

## SECTION VIII.—CURRENT RATES OF WAGE AND HOURS OF LABOUR.

1. **General.**—The collection of material respecting the current rate of wage 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 rate of wage 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 wage 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 rate 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 wage in various industrial groups,§ and in each State and all States. The average rate of wage thus computed represented the arithmetic average || of the rate of wage 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 wage 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

\* 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.

§ The following industrial classification of industries was adopted:—

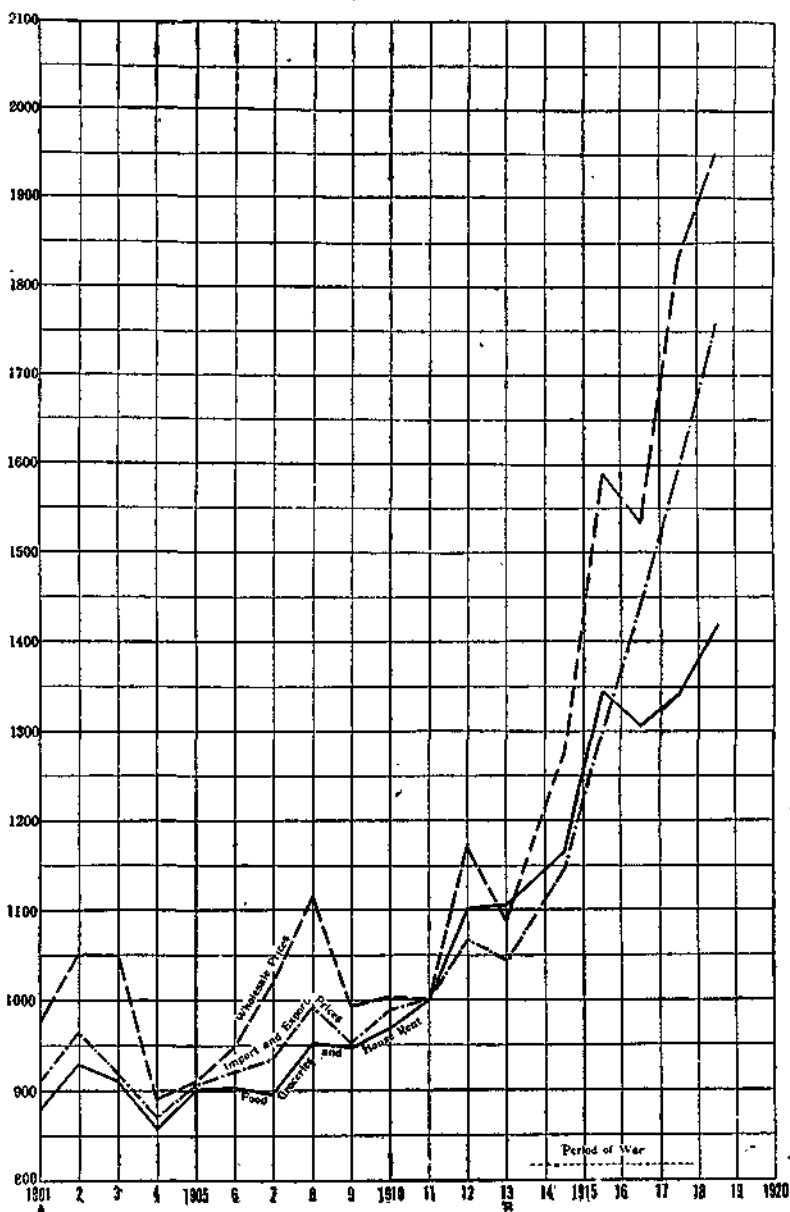
### Classification of Industries and Occupations.

I.	Wood, Furniture, Sawmill, Timberworks, &c.	VIII.	Mining, &c.
II.	Engineering, 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 rate of wage 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.

PRICE INDEX-NUMBERS, GRAPH SHEWING RELATION BETWEEN COST OF FOOD, GROCERIES, AND HOUSE RENT, WHOLESALE PRICES, AND IMPORT AND EXPORT PRICES IN AUSTRALIA, 1901 to 1918-19.



It may be seen that for the years 1901 to 1913 (from A to B on the graph), the index-numbers, which represent averages for the years specified, have been plotted on the vertical line of the years to which they refer, from B onwards the index-numbers are plotted midway between the two years. It should be observed that the index-number for the period 1914-15 includes the whole of 1914 and the first half of 1915, but that subsequent index-numbers refer to the latter half of one year and the first half of the following year, *i.e.*, from 1st July to 30th June.

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The information thus obtained referred to the weekly rate 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 wage in various industrial groups,§ and in each State and all States. The average rate of wage thus computed represented the arithmetic average || of the rate of wage 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 wage 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

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† 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.

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§ The following industrial classification of Industries was adopted:—

### Classification of Industries and Occupations.

I.	Wood, Furniture, Sawmill, Timberworks, &c.	VIII.	Mining, &c.
II.	Engineering, 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 rate of wage 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.

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 wage in 930 specified industries and 4256 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 wage. This course was adopted in order to overcome the difficulty of making comparisons of the rates of wage 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

\* The weights used in the computation of the average wage were as follow :—

**Current Rates of Wage 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	53	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	9	32	118	31	153
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	10	80
Commonwealth ..	435	606	561	231	169	400	632	853	494	182	335	1,915	339	2,399

† The weights used in the computation of the average wage in female occupations were as follow :

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

Particulars.	III. Food, Drink; etc.	IV. Clothing, Boots, etc.	I. II. V. VI. Other Manufactures Combined.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous Shop Assistants, Clerks, etc.
New South Wales ..	23	228	44	104	124
Victoria ..	23	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

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 IV. and V. to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to that date by industrial tribunals or from agreements registered under Commonwealth or State Acts, or as a result of direct inquiry.

**2. Weekly Rates of Wage and Wage Index-Numbers in States and in Classified Industries, 31st December, 1919.**—The particulars given in the Appendixes, referred to above, furnish the necessary data for the computation of relative rates of wage in the different States and classified industrial groups at the 31st December, 1919.

(i.) *Weighted Average Nominal Weekly Rate of Wage Payable to Adult Male Workers in each State, 31st December, 1919.*—The following table shows the weighted average nominal weekly rate of wage payable at the 31st December, 1919, to adult male workers for a full week's work in each State and the Commonwealth. These results are based on the rates of wage in a large number of important industries, and serve to indicate with a considerable degree of precision the relative conditions in the several States. For the purposes of comparison as between States it should, however, be observed that the lists of occupations to which the rates of wage refer are not by any means uniform, neither do they necessarily include all industries carried on in each State. An examination of the Appendixes, however, will shew that the rates of wage for all occupations and callings which are common to all States are included. Any conclusions drawn from the tables must be subject to these qualifications. Taking the weighted average rate of wage for the six States as base (= 1000), index-numbers for each State are also shewn.

