

## Melbourne Wholesale and Retail Prices—Quarterly Index-Numbers, 1923.

Particulars.	Jan. to March.	April to June.	July to Sept.	Oct. to Dec.	Whole Year.
Wholesale Price Index-Numbers with 1911 as base (= 1,000) ..	1,851	1,956	2,003	1,966	1,944
Wholesale Price Index-Numbers with average for 1923 as base (= 1,000) ..	932	1,006	1,030	1,011	1,000
Retail Price (Food, Groceries, and House Rent) Index-Numbers with average for 1923 as base (= 1,000) ..	937	1,008	1,051	1,004	1,000

In both wholesale and retail prices there was a considerable increase during the year 1923 as compared with the year 1922.

7. **Prices, 1922 and 1923.**—In Appendix III, particulars are given as to the average prices of the particular brands of commodities used in computing the index-numbers in the years 1922 and 1923. Corresponding information for previous years as far back as 1871 was given in the Appendixes to previous Reports.

## CHAPTER IX.—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 because 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

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

wage thus computed represented the arithmetical average\* of the rates of wage payable in all classified occupations. It is not claimed that results obtained by this method are precisely correct, but owing to the difficulty of obtaining satisfactory data as to the number of persons engaged in each of the occupations for which rates of wage had been obtained, no detailed system of weights could be applied. Though a great deal of information as to the number of persons engaged in different industries and occupations was available from the Census (1911) results, it was found impracticable to bring the classification of these results into line with the detailed classification of occupations in the various industries, as set out in the awards, determinations, etc. For final results for each State and for each industrial group throughout the States, however, a careful system of weighting was adopted. For example, in computing the result for any State in any year, the computed average wage in each industrial group was multiplied by a number (weight) representing the relative number of all male workers engaged in that group of industries in the particular State. The sum of the products thus obtained, divided by the sum of the weights, represents the average wage for that State for the particular year.†

The whole question of weighting was referred to in some detail in Report No. 1 (*Prices, Price Indexes and Cost of Living*) of the Labour and Industrial Branch of this Bureau. With the necessary verbal modifications, many of the statements there made and the problems there considered in regard to the subject of prices, refer equally to the question of weighting in other investigations, such as the present.

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,

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

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

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

Particulars.	I.	II.	III.	IV.	V.	VI.	VII.	VIII.	IX.	X.	XI.	XII.	XIII.	XIV.
N S W. ..	136	228	199	84	65	162	252	343	187	74	137	704	134	902
Victoria ..	118	195	160	95	58	141	190	157	136	54	65	455	95	734
Queensland ..	67	62	108	23	20	34	70	133	73	22	45	352	45	362
S. Australia ..	24	71	45	16	13	40	68	29	48	17	44	182	24	223
W. Australia ..	65	36	32	7	8	16	32	142	40	9	32	118	31	158
Tasmania ..	25	14	17	6	5	7	20	49	10	6	12	104	16	80
Australia ..	435	606	561	231	169	400	632	863	494	182	335	1,915	339	2,399

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 contained in Appendixes IV. and V. to this Report include those for many additional occupations. In most instances these have been taken from awards or determinations made subsequent to 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 methods adopted for the collection of the data and computation of the results were explained in Report No. 2 (see pages 23-4). 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, 1914-23.**—The arithmetical average of the rates of wage given in the appendixes referred to furnishes the basis for the computation of relative weighted wages in different industrial groups and States. The following table gives particulars of the weighted average nominal weekly rates of wage payable to adult male workers, at the 30th June, 1914, and at the end of the periods specified to the 31st December,

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

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

Particulars.	III. Food, Drink, etc.	IV. Clothing, Foots, etc.	I. II. V. VI. Other Manufactures Combined.	XIII Domestic, Hotels, etc.	XIV. Miscellaneous Shop Assistants, Clerks, etc.
New South Wales .. ..	23	228	44	104	124
Victoria .. ..	28	320	57	80	111
Queensland .. ..	5	80	8	47	40
South Australia .. ..	3	56	7	22	32
Western Australia .. ..	1	29	.	29	..
Tasmania .. ..	1	18	2	8	..
Australia .. ..	61	731	118	290	307

1923, for a full week's work, in each State and for Australia, together with index-numbers for each State at each specified interval with the average for Australia for the year 1911 as base (= 1,000):—

**Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers. 30th June, 1914, to 31st December, 1923.**

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.	*Australia.
No of Occupations included.	874	909	627	507	480	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 3	
31st December, 1914	56 2	54 7	53 5	54 5	62 10	62 8	55 7	
30th June, 1919	68 9	67 5	71 6	66 9	71 2	69 9	68 7	
31st December, 1919	76 9	72 0	78 7	70 5	77 8	62 0	74 11	
30th June, 1920	82 9	77 5	86 10	73 4	81 0	74 2	80 7	
31st December, 1920	94 0	86 1	91 6	82 8	89 9	85 9	89 10	
30th June, 1921	95 3	92 0	96 5	85 8	93 6	88 3	93 3	
31st December, 1921	95 10	93 7	96 8	89 5	95 0	91 8	94 6	
30th June, 1922	93 8	91 5	94 0	87 5	93 6	88 7	92 4	
31st December, 1922	91 6	91 4	93 10	87 6	93 9	88 5	91 6	
31st March, 1923	91 5	91 2	93 9	87 5	93 5	88 5	91 4	
30th June, 1923	91 10	91 1	93 9	87 5	93 3	88 3	91 6	
30th September, 1923	92 0	93 6	94 0	89 2	94 0	90 11	92 11	
31st December, 1923	94 6	95 7	94 2	90 0	94 2	92 4	94 4	

