

## CHAPTER II.—WAGES.

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

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour were first compiled for the year 1913, and reviews to the end of each annual period appear in previous issues of the Labour Report and in the Quarterly Summaries of Australian Statistics.

2. **Awards and Determinations Made and Industrial Agreements Filed.**—The following table shows the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth Statutes during each of the years 1926 to 1930.

Awards and Determinations Made and Industrial Agreements Filed in each of the Years 1926 to 1930.

State.	1926.		1927.		1928.		1929.		1930.	
	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.	Awards or Determinations made.	Agreements filed.
New South Wales .. .. .	161	61	163	33	93	36	55	27	31	16
Victoria .. .. .	106	..	74	..	73	..	46	..	83	..
Queensland .. .. .	90	27	56	18	34	27	21	16	14	44
South Australia .. .. .	14	7	15	4	14	4	13	9	17	1
Western Australia .. .. .	10	37	6	57	19	23	15	29	8	38
Tasmania .. .. .	7	2	4	..	10	3	4	2	10	1
Commonwealth Court .. .. .	50	30	34	25	40	30	29	26	17	10
Commonwealth Public Service Arbitrator .. .. .	10	..	1	..	6	..	4	..	5	..
Total .. .. .	438	154	353	137	289	128	187	109	185	110

The figures in the preceding table are exclusive of variations and interpretations of principal awards and agreements, of which a considerable number are made each year. The total variations made by the State and the Commonwealth Courts, Wages and Industrial Boards, and the Commonwealth Public Service Arbitrator, numbered 1,067 in 1930, compared with 295 in 1929, and were distributed as follows:—New South Wales 519, Queensland 436, Western Australia 41, Commonwealth Court 50, Commonwealth Public Service Arbitrator 14, and South Australia 7. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and a new determination issued which wholly repeals the old one.

Industrial agreements filed during the year 1930 totalled 110, of which 100 were filed under the provisions of the State Industrial Acts in New South Wales, Queensland, South Australia, Western Australia and Tasmania, and 10 under the provisions of the Commonwealth Conciliation and Arbitration Act. The registration of industrial agreements is not provided for under the State Act in force in Victoria, but agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act are in operation within the State.

3. **Awards, Determinations, and Agreements in Force.**—Considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions has taken place during the period under review. The number of industrial awards and determinations in force throughout Australia at the 31st December, 1930, was 1,285, and the industrial agreements filed at the same date numbered 601. Including the operations under the Commonwealth Arbitration Acts\* the number of awards or determinations and industrial agreements in force has increased by 710 and 200 respectively over the number in force at the 31st December, 1913.

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

The provisions in the Commonwealth and State Industrial Acts that awards and agreements shall remain in force until they have been superseded or cancelled occasion some difficulty when the compilation of a list of awards, determinations and agreements actually operative is undertaken. The specified periods for many awards, etc., have expired. This applies not only to State awards and determinations but to awards of the Commonwealth Court also. No new awards or subsequent determinations for the industries concerned have been made, and the records do not show that they have been superseded or rescinded. Legally, therefore, they are in force. Certain awards, determinations and industrial agreements regarding which definite information that they have been superseded or rescinded is not readily ascertainable, are therefore included in these records, but in cases where it could be definitely claimed that the award, determination or agreement was out of date and the terms of the award, etc., were not actually in operation, such awards, etc., have not been included in the records as at 31st December 1930.

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

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\* The Commonwealth Conciliation and Arbitration Act 1904-30, and the Arbitration (Public Service) Act 1920-23.

**Particulars of Boards, and of Awards, Determinations, and Industrial Agreements in Force, 1913 to 1930.**

Dates.	Boards Authorized.	Boards which had made Awards or Determinations.	Awards or Determinations in Force. <sup>a</sup>	Industrial Agreements in Force.
31st December, 1913 .. ..	505	387	575	401
" " 1915 .. ..	573	498	663	546
" " 1920 .. ..	475	440	1,041	972
" " 1925 .. ..	575	524	1,181	607
" " 1929 .. ..	643	567	1,297	605
" " 1930 .. ..	644	582	1,285	601

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

The following table shows the number of Industrial and Wages Boards authorized, and the number of awards, determinations and industrial agreements in force at 31st December, 1913 and 1930:—

**Industrial and Wages Boards Authorized, and Industrial Awards, Determinations, and Agreements in Force, 1913 and 1930.**

Particulars.	At 31st Dec.	Commonwealth.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.							
Industrial and Wages— Boards authorized ..	1913 .. ..	..	..	216	136	76	66	..	23	566
	1930 .. ..	..	..	308	188	2	76	16	54	644
Boards which have made Determinations	1913 .. ..	..	..	123	123	74	47	..	19	366
	1930 .. ..	..	..	277	175	2	66	11	51	582
Awards and Determina- tions— In force .. ..	1913 .. ..	17	..	265	127	73	54	18	21	575
	1930 .. ..	134	42	465	179	265	72	78	50	1,285
Industrial Agreements— In force .. ..	1913 .. ..	228	..	75	..	5	11	62	..	401
	1930 .. ..	143	..	117	..	122	29	187	3	601
Commonwealth Court Awards— Number in force in each State ..	1913 .. ..	..	..	13	17	15	16	9	13	..
	1930 .. ..	..	..	82	97	26	65	30	57	..
Commonwealth Agree- ments— Number in force in each State ..	1913 .. ..	..	..	132	129	68	62	57	61	..
	1930 .. ..	..	..	42	59	14	23	11	33	..
Commonwealth Public Service Arbitrator— Number of Deter- minations in force in each State ..	1913 .. ..	..	..	..	..	..	..	..	..	..
	1930 .. ..	..	..	38	34	30	31	30	29	..

Information as to the main provisions of the various Industrial Acts in force throughout the Commonwealth has been given in previous Reports and brief reviews have been furnished each year respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1930.

(i.) *Commonwealth Conciliation and Arbitration Court.*—The number of awards made by the Commonwealth Court during 1930 was 17, and 10 industrial agreements were filed under the provisions of the Act. Among the industries and occupations for which awards were made during the year were—fruit-growing; coal mining; brewery employees; engine-drivers and firemen (electric supply); railway employees (consolidated award); theatrical employees (sound projecting operators); marine and power engineers; manufacturing grocers' employees; timber workers (railways); engineers; liquor trade (aerated water section); wharf labourers (permanent and casual), and municipal employees. Industrial agreements covering the undermentioned occupations were filed during the year—flour-mill employees; marine and power engineers; municipal employees, Melbourne and suburbs; manufacturing grocers' employees and employees in the meat industry (slaughtermen). The judgment for the metal trades group of industries was delivered on 18th December, 1929, and the award was made on 26th March, 1930. This award covers workpeople following the occupations of engineers, blacksmiths, brass-finishers, metal moulders, boilermakers, steel construction workers, electricians, sheet metal workers and iron workers' assistants. For the first time the Court dealt with claims by both employers and employees covering industrial relationships in the engineering and allied industries as a whole, and it was estimated that establishments employing over 100,000 workpeople would be affected either directly or indirectly by the award. On 25th March 1930 consolidated awards were made by the Court covering railway employees in the States of New South Wales, Victoria, South Australia and Tasmania. These awards repealed the interim awards which were made during the hearing of the plaints, and set out in consolidated form the decisions arrived at relating to the rates of pay and working conditions of daily paid and salaried grades of railway employees.

A Basic Wage Inquiry by the Full Arbitration Court was undertaken during October and succeeding months. The inquiry followed on the applications of the Victorian and New South Wales Railways Commissioners for variations of current awards in the railway industry. The applications sought orders making provision for (a) a variation in the basic wage, (b) rationing of employment, and (c) a percentage reduction of wages and/or salaries. The variations in the basic wage sought were—the abolition of the "Powers 3s."; the adoption of the Statistician's "all items" purchasing power of money index-number figures in lieu of the figures now in use for determining the basic wage and adjustments thereof. The matters in respect to the basic wage and standard hours were referred to the Full Arbitration Court.

On 5th November 1930, by direction of the Court, all organizations bound by awards of the Court were notified that the matters in issue affected the basic wage and were advised that they could intervene in the hearing if so desired. The Acting Attorney-General of the Commonwealth intervened in the public interest. Representatives were nominated by the Railway Commissioners of Victoria, New South Wales, South Australia and Tasmania, and by employers' associations and companies covered by awards of the Court, and the employees were represented by officials of the unions interested.

The hearing of evidence commenced in October and concluded on 15th January 1931. A mass of statistical data was submitted to the Court, and during the early stages of the inquiry the evidence was mainly in connexion with the methods adopted by the Commonwealth Statistician

in the collection and computation of the retail price index-numbers. The two series of index-numbers in question were reviewed in detail, and the Commonwealth Statistician was subjected to cross-examination by both parties, and by the Court.

In an interim judgment delivered on 12th November, the Court stated that—"Although the present method of arriving at the basic wage had been in operation for many years, all had been aware of its imperfections, and there had been a growing belief, shared by the Court, as at present constituted, that the whole matter required further consideration. No perfect system based on averages derived from statistical data could be devised for the fixing of statutory minimum wages. With its acknowledged imperfections the method adopted by our predecessors of applying the Commonwealth Statistician's index-figures to the standard set by the 'Harvester' judgment had done good service, and the discovery of any better method could only be made after long and careful inquiry." On the part of the unions it was contended that the proposed new method of calculating the wage would operate unfairly and would mean an actual lowering of the "Harvester" standard.

The Court in its final judgment stated *inter alia*—"It is admitted on all sides that the fixation of a basic wage on family units results in serious anomalies. In some States the family unit adopted is an average family of man, wife, and two children; in the Federal area it is a man, wife, and three children; whilst in New South Wales it is man, wife, and one child, plus certain provision for child endowment. In Queensland productivity is now the determining factor. . . . But the function of the Court is not merely to ascertain what is the cost of living of the predominant family unit. It carries the responsibility of fixing a basic wage for adults, single, married without children, or married with children whatever the number may be. Whatever the ascertained cost of living at a certain standard of comfort may be, the Court in fixing a wage must of necessity consider the productive capacity of the Commonwealth. A basic wage to provide for the average needs of a man, wife, and three children, extended to all single men and to men who have no children, is admittedly beyond the capacity of industry. The New South Wales Legislature has attempted to deal logically with the situation by prescribing a minimum for a man, wife, and one child, with a scheme of endowment for extra children. If the basic wage system is to persist, national consideration of a system of child endowment appears to be the only method by which the wage can be equitably fixed."

In the interim award of 12th November, the Court made the following intimation—"The Court will on Monday next, 17th November, proceed to deal with the one and only issue which, in its opinion, is raised in this proceeding, viz.—that the decline in the national income, and the reduction in the spending-power due to cessation of loans, make necessary a reduction of the basic wage." Evidence upon this issue was submitted to the Court, and related to the decline in the national income, the fall in the prices of Australia's raw products, the effect of the reduced spending power, the past profits of industry, the need for the rationalization of industry, currency and credits, the sharing of the burden, and cognate matters. Economic and financial experts, and industrial advocates submitted evidence, and the general economic and financial position of the Commonwealth was reviewed.

On 22nd January 1931 final judgment was delivered. The Court refused to make any variations in the basic wage or in the present method of calculation thereof without further inquiry, but after much anxious

thought it was forced to the conclusion that for a period of twelve months and thereafter until further order, a general reduction of wages was necessary. As stated in the Court's judgment on the recent applications for cancellation of railway awards "An emergency has arisen which calls for immediate re-adjustment in all directions; re-adjustment of costs of government, costs of production and services, rents, dividends, interest, and other returns to capital, and costs of living. All must adapt themselves to the fundamental fall in national income and national wealth and to our changed trading relations with other countries."

With certain exceptions orders were made for variation of the awards covered by the applications by the reduction of all wage rates therein prescribed by ten (10) per cent., for a period of twelve months and thereafter until further order, such variation to operate from 1st February, 1931.

The Commonwealth Conciliation and Arbitration Act was amended by Act No. 43 of 1930, assented to 18th August, 1930. Section 2 of the principal Act was amended by omitting paragraph 1—"to prevent lock-outs and strikes in relation to industrial disputes", and inserting in its stead the following paragraph:—"to promote goodwill in industry by conciliation and arbitration". Section 3 of the principal Act was amended by omitting the words "Part II.—Prohibition of Lock-outs and Strikes in relation to Industrial Disputes". In Section 4 the definitions of "lock-out" and of "strike" were omitted. Section 18A, sub-section 4 was amended to read "Notwithstanding anything contained in this Act, the Court shall not have jurisdiction—unless constituted by the Chief Judge and not less than two other Judges—(i) either to make an award (a) altering the standard hours of work in any industry; or (b) altering the basic wage or the principles on which it is computed; or (ii) to vary or give an interpretation of an award where the variation or interpretation would result in any such alteration"; and by omitting from the sub-section the words "increase or reduction" and inserting in their stead the words "alteration, variation or interpretation".