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a Full Week's Work, and Wage Index-Numbers in each State and Commonwealth, 31st December, 1919.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wlth.
Number of Occupations included	874	909	627	567	489	482	3,948
Weighted Average Weekly Rate of Wage	s. d. 78 9	s. d. 72 0	s. d. 78 7	s. d. 70 5	s. d. 77 8	s. d. 69 0	s. d. 74 11*
Index-Numbers	1,025	961	1,050	940	1,037	921	1,000*

\* Weighted average.

The results shew that the weighted average nominal weekly rate of wage was highest in Queensland, followed in the order named by Western Australia, New South Wales, Victoria, South Australia, and Tasmania.

(ii.) The following table gives particulars in regard to the weighted average nominal weekly rate of wage at the 31st December, 1919, for adult male workers in each of the several industrial groups and to the weighted average for all groups combined. In computing the index-number for each industrial group, the weighted average rate of wage for all groups is taken as base (= 1000).

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Male Workers for a full Week's Work, and Wage Index-Numbers in each Industrial Group, 31st December, 1919.**

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Rate of Wage (for Full Week's Work).		Index-Numbers
		s.	d.	
I. Wood, Furniture, etc. . . .	270	75	9	1,012
II. Engineering, Metal Works, etc. . . . .	636	77	6	1,034
III. Food, Drink, etc. . . . .	576	75	6	1,008
IV. Clothing, Boots, etc. . . .	124	73	5	980
V. Books, Printing, etc. . . . .	205	80	9	1,078
VI. Other Manufacturing . . . .	875	75	4	1,006
VII. Building . . . . .	190	79	8	1,063
VIII. Mining . . . . .	161	88	4	1,179
IX. Rail & Tram Services . . . .	224	78	6	1,048
X. Other Land Transport . . . .	70	73	4	979
XI. Shipping, etc. . . . .	198	77	9*	1,038
XII. Pastoral, Agricultural, etc.	72	70	3†	937
XIII. Domestic, Hotels, etc.	114	68	7‡	915
XIV. Miscellaneous . . . . .	233	71	3	951
All Groups . . . . .	3,948	74	11	1,000§

\* Including the value of victualling and accommodation where supplied. † Including the value of Board and Lodging where supplied, estimated at 20s. per week. ‡ Including the value of Board and Lodging where supplied as follows:—In Sydney, 11s. to 19s. (according to class of establishment); in Melbourne, 14s.; in Brisbane, 15s. and 17s.; in Adelaide, 14s. (Restaurants), and 15s. (Hotels and Clubs); in Perth, 22s.; and in Hobart, 15s. per week. § Weighted average.

It may be seen from the above table that the highest weighted average nominal weekly wage at the end of the year 1919 was paid to employees in the Mining industry (Group VIII.), 88s. 4d. per week, followed by Group V. (Books, Printing, etc.), 80s. 9d., and Group VII. (Building), 79s. 8d. The lowest weighted average nominal weekly wage was that paid to persons engaged in Hotels, Restaurants, etc. (Group XIII.), 68s. 7d. The average wage paid in the Mining industry (Group VIII.) was 18 per cent. higher, while the average in Group XIII. (Domestic, Hotels, etc.) was 9 per cent. lower than the average wage for all groups.

(iii.) The following table shows the weighted average nominal weekly rate of wage payable at 31st December, 1919, to adult female workers for a full week's work in each State and the Commonwealth. Taking the weighted average rate of wage for the whole Commonwealth as base (= 1000), index-numbers for each State are given:—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-Numbers in each State and Commonwealth, 31st December, 1919.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wth.
Number of Occupations included	85	87	37	47	24	28	308
Weighted Average Weekly Rate of Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
Index-Numbers	40 0	34 5	38 4	33 3	43 7	33 0	37 1*
	1,080	929	1,035	897	1,176	890	1,000*

\* Weighted average.

The highest weighted average nominal weekly rate of wage for female workers was paid in Western Australia, followed in the order named by New South Wales, Queensland, Victoria, South Australia, and Tasmania.

(iv.) The following table gives particulars regarding the weighted average nominal weekly rate of wage of adult females in those industrial groups in which they are mainly employed, and the weighted average for all groups combined. Index-numbers based on the weighted average for all groups (= 1000) are also given:—

**Weighted Average Nominal Weekly Rate of Wage payable to Adult Female Workers for a Full Week's Work, and Wage Index-Numbers in Industrial Groups, 31st December, 1919.**

Industrial Groups.	No. of Rates Included.	Weighted Aver. Weekly Rate of Wage (for Full Week's Work).		Index-Numbers.
		s.	d.	
III. Food, Drink, etc. . . . .	35	34	8	936
IV. Clothing, Boots, etc. . . . .	114	37	4	1,006
I., II., V., VI. All Other Manufacturing Combined	84	36	9	991
XIII. Domestic, Hotels, etc.	57	38	2*	1,028
XIV. Shop Assistants, Clerks, etc.	18	36	2	976
All Groups . . . . .	308	37	1	1,000†

\* See footnote † to table on preceding page. † Weighted average.

The results set out in the above table shew that the highest weighted average wage was paid in Group XIII. (Domestic, Hotels, etc.), 38s. 2d., followed in order by Group IV. (Clothing, Boots, etc.), 37s. 4d., and the combined Manufacturing group, 36s. 9d. The average wage paid to employees in Group III. (Food, Drink, etc.), 29s. 3d., is 6 per cent. lower, while that paid in Group XIII. (Domestic, Hotels, etc.) is 3 per cent. higher than the average rate of wage for all groups.

**3. Relative Weekly Wages and Wage Index-Numbers in each State and for all States, 1914-19.**—The arithmetic 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. In the following tables particulars are given of the results thus obtained of the weighted average nominal weekly rates of wage 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, 1919, for a full week's work, in each State and for all States.