INDEX-NUMBERS

30th June, 1914	1,001	1,059	1,030	1,060	1,225	1,026	1,079
31st December, 1914	1,096	1,065	1,042	1,062	1,226	1,028	1,085
30th June, 1919	1,342	1,316	1,306	1,302	1,388	1,225	1,328
31st December, 1919	1,498	1,404	1,534	1,373	1,516	1,346	1,462
30th June, 1920	1,615	1,510	1,694	1,432	1,581	1,447	1,572
31st December, 1920	1,835	1,679	1,785	1,613	1,751	1,674	1,752
30th June, 1921	1,858	1,796	1,881	1,672	1,824	1,722	1,820
31st December, 1921	1,869	1,826	1,886	1,745	1,853	1,788	1,844
30th June, 1922	1,828	1,784	1,835	1,706	1,824	1,728	1,801
31st December, 1922	1,785	1,783	1,830	1,708	1,829	1,726	1,785
31st March, 1923	1,784	1,780	1,830	1,705	1,823	1,724	1,785
30th June, 1923	1,791	1,778	1,829	1,705	1,820	1,723	1,783
30th September, 1923	1,810	1,825	1,835	1,740	1,849	1,774	1,813
31st December, 1923	1,844	1,865	1,837	1,770	1,838	1,802	1,840

\* Weighted average.

The table shows that the average weekly wage for adult male workers, as indicated by index-numbers at the 30th June, 1914, in two States, viz., New South Wales and Western Australia exceeded the weighted average wage for Australia. At the 31st December, 1923, the Australian average was exceeded by New South Wales, and, for the first time by Victoria. Wages in the latter State rose during the year more than in any other State, displacing Queensland which held the premier position at the close of 1922.

During the year 1923 the average wage increased in each State. The wage for Australia rose from 91s. 6d. at the end of 1922 to 94s. 4d. at December, 1923. The largest increase, 4s. 3d. per week, occurred in Victoria, followed by Tasmania with an increase of 3s. 11d. per week. The smallest increase, 0s. 4d. per week, took place in Queensland, where wages remained practically stationary since the early part of 1922 when the last change was made in the declared living wage by the Arbitration Court.

3. **Adult Male Weekly Wages—Industrial Groups, 1914-23.**—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 1919 to 1923.

Wages—Adult Males—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1923.