Section 9 provides for the appointment of Conciliation Commissioners by the Governor-General, not more than three to be appointed. Each Conciliation Commissioner shall, subject to the Act, be appointed for a term of five years, and shall devote the whole of his time to the duties of his office. The powers of a Conciliation Commissioner are set out in the Act. He has the conciliatory and arbitral powers of a Judge of the Court, but no judicial powers. Any award made by him must not be inconsistent with the opinion of the Court, and does not come into effect until after the expiration of 21 days from the making thereof, except by consent of all parties.

Section 34 (Reference to Conciliation Committee) of the principal Act was repealed and the following section inserted in its stead—"In order to prevent or settle industrial disputes the Governor-General may appoint, for such period as he thinks proper, Conciliation Committees consisting of such numbers as he thinks proper". An application for the appointment of a Conciliation Committee may be made in the prescribed manner to the Industrial Registrar by any party to an industrial dispute. The Governor-General may appoint a Conciliation Commissioner as Chairman. Of the members, one-half shall be representative of employers, and one half shall be representative of organizations of employees. The Chairman shall not

be present at or take part in any deliberations of a Committee until or unless he is of opinion, or is informed by a representative of one or each of the parties, that the representatives appear unlikely in his absence to come to an agreement upon all of the matters in dispute. Thereafter the Chairman will preside at all meetings of the Conciliation Committee. This provision and several other provisions relating to the procedure to be adopted by Conciliation Committees have been declared invalid by the High Court.

The provision in the principal Act that the Court shall take into consideration the probable economic effect of the award or agreement in relation to the community in general, and the probable economic effect thereof upon the industry or industries concerned, was repealed. The amending Act provides that no party can be represented by counsel, solicitor, or paid agent, except by leave of the Court and consent of all parties. All sections in the previous Act relating to the secret ballot, with the exception of sections 56D and 56G were repealed. Section 56D provides that the Court may order that any matter upon which it desires to ascertain the views of the members of an organization, which is a party to the dispute before it, be submitted to a vote by secret ballot. Section 56G declares that any person who obstructs the taking of a ballot, or uses any form of intimidation to prevent a person from voting, or being an officer of any organization refuses to assist in the taking of a ballot, or falsely represents that he is a member of an organization shall be guilty of an offence, and liable to a penalty of £50 or imprisonment for six months.

The following section was included—"No officer of an organization, or member of any committee thereof, shall, during the currency of an award in the industry concerned, advise, encourage or incite any member of such organization to refrain from—(a) entering into a written agreement, or (b) accepting employment, or (c) offering for work, or working, in accordance with such award. Penalty £20".

Section 47 of the Principal Act "Process against property of organization" was repealed. Provision was made for resignation from membership of organization, and the portion relating to the powers of organizations to recover fines, &c., was amended.

During the passage of the Bill through Parliament a deadlock occurred between the two Houses. The Bill was passed through all stages by the House of Representatives, but the Senate carried a number of amendments which were not acceptable to the Government. Finally a conference of Managers was held to discuss the amendments. Five Managers were appointed by each House. Of the 30 amendments in dispute the Managers agreed to nineteen, modified seven and rejected four. The two Houses accepted the agreement arrived at by the Managers and the Bill was passed through all stages.

(ii) *New South Wales*.—During the year 1930 the number of Conciliation Committees established under the Industrial Act of 1926 was 35, and at the end of the year 267 Committees were in force. In addition, 308 Industrial Boards, constituted under the Act of 1912 were in force but no awards were issued by these Boards, the work previously performed by them being undertaken mainly by the Conciliation Committees. Three principal awards were published by the Industrial Commission and 28 by Conciliation Committees. The "living" wage for the State was revised by the Commission

in December 1929, the rates being fixed at £4 2s. 6d. per week for adult male workers and £2 4s. 6d. per week for adult female workers. The family unit taken for the adult male rate was a man, wife and one child. The above rates were not revised during the year 1930. The number of subsidiary awards issued during the year was 510, of which 30 were made by the Industrial Commission, 112 by Conciliation Committees, and 368 variations by the Industrial Registrar. The number of awards in force at 31st December 1930, was 465. At the same date, 117 industrial agreements filed under the State Act were in force.

The Family Endowment (Amendment) Act, No. 11 of 1930, assented to on the 17th April 1930, amended section three of the principal Act by omitting the definitions of "employee" and "employer" and inserting in lieu thereof amended definitions. New provisions relating to the lodging of returns of wages paid by employers were brought into operation by the amended Act.

The Finance (Family Endowment Tax) Act, No. 10 of 1930, assented to on the 17th April 1930, declared the percentages at which contributions to the Family Endowment Fund are to be made by employers in respect of wages paid after the first day of October 1929. The *Finance (Family Endowment Tax Reduction) Act 1929*, was repealed. The amended Act provided that during the period 1st October 1929 to 19th December 1929, and thereafter to 31st December 1929, the contributions by employers upon the total amount of wages paid shall be two per centum. From the 1st January, 1930, the contribution shall be one per centum.

The Industrial Arbitration (Eight Hours) Amendment Act, No. 22 of 1930, assented to on the 16th June 1930, repealed the *Forty-four Hours Week Act 1925*, and amendment thereof, and provided for a working week of 48 hours. Directions to be observed by the Court or boards in making awards in the metalliferous mining industry and in all other industries are provided, so far as working hours per day or per week are concerned. Section 5 provides that every award or agreement in force at the commencement of the Act shall respectively be deemed to incorporate such of the provisions regarding hours as set out in section 4 as relate to the industry in which the conditions of employment are regulated by award or agreement. Wages fixed by any award or agreement in force at commencement of the Act, or any award made or agreement entered into after such commencement upon a weekly basis shall not be increased by reason of any increase of the ordinary working hours by and under the Act. Where the ordinary working hours are increased by the Act, the rates of wage payable upon a daily or hourly basis shall be reduced to such rates as will provide each employee working full time the same amount of wages as he would have received for working full time under the provisions of the award or agreement. Piecework rates are also subject to adjustment. The adjustment of existing awards by the Registrar upon application by any party bound thereby is provided for. Section 8 deals with the rationing of employment. Section 11 provides that any award or industrial agreement in force at the commencement of the Act or thereafter made which prohibits piece-work or contract work, or any other system of payment by results in any industry shall, to the extent of such prohibition, be void and of no effect. Before any award is made and in proceedings for the variation or cancellation of an award, or for the reduction of the ordinary working hours in any industry



the probable economic effect of the award in relation to the community in general and the probable economic effect thereof upon the industry shall be considered.

The above Act was amended by the Industrial Arbitration (Eight Hours) Further Amendment Act, No. 53 of 1930, assented to 23rd December 1930, and proclaimed to commence on 5th January 1931. The working week of 44 hours was restored. Wages fixed by any award or agreement on a weekly basis were not to be reduced by reason only of the reduction of ordinary working hours under the Act, and daily and hourly rates of wage shall, without order of the Court, be increased to such amounts as will provide each employee working full time the same amount of wages as he would have received for working full time under the provisions of the award. Provision was made for adjustment of piece-work rates.

Section 8 of the previous Act which provided that any employer could adopt rationing of employment was amended so that rationing shall apply only to and in respect of employees of the Crown, including all salaried and all permanent officers, but shall not apply to such employees under the Police Regulation Act. Section 11 of the previous Act which provided that the section in any award relating to the prohibition of piece-work or contract work, or any other system of payment by results shall be void and of no effect was omitted from the amended Act.

(iii.) *Victoria.*—Two Wages Boards were authorized and constituted during the year, viz.—Ice Cream Board, and Shops Board (Motor Requisites). The Musicians' Wages Board, which had been authorized for some years was constituted during 1930 and issued determinations. Wages Boards, as a whole, made 83 determinations during the year. This number includes determinations which were reviewed more than once during the twelve months. Although the legislation in this State does not provide for automatic adjustment of wages according to the rise or fall in the retail price index-numbers, it is the practice for certain of the Wages Boards regulating wages and working conditions in industries for which Commonwealth Court awards are also in force in the State to meet and revise the rates of wage, bringing them into close conformity with those being paid by employers working under the Commonwealth awards. Among the Boards adopting this practice are those covering employees in the industries of engineering (skilled and unskilled); iron-moulding; gas-working, and engine-driving (factory). Determinations covering these trades were revised and gazetted, in some cases three, and in other cases, four times during the year.

With the exception of Acts passed for the relief of unemployment no special legislation of industrial import came into force during the twelve months.

(iv.) *Queensland.*—The Industrial Court made fourteen awards during the year and 44 industrial agreements were filed. Two revisions of the basic wage were made during the year by the Industrial Court. The basic rate of 85s. per week for adult male workers which had been in operation since 1925, was reduced to 80s. per week for adult male employees as from 1st August, 1930, and a further revision brought the rate to 77s. per week as from 1st December 1930. The basic rates as from 1st July 1931, were determined at 74s. per week for adult male employees, and 39s. per week for adult female employees.

At the end of the year 1930, 265 awards and 122 industrial agreements under the State Industrial Act were in force.

The *Industrial Conciliation and Arbitration Act 1929*, was amended during 1930. The amended Act provides that the Court or Board shall, on the application of any party or parties interested, fix the rates and conditions of piece-work or payment by results, or prescribe an incentive wage in any industry where the Court or Board is of opinion that it is to the advantage of such industry to do so. The section of the principal Act relating to the granting of preference was repealed, and a new section to the effect that the Court or Conciliation Commissioner or Board shall not have power or jurisdiction to award preference to employees being members of any union or organization, or to employees not belonging to any union or organization was inserted. Preference to returned soldiers and sailors was allowed to stand. A new section giving power to the Conciliation Commissioner to permit rationing of work was inserted.

(v.) *South Australia*.—The Industrial Court made nine awards during the year, and eight determinations were made by Industrial Boards. The Bread Carters' Industrial Board was constituted in August, and issued a determination concerning wages and conditions of such employees in December.

A public inquiry for the purpose of assessing the living wage for adult males in the metropolitan area was held by the Board of Industry as a result of an application of the South Australian Employers' Federation, and on 11th October 1930, the Board determined and declared the living wage at 12s. 6d. per day. The Board was unable to reach a unanimous decision. The declaration made was that of the majority of the members. A separate report was submitted to the Minister of Industry by the minority of the Board. The living wage for adult females in the metropolitan area was declared by the Board of Industry at 35s. per week on 22nd December 1930. A minority report was issued also in connexion with this declaration. The previous declarations of the Board of Industry had been in operation for over five years, the living wage of 14s. 3d. per day for adult males being declared on 29th July 1925, and 39s. 6d. per week for adult females on 17th August 1925. In a judgment of the Board of Industry, dated 17th August 1931, the living wage for adult males was determined at 63s. per week.

The Reports of the Board of Industry with respect to the living wages declared during 1930 are published in Bulletin No. 8 issued by the Department of Industry, South Australia.

(vi.) *Western Australia*.—During the year the Industrial Court made eight awards and 38 industrial agreements were filed under the provisions of the Act. One industrial agreement was made a "common rule" during the year.

In pursuance of the provisions of Part VII. of the *Industrial Arbitration Act 1912-1925*, the Court of Arbitration, on 10th June 1930, determined and declared the basic wage to be paid to adult male and female workers as follows:—Adult males, £4 5s. per week; adult females, £2 5s. 11d. per week, provided that the basic wage to be paid in the metropolitan area shall be—adult males, £4 6s. per week; adult females, £2 6s. 5d. per week.

These rates apply to unskilled workers. A review of the evidence and of the reasons for the determination of the above basic rates are incorporated in the *Western Australian Industrial Gazette*, Volume X, Nos. 2 and 3. In accordance with the provisions of the *Industrial Arbitration Amendment Act 1930*, which gave directions for an adjustment of the basic wage quarterly, the Industrial Court, on 3rd March 1931, declared the basic rates as follows :— Adult males, £3 18s. per week ; adult females, £2 2s. 2d. per week, within a radius of 15 miles from the General Post Office, Perth, and £3 17s. per week for adult males and £2 1s. 8d. per week for adult females outside that radius. When making the above declaration, the President of the Court stated that in the last session of Parliament an Act entitled *The Industrial Arbitration Amendment Act, No. 41 of 1930* was assented to on the 24th December 1930, and under this Act the State Government Statistician is directed to supply as soon as practicable at the end of each quarter the price index-number and other information showing the variation in the cost of living which has occurred during the then last preceding quarter. If that statement shows a change of 1s. or more per week, then the Court shall consider the same. There is a direction also to the effect that the Court may adjust and amend the basic wage previously existing in accordance with the figures so supplied.