(i.) *Weighted Average Nominal Weekly Rate of Wage Payable to Adult Male Workers in each State, 1914-19.*—The following table shews 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 with the average for all States at the 30th April, 1914, as base (=1000):—

**Weighted Average Nominal Weekly Rate of Wage 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, 1919.**

NOTE.—Index-number based on the average wage for the Commonwealth at the 30th April, 1914 (55s. 1d.) as base (= 1000). The index-numbers in this table are comparable throughout.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
No. of Occupations Included.	374	909	627	567	489	432	3,948
30th April 1914. Weighted average weekly rate of wage	s. 55 9	s. 54 3	s. 52 8	s. 54 4	s. 62 2	s. 52 6	s. 55 1
Index-numbers ..	1,011	984	955	986	1,128	952	1,000
30th June 1914. Weighted average weekly rate of wage	s. 55 11	s. 54 4	s. 52 10	s. 54 4	s. 62 9	s. 52 7	s. 55 3
Index-numbers ..	1,014	985	958	986	1,130	954	1,003
30th Sept. 1914. Weighted average weekly rate of wage	s. 56 2	s. 54 7	s. 53 4	s. 54 5	s. 62 10	s. 52 8	s. 55 6
Index-numbers ..	1,019	990	967	988	1,140	956	1,008
31st Dec. 1914. Weighted average weekly rate of wage	s. 56 2	s. 54 7	s. 53 5	s. 54 5	s. 62 10	s. 52 8	s. 55 7
Index-numbers ..	1,019	990	969	988	1,140	956	1,008
31st Mar. 1915. Weighted average weekly rate of wage	s. 56 3	s. 54 8	s. 53 4	s. 54 3	s. 63 1	s. 52 9	s. 55 7
Index-numbers ..	1,021	992	967	984	1,144	957	1,009
30th June 1915. Weighted average weekly rate of wage	s. 56 3	s. 54 8	s. 53 4	s. 54 3	s. 63 1	s. 52 9	s. 55 7
Index-numbers ..	1,028	992	967	984	1,145	957	1,012
30th Sept. 1915. Weighted average weekly rate of wage	s. 56 10	s. 54 11	s. 53 8	s. 54 3	s. 63 1	s. 52 9	s. 56 0
Index-numbers ..	1,031	996	974	985	1,145	958	1,018
31st Dec. 1915. Weighted average weekly rate of wage	s. 57 7	s. 55 3	s. 54 4	s. 54 8	s. 63 4	s. 53 3	s. 56 6
Index-numbers ..	1,044	1,002	986	992	1,149	965	1,023
31st Mar. 1916. Weighted average weekly rate of wage	s. 58 2	s. 56 7	s. 55 1	s. 55 8	s. 63 4	s. 53 9	s. 57 3
Index-numbers ..	1,055	1,026	999	1,011	1,149	976	1,039
30th June 1916. Weighted average weekly rate of wage	s. 58 11	s. 57 0	s. 56 5	s. 56 1	s. 63 4	s. 54 4	s. 57 11
Index-numbers ..	1,069	1,035	1,024	1,018	1,149	986	1,051
30th Sept. 1916. Weighted average weekly rate of wage	s. 59 6	s. 57 9	s. 57 11	s. 56 6	s. 63 8	s. 54 9	s. 58 8
Index-numbers ..	1,079	1,047	1,051	1,025	1,155	993	1,084
31st Dec. 1916. Weighted average weekly rate of wage	s. 61 11	s. 58 10	s. 60 4	s. 59 0	s. 65 2	s. 57 0	s. 60 8
Index-numbers ..	1,123	1,067	1,095	1,071	1,182	1,034	1,109
31st Mar. 1917. Weighted average weekly rate of wage	s. 62 7	s. 60 0	s. 61 2	s. 59 8	s. 65 5	s. 57 6	s. 61 6
Index-numbers ..	1,136	1,089	1,110	1,083	1,186	1,044	1,118
30th June 1917. Weighted average weekly rate of wage	s. 63 5	s. 61 2	s. 62 4	s. 61 0	s. 66 4	s. 57 7	s. 62 5
Index-numbers ..	1,151	1,109	1,131	1,107	1,203	1,044	1,132
30th Sept. 1917. Weighted average weekly rate of wage	s. 63 9	s. 62 3	s. 63 5	s. 61 6	s. 67 10	s. 58 6	s. 63 3
Index-numbers ..	1,157	1,130	1,151	1,116	1,231	1,061	1,147
31st Dec. 1917. Weighted average weekly rate of wage	s. 64 5	s. 63 0	s. 65 3	s. 63 1	s. 68 11	s. 59 7	s. 64 2
Index-numbers ..	1,163	1,143	1,183	1,144	1,260	1,081	1,164
31st Mar. 1918. Weighted average weekly rate of wage	s. 64 8	s. 63 2	s. 65 4	s. 63 1	s. 69 0	s. 59 10	s. 64 4
Index-numbers ..	1,173	1,146	1,186	1,145	1,253	1,085	1,167
30th June 1918. Weighted average weekly rate of wage	s. 64 9	s. 63 4	s. 65 7	s. 63 3	s. 69 5	s. 60 2	s. 64 6
Index-numbers ..	1,175	1,149	1,190	1,147	1,259	1,092	1,171
30th Sept. 1918. Weighted average weekly rate of wage	s. 65 0	s. 63 9	s. 67 0	s. 63 7	s. 69 6	s. 60 4	s. 65 0
Index-numbers ..	1,179	1,156	1,216	1,164	1,261	1,094	1,179
31st Dec. 1918. Weighted average weekly rate of wage	s. 65 11	s. 65 6	s. 69 6	s. 65 6	s. 70 4	s. 61 2	s. 66 5
Index-numbers ..	1,196	1,189	1,261	1,188	1,276	1,110	1,206
31st Mar. 1919. Weekly rate of wage	s. 68 0	s. 66 7	s. 70 0	s. 65 10	s. 70 7	s. 61 10	s. 67 8
Index-numbers ..	1,234	1,209	1,270	1,194	1,281	1,122	1,228
30th June 1919. Weighted average weekly rate of wage	s. 68 9	s. 67 5	s. 71 6	s. 66 9	s. 71 2	s. 62 9	s. 68 7
Index-numbers ..	1,248	1,224	1,298	1,211	1,291	1,139	1,244
30th Sept. 1919. Weighted average weekly rate of wage	s. 69 9	s. 68 5	s. 72 6	s. 68 3	s. 73 11	s. 63 11	s. 69 9
Index-numbers ..	1,286	1,241	1,315	1,237	1,341	1,160	1,286
31st Dec. 1919. Weighted average weekly rate of wage	s. 76 9	s. 72 0	s. 78 7	s. 70 5	s. 77 8	s. 69 0	s. 74 11
Index-numbers ..	1,393	1,306	1,426	1,277	1,409	1,251	1,359



In the 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 period under review until the end of September, 1917, when the index-number representing the average wage for Queensland also was higher than the weighted average wage index-number for the Commonwealth.

During the year 1919, the average weekly rate of wage advanced considerably throughout the Commonwealth, the increase being greatest in the following States in the order named:—New South Wales, Queensland and Tasmania. The rates for New South Wales, Queensland and Western Australia were higher at the end of 1919 than the average weekly rate for the Commonwealth, while those for Victoria, South Australia and Tasmania were lower.

(ii.) *Weighted Average Weekly Rate of Wage payable to Adult Female Workers in each State, 1914-19.*—The first part of the following 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, 1919. The table shews 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 (=1000).