NOTE.—Index-numbers for each industrial group and 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 Manu- factur- ing.	VII. Building	VIII. Mining.	IX. Railways, etc.	X. Other Land Trans- port.	XI. Shipping, etc.*	XII. Agricul- tural, etc.†	XIII. Domestic, etc.‡	XIV. Miscel- laneous.	All Industrial Groups‡
	RATES OF WAGE.														
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
30th June, 1914	59 2	57 2	55 2	52 10	63 9	55 8	65 4	64 11	59 8	51 1	48 7	49 5	47 0	53 10	55 3
31st December, 1914	59 6	57 9	55 8	53 0	63 10	58 0	65 5	65 2	59 8	52 8	49 10	49 5	47 11	54 0	55 7
30th June, 1919	69 10	70 9	67 2	62 6	76 0	67 11	74 9	84 2	69 6	64 3	69 11	65 10	59 2	64 7	68 7
31st December, 1919	75 9	77 6	75 6	73 5	80 9	75 4	79 8	88 4	78 6	73 4	77 9	70 3	68 7	71 3	74 11
30th June, 1920	82 8	83 7	82 9	76 0	92 5	82 1	85 10	89 10	84 3	79 1	84 7	75 2	71 8	77 11	80 7
31st December, 1920	95 1	92 5	89 3	86 5	99 6	88 11	95 7	103 10	93 1	87 3	88 0	87 1	80 6	84 11	89 10
30th June, 1921	97 8	97 11	92 7	91 2	102 0	93 8	101 4	105 8	97 8	90 10	95 3	88 0	82 1	89 3	93 3
31st December, 1921	98 2	98 2	93 10	93 3	104 7	95 0	102 5	105 4	97 5	90 2	101 8	89 0	84 2	91 1	94 6
30th June, 1922	96 7	95 6	92 10	92 6	103 7	92 5	102 2	103 7	95 10	89 7	99 9	83 11	83 5	89 8	92 4
31st December, 1922	95 4	93 10	91 10	91 1	102 9	91 11	100 5	103 8	93 4	88 5	99 0	83 11	82 4	88 8	91 6
31st March, 1923	95 6	93 8	91 9	91 1	102 0	91 11	100 7	103 6	93 0	88 5	98 10	83 11	82 4	88 6	91 4
30th June, 1923	95 7	94 4	91 10	91 2	102 10	92 0	100 10	103 7	94 0	87 3	93 10	83 11	82 7	88 5	91 6
30th September, 1923	95 9	95 1	93 0	91 2	103 0	93 4	102 4	104 6	95 8	90 1	102 0	85 10	82 9	90 1	92 11
31st December, 1923	99 2	97 4	94 2	93 11	104 5	96 2	103 8	104 5	97 8	92 6	102 4	85 8	84 6	92 3	94 4
	INDEX-NUMBERS.														
30th June, 1914	1,154	1,116	1,077	1,031	1,243	1,080	1,275	1,267	1,164	997	948	964	918	1,050	1,079
31st December, 1914	1,161	1,127	1,085	1,033	1,246	1,093	1,276	1,272	1,165	1,026	972	965	935	1,054	1,085
30th June, 1919	1,363	1,381	1,311	1,219	1,481	1,326	1,459	1,643	1,356	1,253	1,364	1,284	1,155	1,260	1,338
31st December, 1919	1,479	1,512	1,473	1,433	1,576	1,470	1,594	1,724	1,532	1,431	1,518	1,370	1,338	1,389	1,462
30th June, 1920	1,613	1,631	1,615	1,484	1,803	1,602	1,674	1,752	1,643	1,544	1,650	1,467	1,398	1,521	1,572
31st December, 1920	1,855	1,803	1,742	1,687	1,941	1,736	1,865	2,026	1,816	1,702	1,716	1,639	1,571	1,656	1,782
30th June, 1921	1,906	1,911	1,806	1,779	1,989	1,828	1,978	2,061	1,908	1,772	1,853	1,717	1,602	1,742	1,820
31st December, 1921	1,916	1,915	1,832	1,819	2,040	1,854	1,999	2,056	1,901	1,760	1,924	1,746	1,642	1,778	1,844
30th June, 1922	1,884	1,863	1,812	1,805	2,022	1,804	1,994	2,021	1,869	1,748	1,946	1,736	1,628	1,750	1,801
31st December, 1922	1,860	1,832	1,792	1,777	2,004	1,793	1,960	2,022	1,821	1,725	1,947	1,637	1,606	1,730	1,785
31st March, 1923	1,863	1,828	1,790	1,777	2,004	1,794	1,962	2,019	1,814	1,725	1,928	1,637	1,606	1,728	1,783
30th June, 1923	1,864	1,841	1,792	1,778	2,006	1,791	1,968	2,022	1,834	1,762	1,928	1,637	1,611	1,724	1,785
30th September, 1923	1,869	1,856	1,814	1,779	2,011	1,821	1,966	2,039	1,867	1,758	1,911	1,675	1,614	1,758	1,813
31st December, 1923	1,935	1,900	1,837	1,833	2,037	1,876	2,023	2,037	1,906	1,806	1,997	1,671	1,648	1,800	1,840

\* Including the value of victualling and accommodation where supplied.

† Including the value of board and lodging where supplied.

‡ Weighted average.

The rate of increase in the weighted average weekly wage was greatest in Group XI. (Shipping), 110.7 per cent., followed in the order named by Groups X. (Other Land Transport) 81.1 per cent., and XIII. (Domestic, etc.) 79.5 per cent. The smallest increase occurred in Group VII. (Building), 58.7 per cent. In eight of the groups the increase was more, and in six groups less than the increase in the weighted average for all groups. During 1923 increases in average wages occurred in all industrial groups, the greatest being 4.7 per cent. in Groups X. (Other Land Transport) and IX. (Railways, etc.) followed by Group VI. (Other Manufacturing) 4.6 per cent., and I. (Wood, Furniture, etc.) and XIV. (Miscellaneous) each 4.0 per cent. All Industrial Groups combined increased 3.1 per cent. The percentage increase during the year was least in Group VIII. (Mining), 0.7 per cent.

4. **Adult Female Weekly Wages—States, 1914 to 1923.**—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 prices index-numbers which are also computed to the year 1911 as base. In the case of females, however, it has not been possible to secure information for years prior to 1914, and the index-numbers are therefore computed with the weighted average rate of wage payable to adult female workers in Australia at 30th April, 1914, as base (= 1,000).

The following table shows the weighted average weekly rate of wage payable to adult female workers for a full week's work in each State and Australia at the 30th June, 1914, and at the intervals specified to the 31st December, 1923. The table also gives index-numbers for each State based on the average weekly wage at the end of each of the periods indicated, computed with the weighted average wage for all States at the 30th April, 1914, as base (= 1,000).

**Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers, 30th June, 1914, to 31st December, 1923.**

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

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aus- tralia *
	No. of Occupations Included	85	87	37	47	24	28
<b>RATES OF WAGE.</b>							
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
30th June, 1914 .. .. .	26 9	27 4	27 0	24 1	37 4	25 10	27 2
31st December, 1914 .. .	26 10	27 9	27 1	24 1	37 4	25 10	27 5
30th June, 1919 .. .. .	33 7	32 2	33 2	29 7	38 11	28 9	32 9
31st December, 1919 .. .	40 0	34 5	38 4	33 3	43 7	33 0	37 1
30th June, 1920 .. .. .	41 9	37 9	41 7	35 9	48 0	39 11	39 10
31st December, 1920 .. .	46 0	43 1	44 11	40 7	52 11	41 10	44 6
30th June, 1921 .. .. .	48 6	46 2	49 10	43 7	54 11	46 9	47 7
31st December, 1921 .. .	49 0	47 10	50 3	45 2	56 4	47 6	48 8
30th June, 1922 .. .. .	48 4	47 10	48 2	44 6	56 4	47 6	48 1
31st December, 1922 .. .	47 8	48 0	48 2	44 0	56 4	47 7	47 11
31st March, 1923 .. .. .	47 8	48 0	48 2	44 0	56 4	47 7	47 9
30th June, 1923 .. .. .	47 6	48 0	48 2	44 0	56 4	47 7	47 10
30th September, 1923 ..	47 6	48 2	48 2	44 0	56 4	47 7	47 11
31st December, 1923 .. .	49 3	49 5	50 5	46 4	56 4	48 6	49 6
<b>INDEX-NUMBERS.</b>							
30th June, 1914 .. .. .	984	1,006	993	885	1,373	950	1,000
31st December, 1914 .. .	987	1,022	996	895	1,373	950	1,008
30th June, 1919 .. .. .	1,235	1,184	1,222	1,089	1,434	1,059	1,206
31st December, 1919 .. .	1,474	1,268	1,412	1,225	1,695	1,215	1,365
30th June, 1920 .. .. .	1,536	1,388	1,530	1,317	1,767	1,470	1,467
31st December, 1920 .. .	1,895	1,586	1,852	1,495	1,947	1,549	1,637
30th June, 1921 .. .. .	1,784	1,700	1,835	1,605	2,022	1,721	1,751
31st December, 1921 .. .	1,803	1,761	1,849	1,661	2,074	1,749	1,790
30th June, 1922 .. .. .	1,778	1,700	1,771	1,639	2,073	1,749	1,770
31st December, 1922 .. .	1,754	1,767	1,771	1,620	2,075	1,751	1,763
31st March, 1923 .. .. .	1,740	1,767	1,771	1,620	2,075	1,751	1,758
30th June, 1923 .. .. .	1,747	1,767	1,771	1,620	2,075	1,751	1,760
30th September, 1923 ..	1,749	1,774	1,771	1,620	2,075	1,751	1,764
31st December, 1923 .. .	1,812	1,819	1,855	1,704	2,075	1,785	1,821

\* Weighted Average.

The general upward movement in the average weekly wage for adult female workers as given for Australia was comparatively small until 1916 when the average wage increased rapidly, the increase in 1920 being the largest recorded. As in the case of male occupations, the increase in the wages for females in 1921 was much less than in 1920. Reductions were recorded in female wages during 1922, but the decrease over the whole of Australia was relatively much less than in the case of males. There was an increase in each State during 1923 with the exception of Western Australia where the wage remained stationary. The Australian average rose from 47s. 11d. to 49s. 6d. an increase of 1s. 7d. per week. The largest increase, 2s. 4d. per week, occurred in South Australia, followed by Queensland with 2s. 3d. per week. The advance during the whole period under review was 82.1 per cent.; practically the whole of this increase has taken place since the beginning of 1916

5. **Adult Female Weekly Wages—Industrial Groups, 1914-23.**—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 1919 to 1923, in the industrial groups in which females are mainly employed, and in all groups combined. Taking the average wage for all groups at the 30th April, 1914, as base (= 1,000), index-numbers are given, computed on the average rate of wage ruling at the end of each period.

**Wages—Adult Females—Weighted Average Nominal Weekly Rate payable for a Full Week's Work, and Wage Index-Numbers in each Industrial Group, 30th June, 1914, to 31st December, 1923.**

