly Wage ..	27 5	26 11	26 11	24 6	37 5	25 0	27 4
	Working Hours ..	49.45	48.46	49.84	49.35	49.86	50.14	49.12
	Hourly Wage ..	6 65 <i>d.</i>	6 67 <i>d.</i>	6 48 <i>d.</i>	5 96 <i>d.</i>	9 01 <i>d.</i>	6 71 <i>d.</i>	6 68 <i>d.</i>

\* Weighted average weekly wage in all industrial classes combined.

† Weighted average working hours per week, and computed hourly rates of wage for all industrial classes excepting Classes XI. (Shipping, etc.), and XII. (Agricultural, Pastoral, etc.). Working hours have not been generally regulated by industrial tribunals for occupations classified in industrial Classes XI. and XII.

‡ Details with respect to particulars in industrial classes have been published as follows:—To 30th April, 1914 (Labour Report No. 5, pp. 44-6; to 31st December, 1914 (Labour Bulletin No. 8, pp. 256-8; to 31st March, 1915 (Labour Bulletin No. 9, pp. 68-71); to 30th June, 1915 (Labour Bulletin No. 10, pp. 170-6); to 30th September, 1915 (Labour Bulletin No. 11, pp. 264-5; and to 31st December, 1915 (Labour Bulletin No. 12, pp. 413-4).

§ In Sydney, Brisbane, Adelaide, Perth, and Hobart the value of Board and Lodging has been assessed by Awards and Determinations at 15s. per week. In Melbourne it has been determined by a Wages Board at 14s. per week. The value of victualling in ships has been assessed by the Commonwealth Arbitration Court at 45s. per month.



From the foregoing table it may be seen that with the exception of Western Australia, there has been a steady diminution in the number of working hours, constituting a full week's work in male occupations. On the other hand, excepting in Victoria and Tasmania, the hours of work in female occupations have shewn a slight increase. The effect of these changes on the hourly rate of wage as compared to 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 the Commonwealth at the 30th April, 1914, as base (= 1000).

**Relative Index-numbers for Weekly and Hourly Weighted Average Wage, 30th April, 1914, 31st December, 1914, and 31st December, 1915.**

NOTE.—Weighted Average for the Commonwealth at 30th April, 1914, as base (= 1000).

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wth.
<b>MALE WORKERS.</b>								
30th April, 1914.	Weekly Wage	1,011	984	955	986	1,128	952	1,000
	Hourly Wage	998	980	963	991	1,170	933	1,000
31st Dec., 1914.	Weekly Wage	1,019	990	969	988	1,140	956	1,008
	Hourly Wage	1,010	990	985	993	1,173	930	1,009
31st Dec., 1915.	Weekly Wage	1,044	1,002	986	992	1,140	965	1,023
	Hourly Wage	1,039	1,006	1,008	1,001	1,182	946	1,030
<b>FEMALE WORKERS.</b>								
30th April, 1914.	Weekly Wage	984	1,006	989	885	1,373	950	1,000
	Hourly Wage	980	1,021	976	881	1,386	920	1,000
31st Dec., 1914.	Weekly Wage	987	1,022	990	885	1,373	950	1,008
	Hourly Wage	983	1,035	983	881	1,364	920	1,009
31st Dec., 1915.	Weekly Wage	1,007	990	990	901	1,376	1,031	1,006
	Hourly Wage	1,002	1,005	976	898	1,357	1,011	1,006

It may be seen that the effect of the shorter working hours for male workers in each week as between the 30th April, 1914, and the 31st December, 1915, equals an increase of 0.8 per cent. on the relative hourly rate in New South Wales and Victoria, 1.4 per cent. in Queensland, 0.1 per cent. in South Australia, and 0.7 per cent. for the whole Commonwealth. In Tasmania conditions remained normal, whereas in Western Australia the increase in working hours made a difference of 0.9 per cent. depreciation in the relative hourly wage.

**SECTION VIII.—VARIATIONS IN NOMINAL AND EFFECTIVE WAGES.**

1. **General.**—From the beginning of the year 1913, records have been kept of all changes in rates of wages and hours of labour, the number of workers affected, and the methods by which such changes are brought about. The results of these records have been published in the quarterly Labour Bulletins and in Labour Report No. 5. In order to supplement the results thus obtained, investigations have been made regarding rates of wages in past years with a view to shewing their general trend in each State and in various industrial groups. The methods adopted for the collection of the data and computation of the results were explained in Report No. 2 (see pages 23-4), and will not be repeated here. The particulars given in this Section shew variations