From the following table it will be seen that the general upward movement in the average weekly wage for adult female workers, as indicated for the whole Commonwealth, was comparatively small during 1914 and 1915. From the beginning of the year 1916, the average wage has increased rapidly, the increase during the year 1919 being very noticeable, particularly in the fourth quarter. The advance during the whole period under review has been 36.5 per cent.; this increase has practically taken place since the beginning of 1916.

**Weighted Average Nominal Weekly Rate of Wage 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, 1919.**

NOTE.—Index-number based on the average wage for the Commonwealth at the 30th April, 1914 (27s. 2d.) as base (= 1000). The index-numbers in this table are comparable throughout.

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
No. of Occupations Included.		85	87	37	47	24	28	308
30th April, 1914.	Weighted average weekly rate of wage	s. d. 28 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
30th June, 1914.	Weighted average weekly rate of wage	s. d. 26 9	s. d. 27 3	s. d. 27 0	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 2
	Index-numbers ..	984	1,000	993	885	1,373	950	1,000
30th Sept., 1914.	Weighted average weekly rate of wage	s. d. 26 10	s. d. 27 9	s. d. 26 11	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 4
	Index-numbers ..	987	1,022	990	885	1,373	950	1,006
31st Dec., 1914.	Weighted average weekly rate of wage	s. d. 26 10	s. d. 27 9	s. d. 27 1	s. d. 24 1	s. d. 37 4	s. d. 25 10	s. d. 27 5
	Index-numbers ..	987	1,022	996	885	1,373	950	1,003
31st Mar., 1915.	Weighted average weekly rate of wage	s. d. 26 10	s. d. 24 11	s. d. 27 2	s. d. 24 0	s. d. 37 5	s. d. 26 3	s. d. 27 1
	Index-numbers ..	987	989	999	883	1,370	964	996
30th June, 1915.	Weighted average weekly rate of wage	s. d. 27 2	s. d. 26 11	s. d. 27 2	s. d. 24 0	s. d. 37 5	s. d. 26 3	s. d. 27 2
	Index-numbers ..	998	989	999	883	1,376	964	1,000
30th Sept., 1915.	Weighted average weekly rate of wage	s. d. 27 3	s. d. 26 11	s. d. 26 11	s. d. 24 0	s. d. 37 5	s. d. 28 0	s. d. 27 3
	Index-numbers ..	1,003	990	990	883	1,376	1,031	1,002
31st Dec., 1915.	Weighted average weekly rate of wage	s. d. 27 5	s. d. 26 11	s. d. 26 11	s. d. 24 6	s. d. 37 5	s. d. 28 0	s. d. 27 4
	Index-numbers ..	1,007	990	990	901	1,376	1,031	1,006
31st Mar., 1916.	Weighted average weekly rate of wage	s. d. 27 7	s. d. 27 11	s. d. 26 11	s. d. 24 6	s. d. 37 5	s. d. 28 4	s. d. 27 9
	Index-numbers ..	1,015	1,025	991	901	1,370	1,042	1,023
30th June, 1916.	Weighted average weekly rate of wage	s. d. 27 7	s. d. 27 11	s. d. 26 11	s. d. 24 6	s. d. 37 5	s. d. 27 9	s. d. 27 9
	Index-numbers ..	1,013	1,027	991	902	1,376	1,019	1,021
30th Sept., 1916.	Weighted average weekly rate of wage	s. d. 27 11	s. d. 25 2	s. d. 27 2	s. d. 24 10	s. d. 37 5	s. d. 27 9	s. d. 28 1
	Index-numbers ..	1,027	1,037	998	913	1,379	1,019	1,032
31st Dec., 1916.	Weighted average weekly rate of wage	s. d. 28 7	s. d. 28 6	s. d. 27 4	s. d. 24 11	s. d. 38 10	s. d. 28 4	s. d. 28 8
	Index-numbers ..	1,050	1,047	1,004	915	1,429	1,041	1,047
31st Mar., 1917.	Weighted average weekly rate of wage	s. d. 29 1	s. d. 28 10	s. d. 27 5	s. d. 25 9	s. d. 39 10	s. d. 28 4	s. d. 28 11
	Index-numbers ..	1,072	1,061	1,009	947	1,430	1,042	1,064
30th June, 1917.	Weighted average weekly rate of wage	s. d. 29 3	s. d. 28 10	s. d. 27 9	s. d. 27 3	s. d. 38 10	s. d. 28 4	s. d. 29 1
	Index-numbers ..	1,078	1,061	1,021	1,004	1,430	1,042	1,071
30th Sept., 1917.	Weighted average weekly rate of wage	s. d. 30 2	s. d. 29 7	s. d. 30 0	s. d. 27 8	s. d. 38 10	s. d. 28 4	s. d. 30 0
	Index-numbers ..	1,109	1,090	1,105	1,019	1,430	1,042	1,105
31st Dec., 1917.	Weighted average weekly rate of wage	s. d. 30 5	s. d. 30 4	s. d. 30 5	s. d. 27 9	s. d. 38 10	s. d. 28 5	s. d. 30 5
	Index-numbers ..	1,119	1,116	1,120	1,020	1,430	1,045	1,121
31st Mar., 1918.	Weighted average weekly rate of wage	s. d. 31 0	s. d. 30 5	s. d. 30 7	s. d. 27 10	s. d. 38 10	s. d. 28 5	s. d. 30 0
	Index-numbers ..	1,140	1,120	1,125	1,024	1,430	1,047	1,130
30th June, 1918.	Weighted average weekly rate of wage	s. d. 31 3	s. d. 30 6	s. d. 30 8	s. d. 28 6	s. d. 38 10	s. d. 28 5	s. d. 30 11
	Index-numbers ..	1,149	1,121	1,128	1,050	1,430	1,047	1,137
30th Sept., 1918.	Weighted average weekly rate of wage	s. d. 31 5	s. d. 30 9	s. d. 32 3	s. d. 28 8	s. d. 38 10	s. d. 28 5	s. d. 31 3
	Index-numbers ..	1,156	1,131	1,186	1,054	1,430	1,047	1,149
31st Dec., 1918.	Weighted average weekly rate of wage	s. d. 31 10	s. d. 31 3	s. d. 32 10	s. d. 29 5	s. d. 38 10	s. d. 28 9	s. d. 31 9
	Index-numbers ..	1,178	1,151	1,208	1,084	1,430	1,059	1,168
31st Mar., 1919.	Weighted average weekly rate of wage	s. d. 33 6	s. d. 32 2	s. d. 33 0	s. d. 29 5	s. d. 38 10	s. d. 28 9	s. d. 32 8
	Index-numbers ..	1,234	1,183	1,215	1,084	1,430	1,059	1,204
30th June, 1919.	Weighted average weekly rate of wage	s. d. 33 7	s. d. 32 2	s. d. 33 2	s. d. 29 7	s. d. 38 11	s. d. 28 9	s. d. 32 9
	Index-numbers ..	1,235	1,184	1,222	1,089	1,434	1,059	1,206
30th Sept., 1919.	Weighted average weekly rate of wage	s. d. 34 0	s. d. 32 3	s. d. 33 10	s. d. 29 7	s. d. 38 11	s. d. 28 9	s. d. 33 0
	Index-numbers ..	1,251	1,180	1,247	1,089	1,434	1,059	1,216
31st Dec., 1919.	Weighted average weekly rate of wage	s. d. 40 0	s. d. 34 5	s. d. 38 4	s. d. 33 3	s. d. 43 7	s. d. 33 0	s. d. 37 1
	Index-numbers ..	1,474	1,203	1,412	1,225	1,605	1,215	1,365

