

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

1. Current Weekly Rates of Wages and Hours of Labour, 1914.—In Appendixes IV. and V. particulars are given in detail regarding weekly rates of wages and hours of labour in each State for males and females, respectively, classified in industrial groups. As indicated in the note at the head of the table, the hours of labour are in each case 48 per week, except where otherwise specified by the footnotes. The particulars given relate to wages and hours in the six capital towns, with the exception of those comprised in Groups VIII. (Mining), XI. (Shipping), and XII. (Agricultural, Pastoral, etc.), which obviously relate mainly to trades and occupations carried on outside the metropolitan areas. The wages shewn in the table are the rates paid to adult male and female workers, respectively, for a full week's work. In a few cases, however, where wages are paid on a daily or hourly basis only and where definite hours are fixed or recognised (e.g., in the building trades) the corresponding weekly rates are given. If some such method were not adopted in these cases, the rates would not be on a comparative basis owing to the difference in the hours of labour in certain of the States.

With comparatively few exceptions the rates of wages shewn in the table are the minimum rates fixed under the operations of the Arbitration Court or Wages Board Acts in the several States. In certain cases where such minimum rates have been fixed for certain trades or occupations in some, but not all, of the States, the ruling trade-union or predominant rates are given for those States for which no minimum has been fixed. These trade-union and predominant rates are readily distinguishable by the asterisk suffixed in each case.

Particulars of rates of wages and hours of labour are given in these Appendixes for 146 different industries, the number of separate trades or occupations specified being 930 in the case of males, and 92 in the case of females.

2. Relative Weekly Wages and Wage Index-Numbers in Different Industries and States, 1914.—The particulars given in Appendixes IV. and V., referred to in the preceding paragraph, furnish the necessary data for the computation of relative wages in different industries and States.† In the following tables the arithmetic average of the rates of wages given in the Appendix has been computed

† The particulars given in these Appendixes have been brought up to 30th September, 1914. The summarised results given in the tables in this Section are computed from wages as at the 30th April, 1914.

for each industry and State, and these averages have been weighted in the manner indicated on pages 23 and 24 of Labour Report No. 2.*

(i.) *Weighted Average Rates of Wages Payable to Journeymen or Adult Male Workers in each State, 1914.*—The following table shows the weighted average weekly rate of wage payable to journeymen or male adult workers for a full week's work in each State and the Commonwealth. Taking the average for the whole Commonwealth as the base (= 1000), index-numbers for each State are also shewn. The results given in the table below must be taken subject to certain qualifications inasmuch as (a) they are based on a limited number of rates of wages, and (b) the lists of occupations to which the wages refer are not by any means uniform in the several States. Any results, in order to be representative for each State, must necessarily be subject to the latter qualification, inasmuch as the industrial occupations of the people are not by any means identical in the several States. A completely satisfactory record of relative rates of wages in the several States can be obtained only by means of an industrial census. The following results are, however, based on wages in a large number of important industries, and serve to indicate with a considerable degree of precision the relative conditions in the several States.

* The weights used in the computation of the wage index-numbers were as follows.—

***Wage Index-Numbers for 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	68	29	48	17	44	182	24	223
W. Australia	65	36	32	7	8	16	32	142	40	0	32	118	31	153
Tasmania	25	14	17	6	5	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

Wage Index-Numbers for Female Occupations. Weights used for each Industrial Group.

Particulars.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I. II. V. VI. Other Manu- factures.	XIII. Hotels, Restaur- ants, etc.	XIV. 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	29	...	29	...
Tasmania	1	18	2	8	...
Commonwealth	61	731	118	290	307

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas	C'wlth.
Number of Occupations included ..	374	909	627	567	489	482	3,948
Weighted Average Weekly Rates of Wages	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*

* Weighted Average.

The results shew that nominal rates of wages are highest in Western Australia, followed in the order named by New South Wales, South Australia and Victoria (practically equal), Queensland, and Tasmania.

(ii.) *Weighted Average Rates of Wages Payable to Journeymen or Adult Male Workers in each Industrial Group, 1914.*—The following table gives similar particulars in regard to the several industrial groups and to the weighted average for all groups combined. In computing the index-numbers the weighted average is taken as base (= 1000.)

Weighted Average Weekly Rates of Wage payable to Journeymen or Adult Male Workers for a full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th April, 1914.