(vii.) *Tasmania*.—During the year Wages Boards made ten determinations, and one industrial agreement under the State Act was filed. The determinations made covered employees engaged in the following industries and callings :—Hairdressing ; bootmaking ; jam-making ; municipal employees ; rubber-working ; drapery employees ; produce store employees ; ironmongers, and employees on threshing machines. The industrial agreement filed related to rates of wage and working conditions of employees of sweep promoters. The State Industrial Act in force in Tasmania provides for the inclusion of a clause in the determination for the automatic adjustment of rates of wage according to the increase or decrease in the retail price index-number. The inclusion or otherwise of this provision is decided by the Wages Boards, and up to the end of the year 1930, the adjustment clause had not been inserted in many determinations. The rates of pay for cement workers, jam-makers and textile workers were automatically adjusted under this provision. A number of determinations issued during the early months of the year, 1931, embody the clause for automatic adjustment.

(viii.) *Commonwealth Public Service Arbitrator*.—Determinations made by the Arbitrator during the year related to the salaries and working conditions of officers in the following classes—Third Division officers of the Auditor-General's Office in all States ; officers of the Public Service in Northern and Central Australia ; postal clerks and others, Third Division, Postmaster-General's Department, and telephonists and others in the same Department. Fourteen determinations were varied by the Arbitrator. The salaries and working conditions were varied in determinations covering meat inspectors ; cable recorders, Postmaster-General's Department ; draftsmen, Defence Department ; female assistants, Mail Branch ; female assistants, Treasury ; and excise officers, typists and others, Trade and Customs Department. Other variations made during the year related to payment for performance of higher duties, rates of pay for married minors, definitions, cost of living adjustments, and increments.

(ix.) *Federal Capital Territory*.—On the 11th April 1930, the Industrial Board appointed under the *Industrial Board Ordinance 1922-1928*, fixed the rates of pay and conditions of employment for workmen in the Territory as from 1st May, 1930, such rates to be binding on the Government and/or any contractor employed by it or performing work on its behalf. The wage for an unskilled labourer was fixed at 100s. per week. The Ordinance determined the rates of wage for a wide range of occupations, including construction and maintenance labourers, quarrymen, store employees, motor transport employees, watchmen and cleaners, fire brigade employees, survey hands, engineers, electricians, engine drivers and firemen, building trade employees and timbermill and brickworks' employees. The rates of wage specified in the Ordinance were reduced in 1931 by 16½ per cent. in connexion with the general scheme of salary and wage reductions in the Commonwealth Service.

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

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

\* The classification of industries adopted is shown on page 8.

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

are precisely correct, but owing to the difficulty of obtaining satisfactory data as to the number of persons engaged in each of the occupations for which rates of wage had been obtained, no detailed system of weights could be applied. Though a great deal of information as to the number of persons engaged in different industries and occupations was available from the Census results, it was found impracticable to bring the classification of these results into line with the detailed classification of occupations in the various industries as set out in the awards, determinations, etc. For final results for each State and for each industrial group throughout the States, however, a careful system of weighting according to industrial groups was adopted. For example, in computing the result for any State in any year, the computed average wage in each industrial group was multiplied by a number (weight) representing the relative number of all male workers engaged in that group of industries in the particular State. The sum of the products thus obtained, divided by the sum of the weights, represents the average wage for that State for the particular year. The weights used for each industrial group in the computations of the average wage for male and female occupations have been published in the previous issues of the Labour Report.

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

Since the 30th April 1914, the number of occupations included in comparative computations has been kept constant, but the particulars of wages given in the Appendix (Sections 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 the date specified by industrial tribunals, from agreements registered under Commonwealth or State Acts, or were obtained by direct inquiry.

To supplement the results thus obtained, investigations were made regarding rates of wage in past years with a view to showing their general trend in each State and in various industrial groups. The total number of occupations for which particulars were available back to 1891 was 652. The particulars given in this Chapter show variations in nominal wages from year to year in each State and in various industrial groups. Index-numbers are also given showing variations in effective wages in each State.

**2. Adult Male Weekly Wages—States, 1914-31.**—The arithmetical average of the rates of wage given in the appendixes referred to furnishes the basis for the computation of relative weighted wages in different industrial

groups and States. The following table gives particulars of the weighted average nominal weekly rates of wage payable to adult male workers, at the 30th June 1914, and at the end of the periods specified to the 31st June 1931, for a full week's work in each State and for Australia, together with index-numbers for each State at each specified interval, with the average for Australia for the year 1911 as base (= 1,000) :—

**Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers, 30th June 1914, to 30th June 1931.**

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	(a)Australia.
No. of Occupations included.	874	909	627	2,567	489	482	3,948

**RATES OF WAGE.**

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 .. .. .	55 11	54 4	52 10	54 4	62 9	52 7	55 8	55 4
31st December, 1914 .. .. .	56 2	54 7	53 5	54 5	62 10	52 8	55 7	55 7
31st December, 1926 .. .. .	100 5	99 6	100 1	95 8	98 9	94 10	99 4	99 4
31st December, 1927 .. .. .	101 10	100 3	100 1	96 7	98 10	93 10	100 2	100 2
31st December, 1928 .. .. .	102 7	99 8	101 2	96 2	99 6	93 3	100 5	100 5
30th September, 1929 .. .. .	103 6	101 1	101 4	97 5	100 8	94 7	101 5	101 5
31st December, 1929 .. .. .	102 11	101 1	101 2	97 2	100 7	94 8	101 2	101 2
31st March, 1930 .. .. .	103 2	101 1	100 2	97 1	100 6	95 0	101 1	101 1
30th June, 1930 .. .. .	102 3	99 11	100 0	95 10	100 3	94 1	100 3	100 3
30th September, 1930 .. .. .	102 0	99 2	96 5	95 2	100 6	93 9	99 5	99 5
31st December, 1930 .. .. .	99 1	96 11	92 5	92 8	99 7	92 1	96 9	96 9
31st March, 1931 .. .. .	96 6	92 2	92 1	85 6	91 9	87 6	93 0	93 0
30th June, 1931 .. .. .	95 1	86 7	92 1	82 4	91 2	84 0	90 6	90 6

**INDEX-NUMBERS.**

30th June, 1914 .. .. .	1,001	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914 .. .. .	1,096	1,085	1,042	1,062	1,226	1,028	1,085
31st December, 1926 .. .. .	1,950	1,941	1,952	1,867	1,927	1,851	1,938
31st December, 1927 .. .. .	1,988	1,957	1,953	1,885	1,928	1,832	1,955
31st December, 1928 .. .. .	2,001	1,944	1,974	1,877	1,941	1,820	1,959
30th September, 1929 .. .. .	2,020	1,973	1,977	1,901	1,964	1,846	1,979
31st December, 1929 .. .. .	2,007	1,972	1,975	1,896	1,963	1,848	1,974
31st March, 1930 .. .. .	2,013	1,973	1,954	1,894	1,961	1,853	1,973
30th June, 1930 .. .. .	1,995	1,940	1,952	1,870	1,956	1,836	1,956
30th September, 1930 .. .. .	1,900	1,935	1,881	1,855	1,961	1,829	1,939
31st December, 1930 .. .. .	1,933	1,891	1,803	1,807	1,948	1,797	1,887
31st March, 1931 .. .. .	1,882	1,798	1,797	1,668	1,739	1,708	1,814
30th June, 1931 .. .. .	1,855	1,689	1,795	1,607	1,779	1,640	1,764

(a) Weighted average.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-31.**—The following table shows (a) the average weekly rate of wage in each of the industrial groups, and (b) the weighted average wage for all groups combined, at 30th June and 31st December 1914, and at the periods specified for the years 1926 to 1931.

**Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 30th June, 1931.**

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

Date.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, etc.	II. Engineering, etc.	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mining.	IX. Railways, etc.	X. Other Land Transport.	XI. Shipping, etc.(a)	XII. Agricultural, etc.(b)	XIII. Domestic, etc.(b)	XIV. Miscellaneous.	All Industrial Groups.(c)
<b>RATES OF WAGE.</b>															
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 ..	59 2	57 2	55 2	52 10	53 9	55 8	53 4	54 11	59 8	51 1	48 7	49 5	47 0	53 10	55 3
31st December, 1914 ..	59 6	57 9	55 8	53 0	53 10	56 0	55 5	55 2	59 8	52 8	49 10	49 5	47 11	54 0	55 7
31st December, 1920 ..	104 6	102 0	98 9	96 6	111 5	100 6	110 9	109 6	102 6	95 6	103 7	92 5	90 10	95 6	99 4
31st December, 1927 ..	104 6	102 10	99 8	98 3	113 7	101 4	112 10	109 9	103 1	97 4	103 7	94 3	93 3	96 0	100 2
31st December, 1928 ..	103 11	102 1	99 9	99 4	117 10	100 8	112 4	109 10	102 2	98 8	103 3	95 9	93 3	96 1	100 5
30th September, 1929 ..	104 8	103 11	101 1	100 0	119 3	102 7	113 5	110 6	105 2	97 8	106 7	95 10	93 5	97 0	101 5
31st December, 1929 ..	104 10	103 6	100 10	99 6	119 1	102 2	113 0	110 7	105 2	96 9	107 0	95 4	92 6	96 8	101 2
31st March, 1930 ..	104 11	103 5	100 11	100 2	119 0	102 3	113 9	110 8	104 11	96 9	107 0	95 0	92 6	96 8	101 1
30th June, 1930 ..	103 7	101 8	100 0	100 2	119 0	100 8	112 7	109 1	103 4	95 4	104 0	95 0	92 6	96 0	100 3
30th September, 1930 ..	102 8	100 11	98 8	96 5	116 9	99 8	111 9	108 10	102 2	94 6	102 11	94 8	91 11	94 10	99 5
31st December, 1930 ..	100 3	99 1	97 1	99 5	116 5	97 10	109 8	107 10	100 2	92 10	99 6	87 5	91 3	93 7	96 0
31st March, 1931 ..	94 4	92 10	95 2	89 7	113 4	93 4	106 10	105 8	92 1	90 11	89 4	83 9	80 8	91 7	93 0
30th June, 1931 ..	90 4	90 8	91 9	88 10	108 10	89 6	102 8	104 1	91 2	87 0	86 0	83 5	87 2	87 11	90 5
<b>INDEX-NUMBERS.</b>															
30th June, 1914 ..	1,154	1,116	1,077	1,031	1,243	1,088	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1914 ..	1,161	1,127	1,085	1,034	1,246	1,093	1,276	1,272	1,165	1,026	972	966	935	1,054	1,085
31st December, 1920 ..	2,037	1,991	1,926	1,883	2,173	1,961	2,160	2,137	2,001	1,863	2,020	1,823	1,772	1,863	1,938
31st December, 1927 ..	2,039	2,006	1,944	1,917	2,216	1,977	2,202	2,142	2,012	1,900	2,021	1,839	1,820	1,872	1,955
31st December, 1928 ..	2,028	1,993	1,947	1,939	2,299	1,964	2,131	2,143	1,994	1,878	2,014	1,869	1,820	1,874	1,959
30th September, 1929 ..	2,042	2,028	1,973	1,950	2,327	2,001	2,214	2,157	2,052	1,905	2,079	1,870	1,823	1,898	1,979
31st December, 1929 ..	2,046	2,019	1,967	1,942	2,323	1,994	2,205	2,157	2,052	1,888	2,087	1,863	1,804	1,886	1,974
31st March, 1930 ..	2,047	2,018	1,969	1,954	2,322	1,996	2,219	2,159	2,047	1,888	2,087	1,854	1,805	1,886	1,973
30th June, 1930 ..	2,022	1,984	1,951	1,964	2,322	1,964	2,196	2,128	2,016	1,861	2,029	1,854	1,805	1,873	1,956
30th September, 1930 ..	2,009	1,968	1,925	1,940	2,278	1,945	2,180	2,124	1,993	1,843	2,009	1,847	1,793	1,850	1,939
31st December, 1930 ..	1,956	1,933	1,894	1,940	2,271	1,909	2,139	2,104	1,955	1,812	1,941	1,796	1,780	1,828	1,887
31st March, 1931 ..	1,841	1,811	1,858	1,748	2,212	1,821	2,085	2,061	1,797	1,774	1,743	1,634	1,750	1,788	1,814
30th June, 1931 ..	1,763	1,762	1,790	1,782	2,124	1,746	2,003	2,031	1,780	1,687	1,678	1,627	1,701	1,716	1,764

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

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

(c) Weighted average.