(iii.) *Weighted Average Weekly Rate of Wage Payable to Adult Male Workers in each Industrial Group, 1914-1919.*—The following table gives particulars in regard to (a) the average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, as at 30th April, 1914, at 31st December, 1914 to 1918, and at approximately quarterly periods during the year 1919. Index-numbers for each industrial group and all groups, based on the average wage for all groups at 30th April, 1914 (= 1000), are given :—

**Weighted Average Nominal Weekly Rate of Wage 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, 1919.\***

NOTE.—Index-numbers for each industrial group and all industrial groups, based on the average wage for all groups at 30th April, 1914 (56s. 1d.), as base (= 1000). The index-numbers in this table are comparable throughout.

Industrial Group.	Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—										
	30th April, 1914.	31st Dec., 1914.	31st Dec., 1915.	31st Dec., 1916.	31st Dec., 1917.	31st Dec., 1918.	31st Mar., 1919.	30th June, 1919.	30th Sept., 1919.	31st Dec., 1919.	
I. Wood, Furniture, etc.	Wage ..	s. d. 58 6	s. d. 59 0	s. d. 60 2	s. d. 63 10	s. d. 66 0	s. d. 68 11	s. d. 69 2	s. d. 69 10	s. d. 71 0	s. d. 75 0
	Index-No.	1,062	1,080	1,092	1,159	1,198	1,251	1,255	1,267	1,289	1,375
II. Engineering, etc.	Wage ..	s. d. 57 0	s. d. 57 9	s. d. 60 2	s. d. 62 1	s. d. 65 0	s. d. 68 9	s. d. 70 1	s. d. 70 9	s. d. 72 2	s. d. 77 6
	Index-No.	1,035	1,048	1,092	1,127	1,180	1,245	1,272	1,284	1,309	1,406
III. Food, Drink, etc.	Wage ..	s. d. 65 0	s. d. 65 8	s. d. 67 9	s. d. 61 2	s. d. 63 7	s. d. 66 0	s. d. 66 8	s. d. 67 2	s. d. 69 7	s. d. 75 0
	Index-No.	999	1,011	1,048	1,111	1,154	1,198	1,210	1,219	1,262	1,360
IV. Clothing, Boots, etc.	Wage ..	s. d. 52 3	s. d. 53 0	s. d. 53 2	s. d. 56 7	s. d. 59 7	s. d. 61 5	s. d. 62 0	s. d. 62 6	s. d. 63 7	s. d. 73 7
	Index-No.	949	962	965	1,027	1,082	1,114	1,134	1,134	1,153	1,332
V. Books, Printing, etc.	Wage ..	s. d. 63 3	s. d. 63 10	s. d. 64 8	s. d. 68 1	s. d. 70 0	s. d. 74 1	s. d. 74 10	s. d. 76 0	s. d. 77 0	s. d. 80 9
	Index-No.	1,150	1,159	1,171	1,236	1,280	1,344	1,357	1,378	1,393	1,466
VI. Other Manufacturing	Wage ..	s. d. 55 1	s. d. 56 0	s. d. 57 8	s. d. 61 8	s. d. 63 10	s. d. 66 1	s. d. 67 5	s. d. 67 11	s. d. 69 9	s. d. 76 4
	Index-No.	1,000	1,017	1,047	1,120	1,150	1,199	1,224	1,238	1,265	1,367
VII. Building	Wage ..	s. d. 65 0	s. d. 65 5	s. d. 65 10	s. d. 69 8	s. d. 72 5	s. d. 74 3	s. d. 74 5	s. d. 74 9	s. d. 76 2	s. d. 79 8
	Index-No.	1,180	1,188	1,195	1,265	1,316	1,348	1,350	1,357	1,382	1,445
VIII. Mining	Wage ..	s. d. 65 1	s. d. 65 2	s. d. 66 7	s. d. 72 9	s. d. 73 4	s. d. 78 6	s. d. 78 2	s. d. 84 2	s. d. 86 4	s. d. 88 4
	Index-No.	1,182	1,183	1,209	1,321	1,422	1,424	1,418	1,527	1,566	1,603
IX. Railways, etc.	Wage ..	s. d. 59 8	s. d. 59 8	s. d. 60 10	s. d. 63 4	s. d. 65 11	s. d. 68 11	s. d. 69 2	s. d. 69 6	s. d. 72 10	s. d. 78 6
	Index-No.	1,083	1,083	1,104	1,150	1,197	1,251	1,254	1,260	1,322	1,425
X. Other Land Transport	Wage ..	s. d. 51 0	s. d. 52 8	s. d. 53 4	s. d. 57 10	s. d. 62 0	s. d. 63 5	s. d. 63 9	s. d. 64 3	s. d. 65 11	s. d. 73 4
	Index-No.	926	956	965	1,050	1,120	1,150	1,157	1,165	1,196	1,331
XI. Shipping, etc.†	Wage ..	s. d. 48 10	s. d. 49 10	s. d. 52 7	s. d. 50 1	s. d. 61 2	s. d. 64 5	s. d. 69 11	s. d. 69 11	s. d. 70 2	s. d. 77 9
	Index-No.	887	905	955	1,073	1,111	1,169	1,208	1,269	1,272	1,411
XII. Agricultural, etc.†	Wage ..	s. d. 49 5	s. d. 49 5	s. d. 49 8	s. d. 55 0	s. d. 61 1	s. d. 63 1	s. d. 65 9	s. d. 65 10	s. d. 65 10	s. d. 70 3
	Index-No.	897	897	902	999	1,109	1,145	1,193	1,194	1,194	1,274
XIII. Domestic, etc.†	Wage ..	s. d. 47 0	s. d. 47 11	s. d. 48 7	s. d. 51 0	s. d. 53 11	s. d. 56 7	s. d. 59 1	s. d. 59 2	s. d. 59 10	s. d. 68 7
	Index-No.	853	870	882	926	979	1,027	1,072	1,074	1,086	1,244
XIV. Miscellaneous	Wage ..	s. d. 53 7	s. d. 54 0	s. d. 54 7	s. d. 58 3	s. d. 60 9	s. d. 63 3	s. d. 64 0	s. d. 64 7	s. d. 65 6	s. d. 71 3
	Index-No.	973	980	991	1,058	1,103	1,147	1,161	1,171	1,189	1,292
All Industrial Groups	Wage ..	s. d. 55 1	s. d. 55 7	s. d. 56 6	s. d. 60 8	s. d. 64 2	s. d. 66 5	s. d. 67 8	s. d. 68 7	s. d. 69 9	s. d. 74 11
	Index-No.	1,000	1,008	1,028	1,100	1,164	1,205	1,228	1,244	1,265	1,359

\* Particulars for the quarters omitted from this table will be found in Labour Reports Nos. 6 to 9.