\* 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 Manufacturing.	XIII. Domestic, Hotels, etc.*	XIV. Miscel- laneous.	All Groups †
RATES OF WAGE.						
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>
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
30th June, 1919	31 0	31 9	33 5	34 9	33 5	32 9
31st December, 1919	34 8	37 4	36 9	38 2	36 2	37 1
30th June, 1920	36 10	39 4	41 0	41 9	39 5	39 10
31st December, 1920	41 10	43 5	44 0	46 3	46 2	44 6
30th June, 1921	43 0	47 7	46 10	47 10	48 5	47 7
31st December, 1921	43 9	48 7	48 0	48 0	50 0	48 8
30th June, 1922	43 10	48 1	47 5	48 1	49 2	48 1
31st December, 1922	43 3	47 10	47 4	48 3	48 9	47 11
31st March, 1923	43 1	47 3	47 2	48 3	48 8	47 10
30th June, 1923	43 2	47 8	47 3	48 5	48 9	47 10
30th September, 1923	43 3	47 8	47 9	48 8	48 9	47 11
31st December, 1923	44 1	50 1	48 10	49 5	49 6	49 6
INDEX-NUMBERS.						
30th June, 1914	823	911	991	1,144	1,110	1,000
31st December, 1914	862	917	994	1,110	1,153	1,008
30th June, 1919	1,142	1,169	1,230	1,279	1,229	1,206
31st December, 1919	1,277	1,373	1,353	1,403	1,332	1,305
30th June, 1920	1,354	1,449	1,508	1,537	1,450	1,467
31st December, 1920	1,538	1,597	1,619	1,701	1,700	1,637
30th June, 1921	1,584	1,732	1,725	1,761	1,783	1,761
31st December, 1921	1,609	1,789	1,766	1,787	1,841	1,790
30th June, 1922	1,612	1,770	1,746	1,770	1,810	1,770
31st December, 1922	1,593	1,762	1,741	1,777	1,794	1,763
31st March, 1923	1,587	1,754	1,737	1,777	1,792	1,758
30th June, 1923	1,588	1,755	1,739	1,783	1,795	1,760
30th September, 1923	1,608	1,754	1,757	1,791	1,795	1,764
31st December, 1923	1,622	1,842	1,790	1,819	1,821	1,821

\* Including the value of board and lodging where supplied. † Weighted Average.

The greatest increase occurred in Group IV. (Clothing, Boots, etc.), 102.2 per cent., followed in the order named by Groups III. (Food, Drink, etc.), 95.9 per cent.; I., II., V. and VI. (All Other Manufacturing), 81.5 per cent.; XIV. (Miscellaneous), 64.1 per cent., and XIII. (Domestic, Hotels, etc.), 59.0 per cent. The weighted average weekly rate of wage for all groups was 82.1 per cent. higher at the end of 1923 than at the 30th June, 1914.

The average wage in each industrial group increased during the year 1923, the largest increase being 4.5 per cent. in Group IV., followed in the order named by Groups I., II., V. and VI., 3.3 per cent., XIII., 2.4 per cent., III., 1.8 per cent. and XIV. 1.5 per cent. The weighted average for all groups increased by 3.3 per cent.

#### 6. Hours of Labour and Hourly Rates of Wage, 31st December, 1923.—

(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 Appendixes 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 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, 1923:—



Weekly and Hourly Rates of Wage—Adult Males—Weighted Average Rates of Wage Payable, and Weekly Hours of Labour, 31st December, 1923.

Industrial Groups.	Particulars.*	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
I. Wood, Furniture, &c.	Weekly Wage	101/-	101/10	96/6	96/-	94/8	98/8	99/2
	Working Hours	45.94	40.23	44.11	45.64	47.57	45.60	45.99
	Hourly Wage	2/2½	2/2½	2/2½	2/1½	1/11½	2/2	2/2
II. Engineering, Metal Works, &c.	Weekly Wage	98/4	98/11	93/7	93/9	95/3	101/6	97/4
	Working Hours	47.91	48.00	44.00	48.00	47.25	48.00	47.51
	Hourly Wage	2/0½	2/0½	2/1½	1/11½	2/0½	2/1½	2/0½
III. Food, Drink, &c.	Weekly Wage	94/3	96/2	92/10	92/6	92/-	90/5	94/2
	Working Hours	47.02	47.11	45.43	46.41	47.21	47.94	46.73
	Hourly Wage	2/-	2/0½	2/0½	2/-	1/11½	1/10½	2/0½
IV. Clothing, Boots, &c.	Weekly Wage	92/3	98/-	100/5	100/5	96/5	87/3	93/11
	Working Hours	44.45	45.85	44.00	44.00	44.56	46.29	44.00
	Hourly Wage	2/1	2/0½	2/3½	2/3½	2/2	1/10½	2/1
V. Books, Printing, &c.	Weekly Wage	104/8	106/5	90/2	102/5	110/10	98/8	104/5
	Working Hours	44.30	44.90	44.00	47.53	43.10	46.00	44.71
	Hourly Wage	2/4½	2/4½	2/3	2/1½	2/6½	2/1½	2/4
VI. Other Manufacturing	Weekly Wage	96/2	97/1	93/8	95/2	95/11	95/5	96/2
	Working Hours	47.14	47.45	45.21	49.00	47.60	47.65	47.21
	Hourly Wage	2/0½	2/0½	2/0½	1/11½	2/0½	2/-	2/0½
VII. Building	Weekly Wage	104/4	104/7	104/11	98/10	100/3	104/6	103/8
	Working Hours	44.95	44.00	44.00	44.00	46.32	44.15	44.50
	Hourly Wage	2/3½	2/4½	2/4½	2/3	2/2	2/4½	2/4
VIII. Mining†	Weekly Wage	105/-	104/10	111/7	71/5	105/6	99/2	104/5
	Working Hours	43.83	45.12	43.03	43.79	43.87	45.42	44.04
	Hourly Wage	2/4½	2/3½	2/7	1/7½	2/4½	2/1½	2/4½
IX. Rail and Tram Services	Weekly Wage	97/2	100/-	98/4	95/0	93/9	95/-	97/8
	Working Hours	48.00	47.49	47.89	48.50	48.00	48.00	47.89
	Hourly Wage	2/0½	2/1½	2/0½	1/11½	1/11½	1/11½	2/0½
X. Other Land Transport	Weekly Wage	91/5	94/-	86/-	95/10	99/-	98/1	92/0
	Working Hours	48.14	48.47	45.33	48.00	48.00	48.00	48.24
	Hourly Wage	1/10½	1/11½	1/9½	2/-	2/0½	2/0½	1/11
XI. Shipping, &c.	Weekly Wage‡	100/5	104/10	102/4	104/9	101/8	104/-	102/4
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XII. Pastoral, Agricultural, &c.	Weekly Wage	85/6	82/10	88/0	84/2	87/2	88/9	85/8
	Working Hours	..	..	..	..	..	..	..
	Hourly Wage	..	..	..	..	..	..	..
XIII. Domestic, Hotels, &c.	Weekly Wage	87/1	84/-	82/3	84/3	83/8	86/4	84/6
	Working Hours	48.14	48.43	48.00	48.00	48.00	54.00	48.35
	Hourly Wage	1/9½	1/8½	1/8½	1/9	1/9	1/2½	1/9
XIV. Miscellaneous	Weekly Wage	92/-	96/4	89/9	88/5	87/3	89/-	92/3
	Working Hours	47.80	48.02	40.69	47.78	48.00	48.50	47.70
	Hourly Wage	1/11	2/-	1/11	1/10½	1/9½	1/10	1/11½
All Groups	Weekly Wage	94/6	95/7	94/2	90/9	94/2	92/4	94/4
	Working Hours	..	..	..	..	..	..	..
All Group excepting XI and XII.	Weekly Wage	96/6	98/-	95/9	91/8	95/2	93/3	96/3
	Working Hours	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Hourly Wage	2/0½	2/1	2/1½	1/11½	2/0½	1/11½	2/0½