RATES OF WAGE AND HOURS OF LABOUR.

4. **Adult Female Weekly Wages—States, 1914-31.**—The index-numbers given in the preceding paragraphs for male adult workers were computed with the weighted average wage in 1911 as base (= 1,000) in order that comparisons might more readily be made between these index-numbers and the retail price index-numbers which are also computed to the year 1911 as base. In the case of females, however, it has not been possible to secure information for years prior to 1914, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April 1914, as base (= 1,000).

The following table shows the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the 30th June 1914, and at the intervals specified to the 30th June 1931. The table also gives index-numbers for each State based on the average weekly wage at the end of each of the periods indicated, computed with the weighted average wage for all States at the 30th April 1914, as base (= 1,000).

**Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers, 30th June 1914, to 30th June 1931.**

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia (a)
No. of Occupations Included	85	87	37	47	24	28	508

RATES OF WAGE.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	26 9	27 4	27 0	24 1	37 4	25 10	27 2
31st December, 1914	20 10	27 9	27 1	24 1	37 4	25 10	27 2
31st December, 1926	50 8	51 11	52 10	50 0	59 6	51 8	51 2
31st December, 1927	53 0	52 7	53 5	49 11	58 8	52 7	52 10
31st December, 1928	53 7	53 9	54 10	50 11	58 10	53 4	53 10
30th September, 1929	54 1	54 1	54 10	51 3	58 10	53 7	54 2
31st December, 1929	53 11	54 1	54 10	51 4	58 10	53 9	54 1
31st March, 1930	54 0	54 3	55 0	51 6	58 10	54 0	54 2
30th June, 1930	54 0	54 3	55 0	51 6	58 10	53 11	54 2
30th September, 1930	53 8	53 9	53 9	51 2	60 2	53 9	53 9
31st December, 1930	53 8	53 6	52 11	51 2	60 1	53 8	53 7
31st March, 1931	51 3	50 2	49 7	46 1	55 10	50 6	50 6
30th June, 1931	51 0	48 10	49 7	45 9	55 10	49 1	49 8

INDEX-NUMBERS.

30th June, 1914	984	1,006	993	885	1,373	950	1,000
31st December, 1914	937	1,022	996	865	1,373	950	1,008
31st December, 1926	1,850	1,911	1,944	1,839	2,152	1,902	1,902
31st December, 1927	1,950	1,934	1,968	1,838	2,160	1,935	1,945
31st December, 1928	1,978	1,979	2,017	1,875	2,164	1,984	1,980
30th September, 1929	1,992	1,989	2,020	1,887	2,165	1,973	1,992
31st December, 1929	1,983	1,990	2,020	1,888	2,165	1,978	1,990
31st March, 1930	1,987	1,996	2,027	1,895	2,165	1,986	1,995
30th June, 1930	1,986	1,996	2,027	1,895	2,165	1,985	1,994
30th September, 1930	1,976	1,977	1,977	1,886	2,214	1,978	1,979
31st December, 1930	1,974	1,968	1,947	1,854	2,211	1,976	1,971
31st March, 1931	1,886	1,847	1,826	1,695	2,055	1,859	1,854
30th June, 1931	1,876	1,796	1,825	1,685	2,055	1,808	1,828

(a) Weighted average.

5. **Adult Female Weekly Wages—Industrial Groups, 1914-31.**—The following table shows the weighted average weekly rate of wage payable to adult female workers at the 30th June and 31st December 1914, and at the periods specified for the years 1926 to 1931, in the industrial groups in which females are mainly employed, and in all groups combined. Taking the average wage for all groups at the 30th April 1914, as base (= 1,000), index-numbers are given, computed on the average rate of wage ruling at the end of each period.



**Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June 1914, to 30th June 1931.**

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

Date.	INDUSTRIAL GROUP.					
	III. Food, Drink, etc.	IV. Clothing, Boots, etc.	I, II, V, and VI. All Other Manu- facturing.	XIII. Domestic, Hotels, etc.(a)	XIV. Miscel- laneous.	All Groups.(b)
<b>RATES OF WAGE.</b>						
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914 .. .. .	22 6	24 9	26 11	31 1	30 2	27 2
31st December, 1914 .. .. .	23 5	24 11	27 0	30 2	31 4	27 5
31st December, 1926 .. .. .	47 8	51 7	52 10	52 0	52 0	51 8
31st December, 1927 .. .. .	48 9	52 7	53 2	54 5	52 8	52 10
31st December, 1928 .. .. .	49 3	54 2	53 1	56 1	52 10	58 10
30th September, 1929 .. .. .	49 5	54 6	53 11	55 1	53 4	54 2
31st December, 1929 .. .. .	49 4	54 4	53 11	54 9	53 10	54 1
31st March, 1930 .. .. .	49 5 4	54 7	53 11	54 9	53 9	54 2
30th June, 1930 .. .. .	49 3	54 7	53 10	54 9	53 9	54 2
30th September, 1930 .. .. .	48 11	54 2	52 11	54 7	53 3	53 9
31st December, 1930 .. .. .	48 4	54 2	52 7	54 2	52 10	53 7
31st March, 1931 .. .. .	48 0	48 9	51 0	52 8	52 3	50 5
30th June, 1931 .. .. .	45 8	48 5	48 0	52 6	51 6	49 8
<b>INDEX-NUMBERS.</b>						
30th June, 1914 .. .. .	828	911	991	1,144	1,110	1,000
31st December, 1914 .. .. .	862	917	994	1,110	1,153	1,008
31st December, 1926 .. .. .	1,764	1,900	1,943	1,912	1,914	1,902
31st December, 1927 .. .. .	1,793	1,936	1,958	2,007	1,937	1,945
31st December, 1928 .. .. .	1,813	1,938	1,954	2,029	1,946	1,960
30th September, 1929 .. .. .	1,819	2,000	1,984	2,029	1,963	1,992
31st December, 1929 .. .. .	1,815	1,999	1,984	2,015	1,982	1,990
31st March, 1930 .. .. .	1,817	2,010	1,984	2,015	1,979	1,995
30th June, 1930 .. .. .	1,814	2,010	1,982	2,015	1,979	1,994
30th September, 1930 .. .. .	1,790	1,995	1,948	2,007	1,961	1,979
31st December, 1930 .. .. .	1,777	1,994	1,934	1,994	1,945	1,971
31st March, 1931 .. .. .	1,763	1,795	1,679	1,940	1,923	1,854
30th June, 1931 .. .. .	1,670	1,781	1,768	1,932	1,897	1,828

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

(b) Weighted average.

**6. Hours of Labour and Hourly Rates of Wage, 31st December 1930.—**

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

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

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

(ii.) *Adult Males.*—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult male workers and the weekly hours of labour at the 31st December 1930:—

**Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December 1930.**

Industrial Groups.	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
I. Wood, Furniture, etc.	Weekly Wage	104/9	100/6	95/1	95/5	93/5	93/6	100/3
	Working Hours	46.13	47.97	44.03	48.00	46.58	47.90	46.58
	Hourly Wage	2/3½	2/1½	2/2	1/11½	2/1½	2/0½	2/2½
II. Engineering, Metal Works, etc.	Weekly Wage	101/7	98/9	92/7	94/5	104/7	99/7	99/1
	Working Hours	44.57	46.71	44.00	46.63	44.80	46.16	45.83
	Hourly Wage	2/3½	2/1½	2/1½	2/0¾	2/4	2/2	2/2
III. Food, Drink, etc.	Weekly Wage	90/0	96/11	91/4	97/1	101/2	95/7	97/1
	Working Hours	45.71	46.93	44.16	46.30	45.80	47.94	45.88
	Hourly Wage	2/2½	2/0½	2/0½	2/1½	2/2½	2/0	2/1½
IV. Clothing, Boots, etc.	Weekly Wage	90/8	99/11	103/11	104/2	106/0	93/5	99/5
	Working Hours	45.71	45.17	44.00	44.00	44.00	46.29	45.16
	Hourly Wage	2/1½	2/2½	2/4	2/4	2/5	2/0½	2/2½
V. Books, Printing, etc.	Weekly Wage	121/10	113/7	104/4	111/8	133/5	111/3	116/5
	Working Hours	43.39	43.78	44.00	43.56	42.62	43.35	43.66
	Hourly Wage	2/9½	2/7½	2/4	2/6½	3/1½	2/6½	2/8
VI. Other Manufacturing	Weekly Wage	100/7	95/6	92/4	98/8	101/1	96/7	97/10
	Working Hours	45.65	47.20	44.81	47.25	46.03	47.04	46.82
	Hourly Wage	2/2½	2/0½	2/0½	2/1	2/2½	2/0½	2/1½
VII. Building	Weekly Wage	114/8	107/1	106/0	105/1	109/4	101/8	109/8
	Working Hours	46.09	44.33	44.00	44.44	44.13	44.59	44.81
	Hourly Wage	2/6½	2/5	2/5	2/4	2/5½	2/3½	2/5½
VIII. Mining(2)	Weekly Wage	109/1	107/4	113/10	(e)	109/9	98/10	107/10
	Working Hours	43.20	45.12	43.47	..	43.65	45.25	43.81
	Hourly Wage	2/6½	2/4½	2/7½	..	2/6½	2/2½	2/5½
IX. Rail and Tram Services	Weekly Wage	103/11	100/2	95/10	94/1	100/2	92/11	100/2
	Working Hours	47.14	47.49	46.95	48.00	44.10	48.00	47.06
	Hourly Wage	2/2½	2/1½	2/0½	1/11½	2/3½	1/11½	2/1½
X. Other Land Transport	Weekly Wage	97/1	89/7	89/2	87/8	98/11	90/2	92/10
	Working Hours	47.43	47.73	47.33	48.00	46.50	48.00	47.53
	Hourly Wage	2/0½	1/10½	1/10½	1/10	2/1½	1/10½	1/11½
XI. Shipping, etc.	Weekly Wage	99/10	99/4	97/8	100/10	98/9	99/9	99/6
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, etc.	Weekly Wage	89/5	87/4	83/6	86/4	89/2	87/7	87/5
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, etc.	Weekly Wage	92/7	94/9	81/7	91/10	95/2	70/2	91/3
	Working Hours	46.10	48.33	44.40	48.00	48.00	48.00	46.86
	Hourly Wage	2/0	1/11½	1/10½	1/11	1/11½	1/5½	1/11½
XIV. Miscellaneous	Weekly Wage	95/2	95/5	88/5	90/2	94/2	87/4	93/7
	Working Hours	48.54	47.74	44.44	47.84	47.23	48.56	46.88
	Hourly Wage	2/0½	2/0	1/11½	1/10½	2/0	1/9½	2/0
All Groups	Weekly Wage	99/1	96/11	92/5	92/3	99/7	92/1	96/9
All Groups excepting XI. and XII.	Weekly Wage	101/6	98/10	95/5	93/11	101/10	93/7	99/0
	Working Hours	45.64	46.85	44.43	46.33	45.55	47.09	45.93
	Hourly Wage	2/2½	2/1½	2/1½	2/0	2/2½	1/11½	2/1½

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

(iii.) *Adult Females.*—The following table shows the weighted average nominal weekly and hourly rates of wage payable to adult female workers, and weekly hours of labour at the 31st December 1930:—

**Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December 1930.**

Industrial Groups.	Particulars.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
III. Food, Drink, etc.	Weekly Wage	47/11	50/5	40/11	44/3	46/5	48/6	48/4
	Working Hours	45.60	47.33	44.00	48.00	44.00	48.00	46.50
	Hourly Wage	1/0½	1/0½	0/11½	0/11	1/0½	1/0½	1/0½
IV. Clothing, Boots, etc.	Weekly Wage	54/3	53/4	55/7	56/7	55/9	52/8	54/2
	Working Hours	44.85	44.80	44.00	44.00	44.00	45.33	44.68
	Hourly Wage	1/2½	1/2½	1/3½	1/3½	1/3½	1/2	1/2½
I., II., V., & VI. All other Manufacturing	Weekly Wage	52/4	53/7	47/5	50/6	..	55/6	52/7
	Working Hours	44.48	45.73	44.14	48.17	..	44.00	45.15
	Hourly Wage	1/2	1/2	1/1	1/1½	..	1/3½	1/2
XIII. Domestic, Hotels, etc.	Weekly Wage	52/9	56/7	48/9	49/3	64/10	56/1	54/2
	Working Hours	46.77	46.15	44.00	48.00	47.20	48.00	46.32
	Hourly Wage	1/1½	1/2½	1/1½	1/0½	1/4½	1/2	1/2
XIV. Shop Assistants, Clerks, etc.	Weekly Wage	54/10	52/5	55/0	44/0	..	..	52/10
	Working Hours	47.43	46.00	44.00	48.00	..	..	46.53
	Hourly Wage	1/2	1/1½	1/3	0/11	..	..	1/1½
All Groups	Weekly Wage	53/8	53/6	52/11	51/2	60/1	53/8	53/7
	Working Hours	45.85	45.44	44.01	48.03	45.57	46.07	45.48
	Hourly Wage	1/2	1/2	1/2½	1/1½	1/3½	1/2	1/2½

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

7. **Average Nominal Weekly Wage—States, 1891 to 1930.**—The following table shows the average weekly rate of wage payable to adult male workers in each State from 1891 to 1930. The wages given in this table relate to the 31st December in each year.