† See footnotes to table on page 77.

The foregoing table shews that the rate of increase in the weighted average weekly wage in occupations and callings classified in the fourteen industrial groups during the period 30th April, 1914, to 31st December, 1919, was greatest in Group XI. (Shipping), 59.1 per cent., followed in the order named by Groups XIII. Domestic, etc.), 45.8 per cent., and X. (Other Land Transport), 43.7 per cent. In seven of the groups the increase was less, and in seven groups more than the increase in the weighted average for all groups.

(iv.) *Weighted Average Weekly Rate of Wage Payable to Adult Female Workers in Industrial Groups, 1914-19.*—The following table gives particulars of the weighted average weekly rate of wage payable to adult female workers at the 30th April, 1914, at 31st December, 1914 to 1918, and at approximately quarterly periods during the year 1919, in the industrial groups in which they are mainly employed, and in all groups combined. Taking the average wage for all groups at the 30th April, 1914, 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 Wage 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, 1919.\***

NOTE.—Index-numbers for each Industrial Group and all Industrial Groups, based on the Average Wage for all groups at 30th April, 1914 (2s. 2d), as base (= 1000). The index-numbers in this table are comparable throughout.

Industrial Group.	Weighted Average Nominal Weekly Rate of Wage, and Index-Number at—									
	30th April, 1914.	31st Dec., 1914.	31st Dec., 1915.	31st Dec., 1916.	31st Dec., 1917.	31st Dec., 1918.	31st Mar., 1919.	30th June, 1919	30th Sept., 1919.	31st Dec., 1919.
III. Food, Drink, etc. { Wage ..	s. d. 22 6	s. d. 23 5	s. d. 24 5	s. d. 25 4	s. d. 26 4	s. d. 29 3	s. d. 30 9	s. d. 31 0	s. d. 31 8	s. d. 34 8
.. { Index-No.	828	862	899	932	969	1,078	1,132	1,142	1,165	1,277
IV. Clothing, Boots, etc. { Wage ..	s. d. 24 9	s. d. 24 11	s. d. 25 1	s. d. 26 11	s. d. 29 7	s. d. 30 9	s. d. 31 8	s. d. 31 9	s. d. 32 0	s. d. 37 4
.. { Index No.	911	917	923	991	1,039	1,131	1,167	1,169	1,179	1,373
I., II., V. & VI. All Other Manufactg. { Wage ..	s. d. 26 11	s. d. 27 0	s. d. 27 4	s. d. 29 5	s. d. 30 4	s. d. 32 0	s. d. 33 3	s. d. 33 5	s. d. 33 8	s. d. 36 9
.. { Index-No.	951	994	1,006	1,083	1,116	1,178	1,225	1,230	1,240	1,353
XIII. Domestic, Hotels, etc. { Wage ..	s. d. 31 1	s. d. 30 2	s. d. 30 9	s. d. 31 2	s. d. 33 5	s. d. 34 1	s. d. 34 8	s. d. 34 9	s. d. 35 2	s. d. 38 2
.. { Index-No.	1,144	1,110	1,132	1,147	1,230	1,255	1,276	1,279	1,295	1,403
XIV. Miscellaneous { Wage ..	s. d. 30 2	s. d. 31 4	s. d. 30 1	s. d. 29 10	s. d. 30 6	s. d. 32 4	s. d. 33 5	s. d. 33 5	s. d. 33 5	s. d. 36 2
.. { Index-No.	1,110	1,153	1,107	1,098	1,123	1,189	1,229	1,229	1,229	1,332
All Groups .. { Wage ..	s. d. 27 2	s. d. 27 5	s. d. 27 4	s. d. 28 6	s. d. 30 5	s. d. 31 9	s. d. 32 8	s. d. 32 9	s. d. 33 0	s. d. 37 1
.. { Index-No.	1,000	1,008	1,005	1,047	1,121	1,168	1,204	1,206	1,216	1,365

\*Particulars for the quarters omitted from this table will be found in Labour Reports Nos. 6 to 9.

†See footnote † to table on page 77.

It may be seen from the above table that the greatest increase in the weekly rate of wage has occurred in Group III. (Food, Drink, etc.), 54.2 per cent., followed in the order named by Groups IV. (Clothing, Boots, etc.), 50.7 per cent.; I., II., V. and VI. (All Other Manufacturing); 36.5 per cent., XIII. (Domestic, Hotels, etc.), 22.6 per cent., and the last group (Miscellaneous), 20.0 per cent. The weighted average weekly rate of wage for all groups was 36.5 per cent. higher at the end of 1919 than on the 30th April, 1914.

4. **Hours of Labour and Hourly Rates of Wage, 31st December, 1919.**—The rates of wage 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 constitutes a full week's work differs in many instances, not only as between various trades and occupations in each 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, the results given in the preceding paragraphs are herein reduced to a common basis, viz., the rate of wage per hour, classified according to industrial groups in each State and all States. In Appendixes IV. to VI. of this Report, particulars in detail regarding the number of hours worked per week in the various industries in the several States are shewn. It will there be seen that the specified number of hours of labour per week covers a very wide range. In the following tables the average number of hours per week for each State, according to industrial groups, is given.

The tables on pages 85 and 86 shew (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.). 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 are not generally regulated either by awards or determinations of industrial tribunals or otherwise, the necessary particulars for the computation of average working time and hourly rates of wage are not available.