\* Particulars relate to the average weighted weekly wage, working hours, and hourly wage, respectively.

† Average rates of wage and hours prevailing at the principal mining centres in each State. ‡ Average rates of wage are for occupations other than Masters, Officers, and Engineers in the Merchant Marine Service, and include value of victualling and accommodation, where provided, at 90s. 6d. per month. § Including the estimated value of board and lodging, where supplied.

(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, 1923 :—

**Weekly and Hourly Rates of Wage—Adult Females—Weighted Average Rates of Wage payable, and Weekly Hours of Labour, 31st December, 1923.**

Industrial Groups.	Particulars.*	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Australia.
III. Food, Drink, &c.	Weekly Wage	49/6	45/9	41/11	39/9	35/-	44/8	44/1
	Working Hours	46.50	48.00	46.17	48.00	44.00	48.00	47.22
	Hourly Wage	-/11½	-/11½	-/11	-/10	-/9½	-/11½	-/11½
IV. Clothing, Boots, &c.	Weekly Wage	50/4	48/11	52/2	52/9	51/0	46/9	50/1
	Working Hours	44.14	45.29	44.00	44.00	44.00	45.11	44.64
	Hourly Wage	1/1¼	1/1	1/2½	1/2½	1/2	1/0½	1/1¼
I., II., V., & VI. All other Manufacturing	Weekly Wage	47/2	51/2	45/1	46/2	..	45/-	48/10
	Working Hours	46.48	46.97	44.07	47.50	..	48.00	46.64
	Hourly Wage	1/0¼	1/1	1/0¼	-/11¼	..	-/11¼	1/0¼
XIII. Domestic, Hotels, &c.	Weekly Wage†	47/8	49/5	47/-	45/1	61/8	53/11	49/5
	Working Hours	47.08	47.80	47.33	48.00	48.00	54.00	47.64
	Hourly Wage	1/0¼	1/0¼	1/-	-/11¼	1/3¼	1/-	1/0¼
XIV. Shop Assistants, Clerks, &c.	Weekly Wage	50/4	50/11	53/-	36/6	..	..	49/6
	Working Hours	47.43	46.50	47.00	48.00	..	..	47.10
	Hourly Wage	1/0¼	1/1¼	1/1¼	0/9¼	..	..	1/0¼
All Groups	Weekly Wage	49/3	49/5	50/5	46/4	50/4	48/6	49/6
	Working Hours	45.81	46.13	45.60	46.10	45.97	47.88	45.98
	Hourly Wage	1/1	1/0¼	1/1¼	1/0	1/2¼	1/0¼	1/1

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

7. **Hours of Labour and Hourly Rates of Wage, 1914 to 1923.**—The following table shows for male and female occupations separately at 30th April, 1914, and at the end of December, 1914, to 1923 (a) the weighted average weekly wage, (b) the weighted average number of working hours constituting a full week's work, and (c) the weighted average hourly wage. The weighted average weekly wage relates to all industrial classes combined, and includes the value of board and lodging where supplied (in land occupations), and the value of victualling (in marine occupations), whereas the number of working hours and the hourly wage relate to all industrial classes other than Groups XI. (Shipping), and XII. (Agricultural, Pastoral, etc.). Many of the occupations included in the two groups last-mentioned are of a casual or seasonal nature, and the hours of labour are not generally regulated either by awards or determinations of industrial tribunals or otherwise, hence the necessary data for the computation of the average number of working hours are not available.