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Wage (for Full Week's Work).		Index-Numbers.
		s.	d.	
I. Wood, Furniture, etc. . .	270	58	6	1,061
II. Engineering, Metal Works, etc.	636	57	0	1,034
III. Food, Drink, etc. . .	576	55	0	998
IV. Clothing, Boots, etc. . .	124	52	3	947
V. Books, Printing, etc. . .	205	63	3	1,147
VI. Other Manufacturing . .	875	55	1	1,000
VII. Building	190	65	1	1,180
VIII. Mining	161	65	1	1,180
IX. Rail & Tram Services, etc.	224	59	8	1,083
X. Other Land Transport	70	51	1	926
XI. Shipping, etc.	198	48	10	885
XII. Agricultural, Pastoral, etc	72	49	5	897
XIII. Domestic, Hotels, etc.*	114	47	0	853
XIV. Miscellaneous	233	53	7	972
All Groups	3,948	55	1	1,000†

* The value of Board and Lodging (estimated at 15s. per week) is included where supplied in order that the results may be comparable with the rates paid in other industries. † Weighted Average.

The above figures shew that the highest average wage is that paid in Groups VII. and VIII. (Building and Mining), 65s. 1d. per week, or 18 per cent. above the weighted average for all groups. The rates of wages range from 65s. 1d. per week down to 47s. per week, the lowest being in Group XIII. (Hotels, etc.), which is nearly 15 per cent. below the average for all groups.

(iii.) *Weighted Average Rates of Wages Payable to Adult Female Workers in each State, 1914.*—The following table shows the weighted average weekly rate of wage payable to journeywomen or female adult workers for a full week's work in each State and the Commonwealth. Taking the average for the whole Commonwealth as the base (= 1000), index-numbers for each State are also shewn. The figures given in this table are subject to the qualifications, regarding want of uniformity in the data for the several States, stated in paragraph (i.) above.

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.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
Number of Occupations included	85	87	37	47	24	28	308
Weighted Average Weekly Rates of Wages	s. d. 26 9	s. d. 27 4	s. d. 26 11	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 2*
Index-Numbers	984	1,006	989	885	1,373	950	1,000*

* Weighted Average.

It will be seen that nominal rates of wages for female workers are highest in Western Australia, followed in the order named by Victoria, Queensland, New South Wales, Tasmania, and South Australia.

(iv.) *Weighted Average Rates of Wages Payable to Adult Female Workers in Industrial Groups, 1914.*—The following table gives separate particulars regarding the nominal rates of wages of females in those industrial groups in which they are mainly employed, and also shews the weighted average for all groups combined. Index-numbers based on the average nominal wage for the Commonwealth as (= 1000) are also given:—

Weighted Average Weekly Rates of Wages payable to Adult Female Workers for a Full Week's Work, and Wage Index-Numbers in Industrial Groups, 30th April, 1914.

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Wage (for Full Week's Work.)	Index-Numbers
		s. d.	
III. Food, Drink, etc. . .	35	22 6	825
IV. Clothing, Boots, etc. . .	114	24 9	912
I., II., V., VI. Other Manufacturing . . .	84	26 11	990
XIII. Domestic, Hotels, etc.	57	31 1*	1,144
XIV. Shop Assistants, Clerks, etc.	18	30 2	1,110
All Groups	308	27 2	1,000†

* The value of Board and Lodging (estimated at 15s. per week) is included, where supplied, in order that the results may be comparable with the rates paid in other industries. † Weighted Average.

The results set out above shew that omitting Group XIII. (Hotels, Restaurant, and Domestic workers), the highest average wage is that paid in Group XIV. (Shop Assistants, Clerks, etc.), 30s. 2d. This is followed in the order named by Groups I., II., V., and VI. (Other Manufacturers), 26s. 11d., Group IV. (Clothing, Boots, etc.), 24s. 9d., and Group III. (Food, Drink, etc.), 22s. 6d., being 11, 10, 8.8, and 17.5 per cent., respectively, below the weighted average wage for all groups. It should be observed that the wage specified for the highest Group (Domestic, Hotels, etc.) includes not only the wages paid in money, but also the money equivalent of board and lodging (15s. per week), where such is provided.

3. Relative Hours of Labour and Hourly Rates of Wages, 1914.

—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 IV. and V. to a common basis, viz., the rate of wage per hour. Particulars are given in the following table, classified according to States as well as industrial groups.