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

(i.) The following table gives particulars in regard to the weighted average nominal weekly and hourly rates of wage payable to adult male workers and weekly hours of labour at the 31st December, 1919 :—

**Weighted Average Nominal Weekly and Hourly Rates of Wage Payable to Adult Male Workers, and Weekly Hours of Labour, 31st December, 1919.**

Industrial Groups.	Particulars.†	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Average for Six Capital Towns.
I. Wood, Furniture, etc.	Weekly Wage	76/6	72/5	83/6	74/3	74/8	71/6	75/0
	Working Hours	48.02	48.00	44.11	47.00	47.87	47.90	47.33
	Hourly Wage	1/7	1/6	1/10½	1/6½	1/6½	1/6	1/7½
II. Engineering, Metal Works, etc.	Weekly Wage	82/5	71/10	83/3	73/4	76/10	71/10	77/6
	Working Hours	47.74	48.00	44.69	48.00	47.95	48.00	47.56
	Hourly Wage	1/8½	1/6	1/10½	1/6½	1/7½	1/6	1/7½
III. Food, Drink, etc.	Weekly Wage	79/3	73/-	74/5	74/4	72/8	69/6	75/6
	Working Hours	48.37	48.06	47.32	48.20	48.59	48.86	48.09
	Hourly Wage	1/7½	1/6½	1/7	1/6½	1/6	1/5½	1/6½
IV. Clothing, Boots, etc.	Weekly Wage	76/11	71/4	74/2	72/10	72/4	58/6	73/5
	Working Hours	46.21	46.34	43.27	44.27	44.30	46.57	45.89
	Hourly Wage	1/8	1/6½	1/8	1/7½	1/7½	1/3	1/7½
V. Books, Printing, etc.	Weekly Wage	86/-	78/8	79/5	69/1	77/6	78/2	80/0
	Working Hours	45.08	45.61	44.61	47.56	44.97	46.00	45.41
	Hourly Wage	1/11	1/8½	1/9½	1/5½	1/8½	1/8½	1/9½
VI. Other Manufacturing	Weekly Wage	79/4	71/5	77/-	72/5	75/2	71/4	75/4
	Working Hours	47.92	47.94	45.93	48.05	48.09	48.04	47.78
	Hourly Wage	1/7½	1/6	1/8	1/6	1/6½	1/5½	1/7
VII. Building .. ..	Weekly Wage	78/10	77/5	93/9	76/1	80/3	72/1	79/8
	Working Hours	47.26	43.79	44.00	44.89	47.90	47.26	45.63
	Hourly Wage	1/8	1/9½	2/1½	1/8½	1/8	1/6½	1/9
VIII. Mining† .. ..	Weekly Wage	86/2	85/11	98/-	77/3	93/11	75/11	88/4
	Working Hours	45.18	44.94	43.03	44.18	46.13	46.27	44.99
	Hourly Wage	1/11	1/11	2/3½	1/9	2/0½	1/7½	1/11½
IX. Rail & Tram Services	Weekly Wage	81/11	74/1	88/6	70/0	75/4	67/0	78/6
	Working Hours	48.29	48.15	48.11	48.50	48.46	49.80	48.29
	Hourly Wage	1/8½	1/6½	1/9½	1/5½	1/6½	1/4½	1/7½
X. Other Land Transport	Weekly Wage	78/3	68/9	71/6	69/11	72/-	72/9	73/4
	Working Hours	54.20	50.22	50.92	48.91	48.00	50.22	51.72
	Hourly Wage	1/5½	1/4½	1/4½	1/5½	1/6	1/5½	1/5
XI. Shipping, etc. ..	Weekly Wage †	76/1	78/8	78/1	81/-	77/2	80/8	77/9
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage ‡	71/8	66/10	71/7	69/7	76/4	64/11	70/8
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage ‡	71/5	65/6	67/7	61/10	71/2	43/6	68/7
	Working Hours	51.60	48.86	51.30	53.20	55.07	58.00	51.41
	Hourly Wage	1/4½	1/4½	1/3½	1/2	1/3½	-/9	1/4
XIV. Miscellaneous ..	Weekly Wage	73/3	69/10	75/1	64/8	68/10	69/1	71/3
	Working Hours	47.82	47.97	47.15	47.80	46.98	47.40	47.71
	Hourly Wage	1/6½	1/5½	1/7	1/4½	1/5½	1/5½	1/8
All Groups .. ..	Weekly Wage	76/9	72/-	78/7	70/5	77/8	69/-	74/11
All Groups excepting XI. and XII .. ..	Weekly Wage	78/1	72/10	81/3	69/11	78/-	70/1	76/-
	Working Hours	47.77	47.36	46.10	47.68	47.60	47.89	47.41
	Hourly Wage	1/7½	1/6½	1/9	1/5½	1/7½	1/5½	1/7½

† Particulars relate to the Average Weighted weekly wage, working hours and hourly wage, respectively. ‡ Average rates of wage and hours prevailing at the principal mining centres in each State. § 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 67/3 per month, but does not include value of commission on bar sales to stewards. In the recent award for Seamen, the annual value of victualling and accommodation, which was estimated in 1907 at £27, was computed to be £10 13s. 4d. § See footnotes to table on page 77.

(ii.) The following table gives particulars in regard to the weighted average nominal weekly and hourly rates of wage payable to adult female workers and weekly hours of labour at the 31st December, 1919:—

**Weighted Average Nominal Weekly and Hourly Rates of Wage payable to Adult Female Workers, and Weekly Hours of Labour, 31st December, 1919.**

Industrial Groups.	Particulars.*	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Average for Six Capital Towns.
III. Food, Drink, etc.	Weekly Wage	39/8	32/-	35/-	27/6	26/3	24/9	34/8
	Working Hours	47.90	48.00	47.33	48.00	48.00	48.00	47.92
	Hourly Wage	-/10	-/8	-/8½	-/7	-/6½	-/8½	-/8½
IV. Clothing, Boots, etc.	Weekly Wage	40/9	34/9	38/-	37/8	37/11	32/10	37/4
	Working Hours	46.33	46.71	45.30	45.71	46.67	45.61	46.33
	Hourly Wage	-/10½	-/9	-/10	-/10	-/9½	-/8½	-/9½
I. II. V. & VI. All other Manufacturing	Weekly Wage	39/6	35/1	34/7	35/2	..	40/-	36/9
	Working Hours	47.15	47.90	44.50	47.50	..	48.00	47.37
	Hourly Wage	-/10	-/8½	-/9½	-/9	..	-/10	-/9½
XIII. Domestic, Hotels, etc.	Weekly Wage†	39/8	32/11	41/4	29/7	49/11	33/8	38/2
	Working Hours	49.69	50.46	49.33	50.67	49.60	58.00	50.14
	Hourly Wage	-/9½	-/7½	-/10	-/10	1/-	-/8½	-/9½
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	39/3	34/11	38/9	29/3	..	..	36/2
	Working Hours	48.00	48.00	47.00	49.00	..	..	47.97
	Hourly Wage	-/9½	-/8½	-/9½	-/7	..	..	-/9
All Groups	Weekly Wage	40/-	34/5	38/4	38/8	48/7	33/-	37/1
	Working Hours	47.53	47.63	46.76	47.67	48.13	49.23	47.54
	Hourly Wage	-/10	-/8½	-/9½	-/8½	-/11	-/9	-/9½

\* The particulars relate to the Average Weighted weekly rates of wage, working hours and hourly wage, respectively. † See footnote † to table on page 77.