**Average Nominal Weekly Rates of Wage payable to Adult Male Workers for the years specified from 1891 to 1930**

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

Particulars.	1891.	1901.	1907.	1911.	1914.	1919.	1920.	1921.	1926.	1927.	1928.	1929.	1930.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
New South Wales	44	1 43	11 46	7 51	5 56	2 76	9 94	0 95	10 100	5 101	10 102	7 102	11 99
Victoria	40	5 40	9 43	11 50	6 54	7 72	0 86	1 93	7 99	6 100	3 99	8 101	1 96
Queensland	46	6 46	2 46	10 51	1 53	5 78	7 91	6 96	8 100	1 100	1 101	2 101	2 92
South Australia	41	7 42	0 43	11 51	11 54	5 70	5 82	8 89	5 95	8 96	7 96	2 97	0 92
Western Australia	52	4 53	11 53	11 59	0 62	10 77	8 89	9 95	0 98	9 98	10 99	6 100	7 99
Tasmania	38	6 36	10 37	1 41	0 52	8 69	0 85	9 91	8 94	10 93	3 94	8 92	1
Australia(a)	43	5 43	5 45	9 51	8 55	7 74	11 89	10 94	6 99	4 100	2 100	5 101	2 96

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N.S. Wales	861	858	910	1,003	1,096	1,498	1,835	1,869	1,959	1,988	2,001	2,007	1,933
Victoria	789	796	867	985	1,065	1,404	1,679	1,826	1,941	1,967	1,944	1,972	1,891
Queensland	908	901	914	997	1,042	1,534	1,785	1,886	1,952	1,953	1,974	1,976	1,808
S. Australia	811	819	858	1,013	1,062	1,373	1,613	1,745	1,867	1,885	1,877	1,896	1,807
W. Australia	1,022	1,052	1,053	1,152	1,226	1,516	1,751	1,853	1,927	1,928	1,941	1,963	1,948
Tasmania	751	719	725	799	1,028	1,346	1,674	1,788	1,851	1,832	1,820	1,848	1,797
Australia(a)	848	848	893	1,000	1,085	1,462	1,752	1,844	1,938	1,956	1,959	1,974	1,887

(a) Weighted average.

8. Average Nominal Weekly Wage—Industrial Groups, 1891 to 1930.—

The following table shows for various years the average weekly wages payable in each industrial group. The wages relate to the [31st December in each year.

Average Nominal Weekly Rates of Wage payable to Adult Male Workers in each Industrial Group for the years specified from 1891 to 1930.

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

Particulars.	1891.		1901.		1907.		1911.		1914.		1919.		1920.		1921.		1926.		1927.		1928.		1929.		1930.			
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.		
Group I. . . . .	52	6 52	8 53	0 57	8 59	0 75	9 95	1 98	2 104	5 104	6 103	11 104	10 100	8														
" II. . . . .	47	8 43	5 40	9 54	6 57	0 77	6 92	5 98	2 102	0 102	10 102	1 103	6 99	1														
" III. . . . .	38	2 44	7 46	8 50	9 55	8 75	6 59	3 93	10 98	9 99	8 99	9 100	10 97	1														
" IV. . . . .	38	8 39	8 43	10 50	8 53	0 73	5 86	5 93	3 96	6 96	3 99	4 99	6 99	6														
" V. . . . .	53	5 51	0 51	9 59	11 63	10 80	9 99	6 104	7 111	5 113	7 117	10 119	1 116	6														
" VI. . . . .	46	4 46	6 46	4 51	11 56	0 75	4 88	11 95	0 100	6 101	4 100	8 102	2 97	10														
" VII. . . . .	50	8 53	10 56	7 62	1 63	5 79	8 95	7 102	5 110	8 112	10 112	4 113	0 109	8														
" VIII. . . . .	58	1 54	8 57	3 61	2 65	2 88	4 103	10 105	4 109	6 109	9 109	10 110	7 107	10														
" IX. . . . .	50	10 52	4 52	7 57	0 59	9 78	6 93	1 97	5 102	6 103	1 102	2 105	2 100	2														
" X. . . . .	39	6 40	9 41	8 46	7 52	8 73	4 87	3 90	2 95	4 97	4 98	3 96	0 99	8														
" XI. . . . .	33	2 39	6 40	4 44	7 49	10 77	9 88	0 101	8 103	7 103	7 103	3 107	0 99	6														
" XII. . . . .	34	10 32	1 37	5 43	0 49	5 70	3 87	1 89	0 98	5 94	3 95	0 95	6 97	5														
" XIII. . . . .	32	10 30	8 31	2 45	5 47	11 68	7 80	6 84	2 90	10 93	3 93	3 92	0 91	3														
" XIV. . . . .	39	7 38	10 41	7 47	7 54	0 71	3 84	11 91	1 95	6 96	0 96	1 96	8 93	7														
ALL GROUPS . . . . .	43	6 43	5 45	9 51	3 55	7 74	11 89	10 94	6 99	4 100	2 100	5 101	2 96	9														
(a)																												

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	1891.	1901.	1907.	1911.	1914.	1919.	1920.	1921.	1926.	1927.	1928.	1929.	1930.
I. Wood, Furniture, etc.	1,028	1,019	1,049	1,125	1,161	1,479	1,855	1,916	2,037	2,039	2,028	2,046	1,956
II. Engineering, Metal Works, etc.	931	946	971	1,064	1,127	1,512	1,803	1,915	1,991	2,006	1,938	2,019	1,933
III. Food, Drink, etc.	745	871	902	991	1,085	1,473	1,742	1,832	1,926	1,944	1,947	1,967	1,894
IV. Clothing, Hats, Boots, etc.	716	708	850	981	1,034	1,433	1,687	1,819	1,833	1,917	1,930	1,942	1,940
V. Books, Printing, etc.	1,043	998	1,019	1,149	1,246	1,576	1,941	2,040	2,173	2,216	2,289	2,323	2,271
VI. Other Manufacturing	904	907	905	1,013	1,093	1,470	1,738	1,854	1,961	1,977	1,964	1,994	1,909
VII. Building	856	1,050	1,105	1,213	1,273	1,554	1,865	1,999	2,160	2,202	2,193	2,205	2,139
VIII. Mining	1,134	1,087	1,117	1,194	1,272	1,724	2,026	2,056	2,137	2,142	2,143	2,157	2,104
IX. Rail and Tram Services	992	1,021	1,027	1,113	1,165	1,532	1,816	1,901	2,001	2,012	1,994	2,052	1,955
X. Other Land Transport	772	795	813	910	1,023	1,431	1,702	1,760	1,863	1,900	1,878	1,898	1,812
XI. Shipping, etc.	745	761	787	871	972	1,518	1,716	1,934	2,020	2,021	2,014	2,087	1,941
XII. Agricultural, Pastoral, etc.	680	627	730	839	965	1,370	1,699	1,736	1,823	1,839	1,869	1,863	1,706
XIII. Domestic, Hotels, etc.	641	599	608	887	935	1,338	1,571	1,842	1,772	1,820	1,820	1,804	1,780
XIV. Miscellaneous	773	759	812	929	1,054	1,369	1,656	1,778	1,863	1,872	1,874	1,886	1,826
All Groups (a)	848	848	893	1,000	1,035	1,462	1,752	1,844	1,938	1,955	1,959	1,974	1,887

(a) Weighted average.

9. **Hourly Rates of Wage (a)—1914-1930.** The following table shows the weighted average nominal hourly rates of wage payable to adult male workers in each State at the dates specified.

**Average Nominal Hourly Rates of Wage—Adult Male Workers—30th April 1914, and at end of years 1919 to 1930.**

NOTE.—Index-numbers based on the average hourly wage for Australia—30th April, 1914 (13.96d.) as base (= 1,000). The index-numbers in the table are comparable throughout. The rates of wage per hour are shown to the nearest farthing.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia	Tasmania.	Australia.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th April, 1914 ..	1 2	1 1½	1 1½	1 1½	1 4½	1 1	1 2
31st December, 1919	1 7½	1 6½	1 9	1 5½	1 7½	1 5½	1 7½
31st December, 1920	2 0	1 10	2 0½	1 8½	1 11½	1 10	1 11
31st December, 1921	2 1½	2 0½	2 2	1 10½	2 1	1 11½	2 0½
31st December, 1922	2 0½	1 11½	2 1½	1 10½	2 0½	1 10½	2 0
31st December, 1923	2 0½	2 1	2 1½	1 11½	2 0½	1 11½	2 0½
31st December, 1924	2 0½	2 1	2 1½	1 11½	2 0½	1 11½	2 0½
31st December, 1925	2 1½	2 1½	2 3½	2 0½	2 1½	2 0	2 1½
31st December, 1926	2 3½	2 2	2 4	2 0½	2 2½	2 0½	2 2½
31st December, 1927	2 3½	2 2½	2 4	2 1½	2 2½	2 0½	2 2½
31st December, 1928	2 4	2 2	2 4	2 1	2 2½	2 0	2 3
31st December, 1929	2 4	2 2½	2 4	2 1½	2 2½	2 0½	2 3
31st December, 1930	2 2½	2 1½	2 1½	2 0	2 2½	1 11½	2 1½

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30th April, 1914 ..	998	980	963	991	1,170	933	1,000
31st December, 1919	1,405	1,332	1,512	1,262	1,408	1,259	1,378
31st December, 1920	1,725	1,570	1,753	1,492	1,686	1,567	1,655
31st December, 1921	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st December, 1922	1,735	1,709	1,803	1,621	1,766	1,628	1,726
31st December, 1923	1,775	1,790	1,803	1,676	1,754	1,696	1,771
31st December, 1924	1,761	1,790	1,838	1,709	1,771	1,706	1,774
31st December, 1925	1,808	1,823	1,988	1,761	1,827	1,723	1,829
31st December, 1926	1,944	1,864	1,997	1,776	1,878	1,746	1,900
31st December, 1927	1,980	1,880	1,998	1,800	1,882	1,731	1,920
31st December, 1928	2,004	1,867	2,001	1,788	1,916	1,728	1,928
31st December, 1929	2,011	1,895	2,001	1,808	1,923	1,751	1,940
31st December, 1930	1,912	1,813	1,846	1,724	1,922	1,708	1,851

(a) Weighted average 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.

10. **Weighted Average Nominal Hours of Labour—Adult Males.**—The following table shows the weighted average nominal hours of labour (exclusive of overtime) in a full working week for male workers in each State and Australia at the 30th April 1914, and at 31st December 1919 to 1930. Index-numbers are given for each State based on the average weekly hours at each of the periods specified, computed with the weighted average hours of labour for all States at the 30th April 1914, as base (= 1,000).

**Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers, 30th April 1914, and 31st December of years 1919 to 1930.**

NOTE.—Index-numbers based on the average hours of labour for Australia at the 30th April 1914 (43.93), as base (= 1,000). The index-numbers in the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia. (a)
30th April, 1914 ..	49.42	48.80	48.78	48.60	47.78	48.62	48.93
31st December, 1919	47.77	47.36	46.19	47.58	47.60	47.89	47.41
31st December, 1920	47.51	47.19	45.63	47.29	46.53	47.33	47.07
31st December, 1921	45.60	46.95	45.52	47.07	46.24	46.84	46.22
31st December, 1922	46.05	46.99	45.51	47.00	46.41	46.93	46.38
31st December, 1923	46.73	47.06	45.51	47.00	46.66	47.27	46.70
31st December, 1924	46.75	46.99	45.40	46.98	46.52	47.26	46.66
31st December, 1925	46.76	46.98	43.88	46.97	46.26	47.25	46.44
31st December, 1926	44.55	46.94	43.95	46.95	45.80	47.27	45.57
31st December, 1927	44.44	46.82	43.96	46.78	45.75	47.16	45.46
31st December, 1928	44.17	46.70	43.96	46.67	45.30	46.85	45.27
31st December, 1929	44.14	46.83	43.96	46.83	45.58	47.09	45.34
31st December, 1930	45.64	46.85	44.43	46.83	45.55	47.09	45.98

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30th April, 1914 ..	1,010	997	997	993	976	994	1,000
31st December, 1919	976	968	944	972	973	979	969
31st December, 1920	971	964	933	966	951	967	962
31st December, 1921	933	960	930	962	945	957	945
31st December, 1922	941	960	930	961	948	959	948
31st December, 1923	955	962	930	961	954	966	954
31st December, 1924	955	960	928	960	951	966	954
31st December, 1925	956	960	897	960	945	966	949
31st December, 1926	910	959	898	960	936	966	931
31st December, 1927	908	957	898	956	935	964	929
31st December, 1928	903	954	898	954	926	957	925
31st December, 1929	902	957	898	957	932	962	927
31st December, 1930	933	958	908	957	931	962	940

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

11. **Hourly Rates of Wage, 1914 to 1930—Adult Females.**—The following table shows the weighted average nominal hourly rates of wage payable to adult female workers in each State at the dates specified.

**Average Nominal Hourly Rates of Wage—Adult Female Workers—30th April 1914, and at end of years 1919 to 1930.**

NOTE.—Index-numbers based on the average hourly rate of wage for Australia at 30th April 1914 (6.64d.), as base (= 1,000). The index-numbers in the table are comparable throughout. The rates of wage per hour are shown to the nearest farthing.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th April, 1914 . .	0 6½	0 6½	0 6½	0 5½	0 9½	0 6	0 6½
31st December, 1919	0 10	0 8½	0 8½	0 8½	0 11	0 8	0 9½
31st December, 1920	0 11½	0 11½	0 11½	0 10½	1 1½	0 10½	0 11½
31st December, 1921	1 1	1 0½	1 1½	0 11½	1 2½	1 0	1 0½
31st December, 1922	1 0½	1 0½	1 0½	0 11½	1 2½	1 0	1 0
31st December, 1923	1 1	1 0½	1 1½	1 0	1 2½	1 0½	1 1
31st December, 1924	1 0½	1 1	1 1½	1 0	1 2½	1 0½	1 1
31st December, 1925	1 1	1 1½	1 2	1 0½	1 3½	1 0½	1 1½
31st December, 1926	1 1½	1 1½	1 2½	1 1	1 3½	1 1	1 1½
31st December, 1927	1 2½	1 1½	1 2½	1 1	1 3½	1 1½	1 2
31st December, 1928	1 2½	1 2½	1 3	1 1½	1 3½	1 2	1 2½
31st December, 1929	1 2½	1 2½	1 3	1 1½	1 3½	1 2	1 2½
31st December, 1930	1 2	1 2	1 2½	1 1½	1 3½	1 2	1 2½

**INDEX-NUMBERS.**

30th April, 1914 . .	980	1,021	976	881	1,386	920	1,000
31st December, 1919	1,523	1,307	1,483	1,262	1,639	1,211	1,410
31st December, 1920	1,777	1,685	1,761	1,578	2,069	1,580	1,730
31st December, 1921	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st December, 1922	1,899	1,881	1,908	1,726	2,215	1,797	1,889
31st December, 1923	1,943	1,937	1,997	1,815	2,215	1,831	1,944
31st December, 1924	1,929	1,943	2,017	1,821	2,236	1,898	1,949
31st December, 1925	1,944	2,000	2,125	1,913	2,280	1,893	1,995
31st December, 1926	2,080	2,059	2,169	1,959	2,319	1,952	2,078
31st December, 1927	2,175	2,084	2,193	1,958	2,327	1,985	2,125
31st December, 1928	2,205	2,140	2,250	2,003	2,333	2,092	2,172
31st December, 1929	2,218	2,154	2,252	2,015	2,333	2,108	2,182
31st December, 1930	2,113	2,127	2,172	2,011	2,383	2,105	2,128

12. **Weighted Average Nominal Hours of Labour—Adult Females.**—The following table shows the weighted average nominal hours of labour (exclusive of overtime in a full working week for female workers in each State and Australia at 30th April 1914, and at 31st December 1919 to 1930.

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

**Weighted Average Nominal Hours of Labour (exclusive of Overtime) worked by Adult Female Workers during a Full Working Week, 30th April 1914, and 31st December of years 1919 to 1930.**

NOTE.—Index-numbers based on the average hours of labour for Australia at 30th April, 1914 (49.08), as base (= 1,000). The index-numbers in the table are comparable throughout.

Date.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
30th April, 1914 ..	49.34	48.54	49.32	49.33	48.69	50.76	49.08
31st December, 1919	47.53	47.63	46.76	47.67	48.12	49.28	47.54
31st December, 1920	46.83	46.23	46.09	46.51	46.20	47.86	46.47
31st December, 1921	45.06	46.04	45.66	46.10	45.07	47.86	45.69
31st December, 1922	45.33	46.14	45.60	46.10	45.97	47.86	45.82
31st December, 1923	45.81	46.13	45.60	46.10	45.97	47.86	45.98
31st December, 1924	45.98	46.08	45.60	46.10	45.97	47.86	46.02
31st December, 1925	46.17	45.83	44.00	46.10	45.57	47.86	45.78
31st December, 1926	44.02	45.60	44.01	46.10	45.57	47.86	44.94
31st December, 1927	44.02	45.58	44.01	46.10	45.57	47.86	44.94
31st December, 1928	43.93	45.40	44.01	46.03	45.57	46.07	44.79
31st December, 1929	43.93	45.40	44.01	46.03	45.57	46.07	44.79
31st December, 1930	45.85	45.44	44.01	46.03	45.57	46.07	45.48

INDEX-NUMBERS.

30th April, 1914 ..	1,005	989	1,005	1,005	992	1,034	1,000
31st December, 1919	968	970	953	971	980	1,004	967
31st December, 1920	954	942	939	948	941	975	947
31st December, 1921	918	938	930	939	937	975	931
31st December, 1922	924	940	929	939	937	975	934
31st December, 1923	933	940	929	939	937	975	937
31st December, 1924	937	939	929	939	937	975	938
31st December, 1925	941	934	896	939	928	975	933
31st December, 1926	897	929	897	939	928	975	916
31st December, 1927	897	929	897	939	928	975	916
31st December, 1928	895	925	897	938	928	939	913
31st December, 1929	895	925	897	938	928	939	913
31st December, 1930	934	926	897	938	928	939	927

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

(ii.) *Effective Weekly Wage Index-numbers*—1901 to 1930. In computing these effective wage index-numbers for the respective years the nominal wage index-numbers have been divided by the retail price index-numbers, food, groceries and rent (all houses) for the capital cities.



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

**Effective Wages (Full Work)—Adult Males—1901 to 1930.**

Particulars.	1901.	1911.	1914.	1919.	1920.	1921.	1924.	1925.	1926.	1927.	1928.	1929.	1930.
N.S.W. ..	961	973	906	875	911	1,079	1,069	1,048	1,035	1,079	1,089	1,050	1,107
Victoria ..	915	1,037	961	904	875	1,038	1,097	1,075	1,069	1,095	1,120	1,084	1,158
Queensland	1,172	1,090	1,038	990	1,036	1,244	1,232	1,241	1,183	1,222	1,236	1,220	1,317
S. Australia	948	957	929	901	853	1,027	1,051	1,053	1,076	1,073	1,08	1,067	1,106
W. Australia	1,024	1,023	1,070	1,068	1,012	1,139	1,161	1,162	1,165	1,199	1,166	1,143	1,229
Tasmania ..	827	838	942	840	830	977	1,017	1,044	1,037	1,072	1,099	1,064	1,111
<b>Australia</b>	<b>964</b>	<b>1,000</b>	<b>948</b>	<b>907</b>	<b>911</b>	<b>1,076</b>	<b>1,095</b>	<b>1,081</b>	<b>1,072</b>	<b>1,102</b>	<b>1,115</b>	<b>1,082</b>	<b>1,152</b>

In the preceding table the effective wage index-numbers are computed to the one base, that of Australia for 1911. Subject to the qualification already referred to, which, as has been pointed out, does not materially affect the figures, the index-numbers are comparable in all respects, and comparisons may be made as to the increase or decrease in the effective wage index-number for any State over any period of years. Thus it will be seen that comparing 1930 with 1901 and with 1911, there has been an increase in the index-numbers in all States.

**14. Effective Wages and Standard of Comfort, 1901 to 1930.**—In the preceding paragraph particulars are given as to variations in effective wages in each State, due allowance having been made for variations in the purchasing-power of money, but not for unemployment.

For years prior to 1913 the data available as to unemployment are so meagre that comparative results allowing for variations both in the purchasing-power of money and in unemployment cannot be accurately computed for the several States. In the subjoined table, for these earlier years the percentage of unemployment for Australia and the nominal wage index-numbers relate to the end of the year. For the year 1914 and subsequent years, the wage index-numbers, percentages of unemployment, and retail price index-numbers are the average for the year. Column I. shows the nominal wage index-numbers, and Column II. the relative percentages unemployed (*see* Chapter III.). These percentages of unemployment are applied to the index-numbers in Column I. to obtain rate of wage index-numbers allowing for unemployment, which are shown in Column III. computed with the year 1911 as base = 1,000. In Column IV. the price index-numbers

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

Unemployment, and Nominal and Effective Wage Index-Numbers, for the years specified, 1901 to 1930.(a)

Year.	I. Nominal Weekly Wage Index- numbers.	II. Percentage Unem- ployed.	III. Rate of Wage Index-numbers, allowing for Unemployment. Recomputed. (1911 = 1,000).	IV. Retail Price Index- numbers.	Effective Wage Index-numbers.	
					V. Full Work.	VI. Allowing for Un- employ- ment.
1901 .. ..	848	6.6	832	880	964	945
1906 .. ..	886	6.7	848	902	960	940
1907 .. ..	893	5.7	884	897	996	986
1908 .. ..	900	6.0	888	951	946	934
1909 .. ..	923	5.8	913	948	974	963
1910 .. ..	955	5.6	945	970	985	974
1911 .. ..	1,000	4.7	1,000	1,000	1,000	1,000
1912 .. ..	1,051	6.5	1,042	1,101	955	946
1913 .. ..	1,076	5.3	1,071	1,104	975	970
1914 .. ..	1,081	8.3	1,040	1,140	948	912
1915 .. ..	1,092	9.3	1,039	1,278	854	813
1916 .. ..	1,144	5.8	1,131	1,324	864	854
1917 .. ..	1,226	7.1	1,195	1,318	930	907
1918 .. ..	1,270	5.8	1,255	1,362	932	921
1919 .. ..	1,370	6.6	1,343	1,510	907	889
1920 .. ..	1,627	6.5	1,596	1,785	911	894
1921 .. ..	1,826	11.2	1,701	1,697	1,076	1,002
1922 .. ..	1,801	9.3	1,715	1,600	1,126	1,072
1923 .. ..	1,805	7.1	1,760	1,700	1,062	1,035
1924 .. ..	1,840	8.9	1,759	1,681	1,095	1,046
1925 .. ..	1,861	8.8	1,781	1,722	1,081	1,034
1926 .. ..	1,914	7.1	1,866	1,786	1,072	1,045
1927 .. ..	1,946	7.0	1,899	1,766	1,102	1,075
1928 .. ..	1,963	10.8	1,837	1,760	1,115	1,044
1929 .. ..	1,972	11.1	1,839	1,822	1,082	1,009
1930 .. ..	1,939	10.3	1,642	1,683	1,152	976

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

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

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

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

the result that the purchasing power of wages was less in each of these years than in 1911. The first occasion on which the effective wage was higher than in 1911 was in the year 1921.

Retail prices fell rapidly during the year 1930, particularly during the last six months. Nominal wages declined, but not to the same extent as prices, with the result that the effective wage index-number for full work increased from 1,082 to 1,152, the highest point recorded in the investigation. As unemployment increased considerably, the index-number allowing for unemployment declined to 976, the lowest point recorded since the year 1921. Comparison with 1911 shows that the effective wage for full-time work was 15.2 per cent. higher, but allowing for unemployment was 2.4 per cent. lower during 1930.