(i.) *Males*.—The table on page 49 shews (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 each State and industrial group except Groups XI. (Shipping, etc.), 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 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 between the several States. In Western Australia, however, the fact that the average hours per week is less than in any other State causes a corresponding increase in the hourly rate of wage as compared with the other States. On page 46 index-numbers are given shewing the relative average *weekly* rates of wages for each State; the corresponding index-numbers for the *hourly* rates are as follows:—New South Wales, 998; Victoria, 980; Queensland, 964; South Australia, 991; Western Australia, 1170; and Tasmania, 933.

Weighted Average Nominal Weekly and Hourly Rates of Wages, Payable to Journeymen or Adult Male Workers, and Weekly Hours of Labour, 30th April, 1914.

Industrial Groups.	Particulars. ¹	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart	Average for Six Capital Towns.
I. Wood, Furniture etc.	Weekly Wage	58/1	57/11	56/4	55/8	65/1	54/10	58/6
	Working Hours	48.02	48.07	46.42	48.00	48.00	48.00	47.78
	Hourly Wage	1/2½	1/2½	1/2½	1/2	1/4½	1/1½	1/2½
II. Engineering, Metal Works, etc.	Weekly Wage	57/11	56/4	52/1	55/7	66/8	55/10	57/0
	Working Hours	48.00	48.00	45.92	48.00	48.00	48.00	47.70
	Hourly Wage	1/2½	1/2	1/1½	1/2	1/4½	1/2	1/2½
III. Food, Drink, etc.	Weekly Wage	56/0	54/0	53/8	54/1	58/7	50/1	55/0
	Working Hours	48.62	49.08	50.13	49.40	49.59	49.31	49.18
	Hourly Wage	1/1½	1/1½	1/0½	1/1½	1/2½	1/0½	1/1½
IV. Clothing, Boots, etc.	Weekly Wage	54/4	50/7	51/10	49/5	60/0	48/9	52/3
	Working Hours	47.80	48.00	48.00	48.00	48.00	46.86	47.00
	Hourly Wage	1/1½	1/0½	1/1	1/0½	1/3	1/0½	1/1
V. Books, Printing, etc.	Weekly Wage	66/1	62/10	56/1	60/3	66/9	61/9	63/3
	Working Hours	47.22	45.17	45.80	47.64	45.93	46.43	46.27
	Hourly Wage	1/4½	1/4½	1/2½	1/3½	1/5½	1/4	1/4½
VI. Other Manufacturing	Weekly Wage	56/4	53/11	51/10	54/1	62/9	54/9	55/1
	Working Hours	48.12	48.20	48.10	48.03	48.00	48.24	48.14
	Hourly Wage	1/2	1/1½	1/1	1/1½	1/3½	1/1½	1/1½
VII. Building	Weekly Wage	68/1	64/0	57/10	63/2	70/5	59/5	65/0
	Working Hours	47.69	45.74	44.00	48.00	47.90	46.37	46.64
	Hourly Wage	1/5½	1/4½	1/3½	1/3½	1/5½	1/3½	1/4½
VIII. Mining*	Weekly Wage	63/8	57/4	65/7	63/0	79/10	56/5	65/1
	Working Hours	47.76	47.87	46.83	47.71	45.93	46.00	47.59
	Hourly Wage	1/4	1/2½	1/4½	1/3½	1/8	1/2	1/4½
IX. Rail & Tram Services	Weekly Wage	61/5	58/9	56/9	58/8	62/11	53/10	59/8
	Working Hours	49.07	48.77	49.32	48.50	48.41	49.01	48.71
	Hourly Wage	1/3	1/2½	1/1½	1/2½	1/3½	1/1½	1/2½
X. Other Land Transport	Weekly Wage	51/10	49/1	51/3	49/1	62/9	45/1	51/1
	Working Hours	55.89	57.19	57.50	50.91	48.00	52.78	55.51
	Hourly Wage	0/11½	0/10½	0/10½	0/11½	1/3½	0/10½	0/11
XI. Shipping, etc.†	Weekly Wage	49/0	47/10	47/0	50/10	46/7	47/9	48/10
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Agricultural, Pastoral, etc.‡	Weekly Wage	49/11	48/6	47/0	49/4	52/10	52/5	49/5
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.§	Weekly Wage	46/5	46/9	47/7	48/11	49/2	43/6	47/0
	Working Hours	58.00	57.43	58.50	55.80	49.20	58.00	56.95
	Hourly Wage	0/9½	0/9½	0/9½	0/10½	1/0	0/9	0/10
XIV. Miscellaneous	Weekly Wage	58/7	54/2	50/11	54/10	65/7	49/5	53/7
	Working Hours	50.11	48.89	49.51	48.27	47.03	48.50	49.23
	Hourly Wage	1/0½	1/1½	1/0½	1/1½	1/2½	1/0½	1/1
All Groups	Weekly Wage**	55/8	54/3	52/8	54/4	62/2	52/6	55/1
	Working Hours††	49.42	48.80	48.78	48.00	47.73	48.92	48.93
	Hourly Wage††	1/2	1/1½	1/1½	1/1½	1/4½	1/1	1/2