5. **Relative Hours of Labour and Hourly Rates of Wage, 1914 to 1919.**—Particulars are given in the following table, classified according to States for male and female occupations separately at 30th April, 1914, and at the end of December, 1914 to 1919. 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.

‡ See footnotes to table on page 77.

Weighted Average Nominal Weekly and Hourly Rates of Wage payable to Adult Workers, and Weekly Hours of Labour, 30th April, 1914, and at the end of the years, 1914 to 1919.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'with.
MALE WORKERS.								
30th April, 1914.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	55 9	54 3	52 8	54 4	62 2	52 6	55 1
	Hourly Wage†	49.42	48.80	48.78	48.60	47.78	48.62	48.93
31st Dec., 1914.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	56 2	54 7	53 5	54 5	62 10	52 3	55 7
	Hourly Wage†	49.35	48.66	49.64	48.59	48.18	48.62	48.87
31st Dec., 1915.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	57 7	55 3	54 4	54 3	63 4	53 2	56 6
	Hourly Wage†	49.28	48.50	48.56	48.50	48.12	48.66	48.77
31st Dec., 1916.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	61 11	58 10	60 4	59 0	65 2	57 0	60 8
	Hourly Wage†	48 51	48.22	48.27	48.14	48.11	48.55	48.38
31st Dec., 1917.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	64 5	63 0	63 1	63 1	68 11	59 7	64 2
	Hourly Wage†	48.41	48 14	47.19	47.82	48 10	48.48	48 10
31st Dec., 1918.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	65 11	65 6	69 6	65 6	70 4	61 2	66 5
	Hourly Wage†	48.16	47.98	46 90	47.77	47.60	48.39	47.88
31st Dec., 1919.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	76 9	72 0	78 7	70 5	77 8	69 0	74 11
	Hourly Wage†	47.77	47.36	46.19	47.58	47.60	47.89	47.41
FEMALE WORKERS.								
30th April, 1914.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	26 9	27 4	26 11	24 1	37 4	25 10	27 2
	Hourly Wage ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
31st Dec., 1914.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	26 10	27 9	27 1	24 1	37 4	25 10	27 5
	Hourly Wage ..	49.34	48.54	49.82	49.33	49.44	50.76	49.11
31st Dec., 1915.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	27 5	26 11	26 11	24 6	37 5	28 0	27 4
	Hourly Wage ..	49.45	48.46	49.84	49.35	49.86	50.14	49.12
31st Dec., 1916.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	28 7	28 5	27 3	24 10	38 10	28 3	28 6
	Hourly Wage ..	49.44	48.36	49.85	49.02	49.08	49.83	49.02
31st Dec., 1917.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	30 5	30 4	30 5	27 9	38 10	28 5	30 5
	Hourly Wage ..	48.98	48 32	48 99	48.73	48.78	49 83	48 7
31st Dec., 1918.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	31 10	31 3	32 10	29 5	38 10	28 9	31 9
	Hourly Wage ..	48.35	48.32	48.37	48.73	48.78	49.83	48.42
31st Dec., 1919.	Weekly Wage ..	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours ..	40 0	34 5	38 4	33 3	43 7	33 0	37 1
	Hourly Wage ..	47.53	47.63	46.76	47.67	48.12	49.28	47.54

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

† Weighted average working hours per week, and computed hourly rates of wage for all industrial groups excepting Groups XI. (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.

From the foregoing table it may be seen that there has been a diminution in each of the States, during the period 1914 to 1919, in the number of working hours constituting a full week's work for male and female occupations. 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 the Commonwealth at the 30th April, 1914 (= 1000).



Relative Index-numbers for Weekly and Hourly Weighted Average Wage, 30th April, 1914, 31st December, 1914 to 1919.

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'with.
<b>MALE WORKERS.</b>								
30th April, 1914.	Weekly Wage ..	1,011	954	955	986	1,128	952	1,000
	Hourly Wage ..	998	950	963	991	1,170	933	1,000
31st Dec., 1914.	Weekly Wage ..	1,019	990	969	989	1,140	936	1,008
	Hourly Wage ..	1,010	990	985	993	1,173	936	1,009
31st Dec., 1915.	Weekly Wage ..	1,044	1,002	986	992	1,149	965	1,023
	Hourly Wage ..	1,039	1,006	1,008	1,001	1,182	946	1,030
31st Dec., 1916.	Weekly Wage ..	1,123	1,067	1,095	1,071	1,182	1,034	1,100
	Hourly Wage ..	1,127	1,074	1,097	1,075	1,206	1,011	1,105
31st Dec., 1917.	Weekly Wage ..	1,168	1,143	1,183	1,144	1,250	1,081	1,164
	Hourly Wage ..	1,162	1,138	1,209	1,145	1,252	1,079	1,164
31st Dec., 1918.	Weekly Wage ..	1,196	1,180	1,261	1,188	1,276	1,110	1,205
	Hourly Wage ..	1,196	1,192	1,297	1,176	1,282	1,120	1,210
31st Dec., 1919.	Weekly Wage ..	1,393	1,306	1,426	1,277	1,409	1,251	1,359
	Hourly Wage ..	1,405	1,322	1,512	1,262	1,408	1,259	1,378
<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	929	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	929	1,009
31st Dec., 1915.	Weekly Wage ..	1,007	990	990	901	1,376	1,031	1,005
	Hourly Wage ..	1,002	1,005	976	898	1,357	1,011	1,009
31st Dec., 1916.	Weekly Wage ..	1,050	1,047	1,004	915	1,429	1,041	1,047
	Hourly Wage ..	1,044	1,063	991	916	1,431	1,027	1,048
31st Dec., 1917.	Weekly Wage ..	1,119	1,116	1,120	1,020	1,430	1,045	1,121
	Hourly Wage ..	1,122	1,134	1,122	1,027	1,440	1,029	1,130
31st Dec., 1918.	Weekly Wage ..	1,179	1,151	1,208	1,084	1,430	1,059	1,168
	Hourly Wage ..	1,191	1,169	1,226	1,082	1,426	1,044	1,185
31st Dec., 1919.	Weekly Wage ..	1,474	1,298	1,412	1,225	1,605	1,215	1,365
	Hourly Wage ..	1,523	1,307	1,483	1,262	1,639	1,211	1,410

## SECTION IX.—VARIATIONS IN NOMINAL AND EFFECTIVE WAGES.

I. General.—From the beginning of the year 1913, records have been kept of all changes in rates of wage 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 Reports Nos. 5 to 9. In order to supplement the results thus obtained, investigations have been 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 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 nominal wages from year to year in each State and in various industrial groups. Index-numbers are also given shewing variations in effective wages in each State.

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