Weekly and Hourly Rates of Wage—Adult Workers—Weighted Average Rates of Wage payable and Weekly Hours of Labour, 30th April, 1914, and at the end of the years 1915 to 1923.

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
MALE WORKERS.								
30th April, 1914.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	49 42	48 80	48 78	48 60	47 78	48 62	48 93
	Hourly Wage†	1/2	1 1/4	1 1/4	1 1/4	1 4/4	1/1	1/2
31st Dec., 1915.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	49 28	48 50	48 56	48 50	48 12	48 56	48 77
	Hourly Wage†	1/2 1/2	1/2	1/2	1/2	1 4/4	1 1/4	1 2/4
31st Dec., 1916.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	48 51	48 22	48 27	48 14	48 11	48 55	48 33
	Hourly Wage†	1 3/4	1 3/4	1 3/4	1 3/4	1 4/4	1 2/4	1 3/4
31st Dec., 1917.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	48 4	48 14	47 10	47 82	48 10	48 48	48 10
	Hourly Wage†	1 3/4	1 4	1 5	1 4	1 5/4	1 3	1 4/4
31st Dec., 1918.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	48 16	47 93	46 90	47 77	47 69	48 39	47 88
	Hourly Wage†	1 4 1/4	1 4 1/4	1 6	1 4 1/4	1 6	1 3 1/4	1 5
31st Dec., 1919.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	47 7	47 36	46 19	47 58	47 60	47 89	47 41
	Hourly Wage†	1 7 1/4	1 6 1/4	1 9	1 5 1/4	1 7 1/4	1 7 1/4	1 7 1/4
31st Dec., 1920.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	47 51	47 19	45 83	47 29	46 53	47 33	47 07
	Hourly Wage†	2/-	1 10	2 0 1/4	1 3 1/4	1 11 1/4	1 10	1 11
31st Dec., 1921.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	45 10	46 95	45 52	47 07	49 24	46 84	46 22
	Hourly Wage†	2 1 1/4	2 0 1/4	2 2	1 10 1/4	2 1	1 11 1/4	2 0 1/4
31st Dec., 1922.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	46 05	46 99	45 51	47 00	46 41	46 93	46 38
	Hourly Wage†	2 0 1/4	2 1 1/4	2 1 1/4	1 10 1/4	2 0 1/4	1 10 1/4	2/-
31st Dec., 1923.	Weekly Wage*	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours†	46 7	47 06	45 51	47 00	46 60	47 27	46 70
	Hourly Wage†	2 0 1/4	2 1	2 1 1/4	1 11 1/4	2 0 1/4	1 11 1/4	2 0 1/4
FEMALE WORKERS.								
30th April, 1914.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	26 9	27 4	26 11	24 1	27 4	23 10	27 2
	Hourly Wage	-/6 1/4	-/6 1/4	-/6 1/4	-/5 3/4	-/6 1/4	-/6	-/6 1/4
31st Dec., 1915.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	27 5	26 11	26 11	24 0	27 5	28 0	27 4
	Hourly Wage	-/6 1/4	-/6 1/4	-/6 1/4	-/6	-/6 1/4	-/6 1/4	-/6 1/4
31st Dec., 1916.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	28 7	28 5	27 3	24 10	28 10	28 3	28 5
	Hourly Wage	-/7	-/7	-/6 1/4	-/6	-/6 1/4	-/6 1/4	-/7
31st Dec., 1917.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	30 5	30 4	30 5	27 9	30 10	28 5	30 5
	Hourly Wage	-/7 1/4	-/7 1/4	-/7 1/4	-/6 1/4	-/7 1/4	-/6 1/4	-/7 1/4
31st Dec., 1918.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	31 10	31 3	32 10	29 5	32 10	28 9	31 9
	Hourly Wage	-/8	-/7 1/4	-/8 1/4	-/7 1/4	-/8 1/4	-/7 1/4	-/8 1/4
31st Dec., 1919.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	40 0	34 5	38 4	33 3	43 7	33 0	37 1
	Hourly Wage	-/10	-/8 1/4	-/9 1/4	-/8 1/4	-/11	-/8	-/9 1/4
31st Dec., 1920.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	46 0	43 1	44 11	40 7	52 11	41 10	44 0
	Hourly Wage	-/11 1/4	-/11 1/4	-/11 1/4	-/10 1/4	-/12 1/4	-/10 1/4	-/11 1/4
31st Dec., 1921.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	49 0	47 10	50 3	45 2	50 4	47 6	48 8
	Hourly Wage	1 1	1 0 1/4	1 1 1/4	1 1 1/4	1 2 1/4	1/-	1 0 1/4
31st Dec., 1922.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	47 8	48 0	48 2	44 0	56 4	47 7	47 11
	Hourly Wage	1 0 1/4	1 0 1/4	1 0 1/4	1 0 1/4	1 2 1/4	1/-	1 0
31st Dec., 1923.	Weekly Wage	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	Working Hours	49 3	49 5	50 5	46 4	56 4	48 0	49 6
	Hourly Wage	1 5 1/4	1 6 1/4	1 5 1/4	1 1 1/4	1 5 1/4	1 0 1/4	1 5 1/4