¹ Particulars relate to the Average Weighted weekly wage, working hours and hourly wage, respectively. * Average wages and hours prevailing at the principal mining centres in each State. † Average wages quoted include value of victualling and accommodation, where provided, at 45s. per month, but does not include value of commission on Bar Sales to Stewards. ‡ Average wages include value of Board and Lodging (estimated at 15s. per week) where provided. § Average wages include value of Board and/or Lodging where supplied. In Sydney, Brisbane, Adelaide, Perth, and Hobart the value of Board and Lodging has been valued by Awards and Determinations at 15s. per week. In Melbourne it has been determined by a Wages Board at 14s. per week. ** All industrial groups. †† Omitting groups XI. and XII.

(ii.) *Females*.—In the following table similar information is given for adult female workers.

Weighted Average Nominal Weekly and Hourly Rates of Wages payable to Adult Female Workers and Hours of Labour, 30th April, 1914.

Industrial Groups.	Particulars.*	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Average for Six Capital Towns.
III. Food, Drink, etc.	Weekly Wage	23/0	24/7	18/9	21/0	21/3	20/0	22/6
	Working Hours	48.00	48.00	48.00	48.00	48.00	48.00	48.00
	Hourly Wage	0/5½	0/6½	0/4½	0/5½	0/5½	0/5	0/5½
IV. Clothing, Boots, etc.	Weekly Wage	25/3	24/6	22/11	21/9	35/8	23/0	24/9
	Working Hours	47.86	48.00	48.00	48.00	48.00	48.00	47.96
	Hourly Wage	0/6½	0/6	0/5½	0/5½	0/9	0/5½	0/6½
VI. All other Manufacturing	Weekly Wage	27/6	27/8	21/0	27/0	..	27/6	26/11
	Working Hours	47.41	47.90	47.71	48.00	..	48.00	47.85
	Hourly Wage	0/7	0/7	0/5½	0/6½	..	0/6½	0/6½
XIII. Domestic, Hotels, etc.	Weekly Wage†	28/3	28/2	32/10	27/11	39/7	32/8	31/1
	Working Hours	52.08	51.35	55.02	52.44	49.40	58.00	52.29
	Hourly Wage	0/6½	0/6½	0/7½	0/6½	0/9½	0/6½	0/7½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	28/9	35/6	30/0	25/0	..	..	30/2
	Working Hours	50.71	48.50	48.00	50.00	..	..	47.77
	Hourly Wage	0/6½	0/8½	0/7½	0/6	..	..	0/7½
All Groups	Weekly Wage	26/0	27/4	26/11	24/1	37/4	25/10	27/2
	Working Hours	49.34	48.54	49.82	49.33	48.09	50.76	49.08
	Hourly Wage	0/6½	0/6½	0/6½	0/5½	0/9½	0/6	0/6½

* The particulars relate to the weighted average weekly wage, working hours and hourly wage, respectively.
 † The value of Board and Lodging (estimated at 15s. per week) is included where provided, in order that the results may be comparable with the rates paid in other industries.

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. These records have been published in the quarterly Labour Bulletins, and in Section X. hereof results are given for 1913, the first complete year for which these Statistics are available. 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 in wages from year to year in each State and in various industrial groups. Information as to current rates of wages is given in the preceding Section hereof.

The total number of occupations for which particulars are available back to 1891 is 652. In 1913, however, the scope of the investigation was extended, and particulars for that year are available for no fewer than 3948 occupations. The wages on which the index-numbers are based are, in the majority of cases, minimum rates fixed by industrial tribunals, but in some cases, particularly in the earlier years when no minimum rates had been fixed for many trades, either union or predominant rates have been taken.