**15. Productive Activity.**—The preceding table shows the movement in real (or effective) wages, i.e., wages measured in retail purchasing power over food and housing. A parallel problem is the measure of productivity, i.e., the quantity of production (irrespective of prices) in relation to population or persons engaged in production.

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

Estimated Value of Australian Production, 1906 to 1930.

Year.	Agricultural.	Pastoral.	Dairy, Poultry and Bee Farming.	Forestry and Fisheries.	Mining.	Manufacturing.	Total.
	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.	£1,000.
1906 ..	25,349	45,389	13,611	4,879	26,643	31,172	147,043
1907 ..	30,323	54,771	15,667	3,940	28,157	34,090	166,948
1908 ..	37,150	46,468	16,564	4,368	24,355	33,950	162,861
1909 ..	41,056	52,336	16,571	4,504	22,393	36,913	174,273
1910 ..	39,752	56,917	19,086	5,072	23,030	42,442	185,399
1911 ..	38,774	52,729	20,154	5,868	23,303	47,531	188,359
1912 ..	45,754	56,148	21,713	6,745	25,475	53,401	209,236
1913 ..	46,162	63,146	21,682	6,626	25,594	57,674	220,884
1914 ..	36,052	67,085	22,504	6,853	22,054	59,004	213,552
1915 ..	75,475	70,172	22,399	6,253	22,000	59,212	255,571
1916 ..	61,255	83,054	27,931	6,062	23,192	60,502	261,996
1917 ..	59,641	91,979	31,326	6,147	24,998	65,327	279,418
1918 ..	59,036	96,662	33,738	6,890	25,462	70,087	291,875
1919-20 ..	72,202	111,683	38,830	9,670	18,982	92,330	343,697
1920-21 ..	112,801	90,641	52,613	11,136	21,613	101,778	390,582
1921-22 ..	81,890	76,054	44,417	10,519	19,977	112,517	344,374
1922-23 ..	84,183	97,127	43,542	11,124	20,316	123,188	379,480
1923-24 ..	81,166	110,216	42,112	11,866	22,232	132,732	400,324
1924-25 ..	107,163	127,301	45,190	12,357	24,646	137,977	454,634
1925-26 ..	89,267	113,556	48,278	12,784	24,592	143,256	431,733
1926-27 ..	98,295	111,717	46,980	12,790	24,007	153,634	447,422
1927-28 ..	84,328	124,555	50,261	12,181	22,983	158,562	452,869
1928-29 ..	89,440	116,733	50,717	11,617	19,597	159,759	447,863
1929-30 ..	77,109	84,563	49,398	11,371	17,945	149,184	389,570

In previous issues an attempt has been made to measure the quantity of material production by means of production price index-numbers. These index-numbers have never been regarded as satisfactory over a long period, and there is danger in continuing them further in respect to manufacturing production. (See Production Bulletin No. 24, page 112.) In the absence of a satisfactory measure of the quantity of production, all that is offered here is a measure of "real" production, i.e., the value of production measured in the same retail purchasing power, which was used to find "real" wages.

Two tables are given:—The first shows "real" production per head of population. This table must be read with caution for the following considerations. The production considered is only material production and takes no account of services—as civilization advances, material production becomes less important relative to services, and a smaller proportion of the population is engaged in material production. For example, the present use of the motor car, the cinema, and wireless is comparatively recent, and these employ a much larger number of people in services than in material production, particularly when the material instruments are largely imported. It follows that material production per head of population will not measure accurately the progress of productive efficiency, but will tend to give too low a value. Unemployment, of course, will also depress it.

A better measure is given by "real" production per person engaged in material production. The second table attempts to give this. The result will give a better measure of productive efficiency, but will not take into account the effect of unemployment, though the index may be somewhat depressed by short time and rationing.

The two tables tell a different story. Before unemployment became severe in 1930, "real" production per head, as shown in the last column of the first table, had remained substantially steady, with minor fluctuations ever since 1906. Whatever gain had been made in productive efficiency had been off-set by the gradual swing-over from production of goods to production of services. With unemployment becoming intense in the last two years, the index fell from its normal figure of about 100 to 83 in 1929-30. The corresponding index for 1930-31 will probably be as low as 75. This would imply a fall in average real income of about 25 per cent. from the normal level, taking unemployment into account.

The index of "real" production per person engaged, as given in the last column of the second table, shows on the other hand an appreciable upward tendency. It rose steeply during the war, as might have been expected, fell somewhat after the war, and recovered again. For 1929-30, it fell to 105, due to the lag in the fall of retail prices, but for 1930-31, the index will be probably up to about 115 again, as contrasted with about 75 for "real" production per head. This high figure for "real" production per person engaged implies a high "real" wage for those in employment. This is consistent with our information about the rates of "real" wages (see Appendix, Section VIII.)—Wages and Prices—Table II.) which in the second quarter of 1931 had maintained the high level reached in the years 1927-29.

## Production per Head of Population.

Year.	Value of Material Production.			Retail Prices Index Number (a) 1911 = 1,000.	"Real" Production per head of population (measured in retail purchasing power) 1911 = 100.
	Total £1,000.	Per head of population.			
		Actual.	Index Number. 1911 = 100.		
		£			
1901 ..	114,585	30.0	73	880	83
1906 ..	147,043	35.9	87	902	97
1907 ..	166,948	40.1	97	897	109
1908 ..	162,861	38.5	93	951	98
1909 ..	174,273	40.3	98	948	103
1910 ..	185,399	41.9	102	970	105
1911 ..	188,359	41.2	100	1,000	100
1912 ..	209,236	44.1	107	1,101	97
1913 ..	220,884	45.1	110	1,104	99
1914 ..	213,552	43.0	104	1,140	92
1915 ..	255,571	51.4	125	1,278	98
1916 ..	261,996	53.3	129	1,324	98
1917 ..	279,418	56.1	136	1,318	103
1918 ..	291,875	57.5	140	1,362	102
1919-20 ..	343,697	64.8	157	1,624	97
1920-21 ..	390,582	72.2	175	1,821	96
1921-22 ..	344,374	62.5	152	1,600	95
1922-23 ..	379,480	67.4	164	1,642	100
1923-24 ..	400,324	69.6	169	1,714	99
1924-25 ..	454,634	77.4	188	1,690	111
1925-26 ..	431,733	72.1	175	1,766	99
1926-27 ..	447,422	73.2	178	1,763	101
1927-28 ..	452,869	72.6	176	1,776	99
1928-29 ..	447,863	70.7	172	1,785	96
1929-30 ..	389,570	60.7	148	1,783	83

(a) Retail prices of food, groceries, and houses (all houses) for six capital cities.

## Production per Person Engaged.

Year.	Number engaged in Material Production. (a)	Value of Material Production per person engaged in production. (a)		"Real" Production per person engaged (measured in retail purchasing power) 1911 = 100.
		Actual.	Index Number. 1911 = 100.	
	(1,000.)			
1906 ..	659	223	87	96
1907 ..	678	244	95	106
1908 ..	677	239	93	98
1909 ..	684	252	98	104
1910 ..	704	262	102	105
1911 ..	728	257	100	100
1912 ..	744	279	109	99
1913 ..	756	290	113	102
1914 ..	733	289	113	99
1915 ..	704	361	141	110
1916 ..	685	381	148	112
1917 ..	683	408	159	120
1918 ..	685	424	165	121
1919-20 ..	743	460	179	110
1920-21 ..	760	510	199	109
1921-22 ..	775	441	172	107
1922-23 ..	793	475	185	113
1923-24 ..	810	491	191	111
1924-25 ..	826	547	213	126
1925-26 ..	831	515	201	114
1926-27 ..	841	527	205	116
1927-28 ..	838	536	209	118
1928-29 ..	830	536	209	117
1929-30 ..	803	482	187	105

(a) Vide explanatory remarks below.

The data for the preceding table are not complete. The numbers engaged in timber getting are not accurately known, so that the value of production on this account and the corresponding persons engaged are both left out of account. Further, the information about women engaged in primary production is unsatisfactory, so that males alone are counted in primary industries. In manufacturing, the numbers are converted into equivalent male workers on the basis of relative wages for male and female workers. The column headed "numbers engaged" is therefore, rather an index than the absolute number of individuals occupied in material production, but as an index, should be accurate enough to give a satisfactory index of production per person engaged.

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

1. **The Basic Wage.**—(i) *General.*—The "basic" or "living" wage is determined by industrial tribunals in Australia operating under Commonwealth and State Arbitration Acts. In the Commonwealth Conciliation and Arbitration Act, and in the industrial legislation in New South Wales, Queensland, South Australia and Western Australia provision is made for the tribunals appointed by the Acts to determine the minimum rates of wage to be paid to adult unskilled workers. In Victoria and Tasmania the provision for the declaration of a minimum rate of wage for the respective States is not included in the industrial Acts in force. The Wages Board system operates in these two States, and each Wages Board determines the rate of wage to be paid to the unskilled worker when the determination for an industry or calling is under review.

The Acts in force providing for the determination of a "basic" or "living" wage are as under:—

- (a) Australia—*Commonwealth Conciliation and Arbitration Act 1904–1930.*
- (b) New South Wales—*Industrial Arbitration Act 1912–1929.*
- (c) Queensland—*Industrial Conciliation and Arbitration Act 1929–1930.*
- (d) South Australia—*The Industrial Code 1920–1925.*
- (e) Western Australia—*Industrial Arbitration Act 1912–1930.*

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

The judgment was delivered on 8th November 1907, in the matter of the application of H. V. McKay for an Order in terms of Section 2 (d) of the *Excise Tariff 1906*. The Commonwealth Parliament had by this Act imposed certain Excise Duties on agricultural implements, but provided that the Act

should not apply to goods manufactured in Australia "under conditions as to the remuneration of labour which are declared by the President of the Commonwealth Court of Conciliation and Arbitration to be fair and reasonable." The President discussed at length the meaning of "fair and reasonable", and stated "These remarks would not be made if the Legislature had defined the general principles on which I am to determine whether wages are fair and reasonable or the reverse. . . . The provision for fair and reasonable remuneration is obviously designed for the benefit of the employees in the industry; and it must be meant to secure to them something which they cannot get by the ordinary system of individual bargaining with employers. . . . The standard must therefore be something else; and I cannot think of any other standard appropriate than "the normal needs of the average employee regarded as a human being living in a civilized community."

The President in his judgment stated—"My hesitation has been chiefly between 7s. and 7s. 6d.; but I put the minimum at 7s. as I do not think that I could refuse to declare an employer's remuneration to be fair and reasonable if I find him paying 7s. per day."

The basis of 7s. per day or £2 2s. per week for Melbourne has been varied by the Commonwealth Court of Conciliation and Arbitration from time to time in accordance with the retail price index-numbers (food, groceries and rent—all houses) prepared by the Commonwealth Bureau of Census and Statistics for the city or town in which the persons affected are employed, and the rate so obtained has been taken by the Court as the minimum rate of wage for an unskilled male worker.

The weekly wage rates at 1st August, 1931 for the various capital cities as so varied are as follows:—

	£	s.	d.
Sydney .. .. .	4	1	0
Melbourne .. .. .	3	13	0
Brisbane .. .. .	3	7	0
Adelaide .. .. .	3	9	0
Perth .. .. .	3	13	0
Hobart .. .. .	3	14	6
Six Capitals (Weighted Average)'	3	15	0

The above amounts include the sum of 3s. per week known as the "Powers" three shillings, which was added in 1921 for the purpose of securing to the worker during a period of rising prices the full equivalent of the "Harvester" standard. The weekly rates given in the above table are the "Harvester" equivalents plus the "Power's 3s." per week, but in accordance with the judgment of the Full Arbitration Court, such rates are subject to the ten per cent. reduction referred to in the following paragraphs.

The adequacy or otherwise of the amount allotted under the "Harvester" judgment has been the subject of much discussion, the author of the judgment himself urging on several subsequent occasions the need for its review. Frequent references as to the desirability of an investigation have been made by Judges of the Court, but it was not decided to hold an inquiry into the method of determining the basic wage until the latter portion of the year 1930.

On 15th August 1930, application was made by the Victorian and New South Wales Railways Commissioners for variation of current awards in the railway industry. The application sought variations in the basic wage as follows:—the abolition of the "Power's 3s." and the adoption of the

Statistician's "all items" purchasing power of money figures in lieu of the figures now in use (food, groceries and rent—all houses) for determining the basic wage and adjustments thereof. On 5th November, by direction of the Court, all organizations bound by awards of the Court were notified that the matters in issue affected the basic wage, and were advised that they could intervene in the hearing. Employers and employees selected representatives and the Full Arbitration Court held a Basic Wage Inquiry. The hearing commenced in November 1930, and concluded on 19th January 1931. Judgment was delivered on 22nd January. The Court refused to make any variations in the basic wage or in the present method of calculation thereof without further inquiry, but was forced to the conclusion, after considering the evidence relating to the decline in the national income, the reduction in spending power due to the cessation of loans, and the general depressed state of industry, that for a period of twelve months and thereafter until further order a general reduction of wages was necessary. With a few exceptions orders were made for variations of the awards covered by the applications before the Court by the reduction of all wage rates therein prescribed by ten per cent. for a period of twelve months and thereafter until further order, such variations to operate from 1st February, 1931. Additional applications for variation of awards were successful in obtaining the reduction, and rates of wage in practically all awards of the Court are subject to the ten per cent. reduction.

The Commonwealth Act provides that the "basic" wage is to be considered by a Court constituted by the Chief Judge and not less than two other Judges and must be approved by a majority of the members of the Court. The amended Act of 1930 provides that any alteration of the "basic" wage or the principles on which it is computed, or any variation or interpretation of any award where the variation or interpretation would result in any such alteration shall have no force or effect unless it is considered by the Court constituted as above-mentioned.

(iii) *New South Wales*.—The first determination under the New South Wales Industrial Arbitration Act of a standard "living" wage for adult male employees was made on 16th February 1914, when the Court of Industrial Arbitration fixed the "living wage" at £2 8s. per week for adult male employees in the metropolitan area. The Court, however, indicated to Industrial Boards that in view of the prosperous condition of industry they should fix the "living" wage at 8s. 6d. per day. Determinations of the "living" wage in New South Wales were made by the Court of Industrial Arbitration during the period 1914 to 1916. The Board of Trade was established in 1918, and was empowered to determine the "living" wage for adult male and female employees in the State. The first declaration by this body was made on 5th September 1918, when the rate for adult male employees in Sydney and suburbs was declared at £3 per week, while the rate for female employees was declared at £1 10s. on 17th December 1918. The Board of Trade made numerous declarations during the period 1918 to 1925, but ceased to function when the *Industrial Arbitration (Amendment) Act 1926* established the Industrial Commission of New South Wales to exercise the powers of the Board of Trade as from 15th April 1926. The Industrial Arbitration (Amendment) Act, No. 45, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. The first declaration of the Commission was made on 15th December 1926, when the rate for adult males was fixed at £4 4s. per week, the same rate as previously declared by the Board of Trade. The latest declaration of the Commission was issued on 20th December



1929, when the rate for adult male workers was fixed at £4 2s. 6d. per week, and for adult female workers at £2 4s. 6d. per week. The latest adult male rate is determined on the family unit of a man, wife and one child. The President dissented from the other two Commissioners and presented a separate judgment. These pronouncements are published in the *New South Wales Industrial Gazette*, Vol. XXXVI., No. 6, and deal exhaustively with matters relating to basic wages. The "living" wage determined by the Industrial Commission in 1929 was not altered during the year 1930.

The principle of supplementing wages by a payment in respect of dependent children under fourteen years of age is operative in New South Wales. The Family Endowment (Further Amendment) Act, No. 58 of 1929, provides that where the family income in the determined period did not exceed the amount for the same period of the "living" wage for an adult employee in force in such period and appropriate to the case, a certificate for endowment shall, subject to the Act, be issued for the amount of five shillings per week for each child (under fourteen years) except one in the family.

(iv.) *Queensland*.—The Industrial Conciliation and Arbitration Act (No. 28) of 1929, repealed the *Industrial Arbitration Act* 1916, and amendments thereof, and the Basic Wage Act of 1925. The Board of Trade and Arbitration was abolished, and a Court, called the Industrial Court, was established. The Act provides that it shall be the duty of the Court to make declarations as to—(a) the basic wage, and (b) the maximum weekly hours to be worked in industry (called the "standard" hours.) For the purposes of making any such declarations the Court shall be constituted by the Judge and the two Conciliation Commissioners.

The main provisions to be observed by the Court when determining the "basic wage" are—(a) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (b) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed. The Court shall, in the matter of making declarations in regard to the basic wage or standard hours, take into consideration the probable economic effect of such declaration in relation to the community in general and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration by the Industrial Arbitration Court in this State of a minimum wage was gazetted on 24th February 1921, when the basic rates of wage in industries of average prosperity were determined to be—in Brisbane and Rockhampton, £4 5s. per week for adult males, and £2 3s. per week for adult females; in Townsville, £4 15s. for adult males, and £2 8s. for adult females. Prior to this declaration the rate of £3 17s. per week for adult males had been generally recognized by the Court in its awards as the basic or living wage. The basic rates for Brisbane were reduced by the Court as from 1st March 1922, to £4 per week for adult males, and £2 1s. per week for adult females. On 28th September 1925, these rates

were increased to £4 5s. per week and £2 3s. per week respectively. Two reductions in the basic wage were made in 1930. On 1st August the rate for adult male employees was reduced to £4 per week, and on 1st September to £3 17s. The rates for adult females at these dates were fixed at £2 1s. and £1 19s. 6d. per week respectively. A further reduction of the basic rates has been gazetted, the rates fixed as from 1st July 1931, being £3 14s. for adult males and £1 19s. for adult females. The declarations of the Industrial Court and the opinions of the members are published in the Queensland Industrial Gazette.

(v.) *South Australia.*—The Industrial Code 1920, provides that the Board of Industry shall, after public inquiry as to the increase or decrease in the average cost of living, make a determination declaring what shall be the “living” wage to be paid to adult male employees and to adult female employees, with full powers to fix different rates to be paid in different defined areas.

It is provided that the Board of Industry shall hold an inquiry for the purpose of declaring the living wage wherever a substantial change in the cost of living or any other circumstance has, in the opinion of the Board, rendered it just and expedient that the question of the living wage should be re-opened and reviewed but no new determination shall be made by the Board until the expiration of a period of at least six months from the date of its previous determination.

The Board of Industry consists of five members, one nominated by the Minister for Industry, two nominated by the South Australian Employers' Federation as representatives of employers, and two nominated by the United Trades and Labour Council of South Australia as representatives of employees. The member nominated by the Minister shall be President and shall preside at all meetings of the Board.

The first declaration of the “living” wage was made by the Board of Industry on 15th July, 1921, when the “living” wage for adult male employees in the metropolitan area was determined at £3 19s. 6d. per week. The “living” wage for adult female employees in the same area was declared on 11th August 1921, at £1 15s. per week.

According to the Industrial Acts 1920–25 “living wage” means a sum sufficient for the normal and reasonable needs of the average employee living in the locality where the work under consideration is done or is to be done.

The family unit is not specifically defined in the Code, but it is stated that the South Australian Industrial Court in 1920 definitely decided that the “average employee” in respect of whom the living wage is to be declared is a man with a wife and three children.

The Board of Industry made declarations of “living wages” in 1922, 1923, 1924 and 1925. The rates declared in 1925 were—£4 5s. 6d. per week for adult male employees, and £1 19s. 6d. for adult female employees. These rates were not altered until the year 1930.

On 11th October 1930, the Board of Industry declared the “living wage” for adult male employees in the metropolitan area at 12s. 6d. per day, or £3 15s. per week, and on 22nd December 1930, the rate for adult female employees was declared at £1 15s. per week. The above rates are those

determined by the majority of the Board of Industry. In each case a minority report was issued. The reports of the Board of Industry are published in Bulletin No. 8 issued by the Department of Industry, South Australia. The Board of Industry, on 17th August 1931, declared the basic rate for adult male workers at £3 3s. per week.

(vi.) *Western Australia*.—The Court of Arbitration, appointed under the provisions of the *Industrial Arbitration Act 1912-1930*, determines and declares the "basic" wage in this State. The Court consists of three members appointed by the Governor, one on the recommendation of the industrial unions of employers, one on the recommendation of the industrial unions of employees, and the third member, a Judge of the Supreme Court. The last mentioned member is the President of the Court.

The *Industrial Arbitration Act 1912-1925* provided that, before the 14th June in every year, the Court, of its own motion, shall determine and declare—(a) a "basic" wage, operating from 1st July of each year to be paid to male and female workers; and (b) wherever and whenever necessary differential basic rates to be paid in special or defined areas of the State.

The expression "basic wage" means a sum sufficient to enable the average worker to whom it applies to live in reasonable comfort, having regard to any domestic obligation to which such average worker would be ordinarily subject. The family unit is not specifically defined in the Act, but it has been the practice of the Court to take as a basis of its calculations—a man, his wife and two dependent children.

Provision is made in the *Industrial Arbitration (Amendment) Act of 1930* for quarterly adjustments of the basic wage.

The first declaration of the basic wage by the Court of Arbitration since the authority to fix same was vested in the Court by the *Industrial Arbitration Act of 1925* was made on 11th June 1926, when the rate for adult male employees was determined at £4 5s. per week, and for adult female employees at £2 5s. 11d. per week. These rates remained in force until the declaration of 5th June 1929, when the rate for adult males was increased to £4 7s. per week, and for adult females to £2 7s. per week.

These rates applied to the State with the exception of the gold-fields area where the rates were £4 5s. for adult male employees, and £2 5s. 11d. for adult female employees. The Court of Arbitration on 10th June 1930, revised the basic rates and fixed the rates as from 1st July 1930, at £4 6s. per week for adult males and £2 6s. 5d. for adult females in the metropolitan area, and at £4 5s. and £2 5s. 11d. respectively in other parts of the State. On 3rd March 1931, these rates were reduced to £3 18s. and £2 2s. 2d. in the metropolitan area, and £3 17s. and £2 1s. 8d. in other parts of the State. The declarations of the basic wage and the remarks made by members of the Court concerning such declarations are published in the *Western Australian Industrial Gazette*. The declaration of 3rd March 1931, is published in *Gazette*, Vol. 11.

(vii.) The "basic" or "living" wage rates of State industrial tribunals are shown in the following table.

Basic Weekly Wage Rates fixed by State Industrial Tribunals.

State.	Basic Wage.		Date of Operation.	Family Unit (for Male Rate).
	Males.	Females.		
New South Wales ..	£ 4 2 6	£ 2 4 6	20.12.29	Man, wife, and child
Victoria ..	(b)	(b)	(b)	(b)
Queensland ..	3 14 0	1 19 0	1.7.31	Man, wife, and three children
South Australia ..	(e) 3 3 0	(f) 1 15 0		" "
Western Australia ..	(d) 3 18 0	2 2 2	3.3.31	(c)
Tasmania ..	(b)	(b)	(b)	(b)

(a) Plus child allowances.

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

(c) Although the family unit is not specifically defined in the legislation, of this State the tribunal, appointed to determine the basic wage, has adopted the unit of man, wife and two children.

(d) Basic wage for country districts excepting the S.W. Land Division—males, £3 17s.; females £2 1s. 8d. S.W. Land Division (17th August 1931)—males, £3 16s.; females, £2 1s.

(e) Judgment dated 17th August 1931.

(f) Judgment dated 22nd December 1930.

(viii.) *Royal Commission on Basic Wage, 1920.*—The Commonwealth Government appointed a Royal Commission in 1919 to inquire as to the actual cost of living at that time, according to reasonable standards of comfort, including all matters comprised in the ordinary expenditure of a household, for a man, wife and three children under fourteen years of age. The Commission made inquiries in each State and their report, issued in 1920, recommended the following amounts for the various capital cities, viz. :—

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

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

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

(ii.) *The New South Wales Scheme.*—The earliest attempt made in Australia to institute the system was in New South Wales in 1919, when a Bill was introduced into the State Parliament to provide a flat basic wage for a man and wife, and an allowance of 5s. per week for each child, the latter rate to be reduced on a sliding scale and to cease automatically when the income reached an amount of £3 per week above the basic wage. The Bill was rejected, and the matter dropped until the Session of 1926–27, when Acts,

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

which have been amended during subsequent years, providing for the payment of child allowances were enacted. Prior to December 1929 the Act provided for (a) the declaration of a basic wage, and (b) the payment of an allowance of 5s. per week in respect of each dependent child, subject to the provision that child allowances would only be paid to the extent by which the total earnings of the worker and his family fell short of the sum represented by the *basic wage* plus child allowance at the rate of 5s. per week for each child. The amending Act, assented to on 23rd December 1929, provides that child endowment shall be 5s. per week for each child except one in the family. Payments of child allowances in New South Wales commenced to operate from 1st September 1927. The fund from which these payments are made is created by a levy on the total amount of wages paid by employers. The rate of tax to be collected by the Government from employers during 1930 is fixed at 1 per cent.

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