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

There was a diminution in each of the States during the period 1914 to 1921 in the number of working hours constituting a full week's work for male and female occupations, but during 1922 and 1923 certain increases in hours of labour were recorded, principally in New South Wales. The effect of these changes on the hourly rate of wage as compared with the general increase in the weekly wage is readily seen from the comparative index-numbers given in the following table. In each instance (male and female occupations separately) the basis taken is the weighted average for Australia at the 30th April, 1914 (= 1,000).

**Index-Numbers for Weekly and Hourly Weighted Average Wages, 30th April, 1914, and 31st December, 1915 to 1923.**

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

Date.	Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
<b>MALE WORKERS.</b>								
30th April,	Weekly Wage ..	1,011	984	956	886	1,128	952	1,000
1914	Hourly Wage ..	998	980	943	901	1,170	933	1,000
31st Dec.,	Weekly Wage ..	1,044	1,002	986	992	1,149	965	1,023
1915	Hourly Wage ..	1,039	1,006	1,008	1,001	1,182	946	1,030
31st Dec.,	Weekly Wage ..	1,123	1,067	1,095	1,071	1,182	1,034	1,100
1916	Hourly Wage ..	1,127	1,074	1,097	1,075	1,200	1,011	1,105
31st Dec.,	Weekly Wage ..	1,168	1,143	1,183	1,144	1,250	1,081	1,164
1917	Hourly Wage ..	1,162	1,138	1,209	1,145	1,252	1,079	1,164
31st Dec.,	Weekly Wage ..	1,196	1,189	1,261	1,188	1,276	1,110	1,205
1918	Hourly Wage ..	1,196	1,192	1,297	1,176	1,282	1,120	1,210
31st Dec.,	Weekly Wage ..	1,393	1,306	1,426	1,277	1,409	1,261	1,359
1919	Hourly Wage ..	1,405	1,322	1,512	1,262	1,408	1,259	1,378
31st Dec.,	Weekly Wage ..	1,706	1,561	1,659	1,500	1,628	1,556	1,629
1920	Hourly Wage ..	1,725	1,570	1,753	1,482	1,686	1,567	1,655
31st Dec.,	Weekly Wage ..	1,738	1,697	1,753	1,623	1,723	1,663	1,715
1921	Hourly Wage ..	1,817	1,741	1,865	1,637	1,796	1,675	1,779
31st Dec.,	Weekly Wage ..	1,660	1,657	1,702	1,588	1,701	1,605	1,660
1922	Hourly Wage ..	1,735	1,709	1,803	1,621	1,766	1,628	1,726
31st Dec.,	Weekly Wage ..	1,714	1,734	1,708	1,646	1,709	1,675	1,711
1923	Hourly Wage ..	1,776	1,790	1,808	1,676	1,754	1,696	1,771
<b>FEMALE WORKERS.</b>								
30th April,	Weekly Wage ..	984	1,006	989	885	1,373	950	1,000
1914	Hourly Wage ..	980	1,021	976	881	1,356	920	1,000
31st Dec.,	Weekly Wage ..	1,007	990	990	901	1,376	1,031	1,005
1915	Hourly Wage ..	1,002	1,005	976	898	1,357	1,011	1,009
31st Dec.,	Weekly Wage ..	1,050	1,047	1,004	915	1,429	1,041	1,047
1916	Hourly Wage ..	1,044	1,063	991	916	1,431	1,027	1,048
31st Dec.,	Weekly Wage ..	1,119	1,116	1,120	1,020	1,480	1,045	1,121
1917	Hourly Wage ..	1,122	1,134	1,122	1,027	1,440	1,029	1,130
31st Dec.,	Weekly Wage ..	1,173	1,151	1,208	1,084	1,480	1,059	1,168
1918	Hourly Wage ..	1,191	1,189	1,226	1,092	1,426	1,044	1,185
31st Dec.,	Weekly Wage ..	1,474	1,268	1,412	1,225	1,605	1,215	1,365
1919	Hourly Wage ..	1,523	1,307	1,483	1,262	1,639	1,211	1,410
31st Dec.,	Weekly Wage ..	1,695	1,586	1,652	1,495	1,947	1,540	1,837
1920	Hourly Wage ..	1,777	1,685	1,761	1,578	2,069	1,580	1,730
31st Dec.,	Weekly Wage ..	1,803	1,761	1,849	1,661	2,074	1,749	1,790
1921	Hourly Wage ..	1,965	1,878	1,989	1,770	2,215	1,794	1,923
31st Dec.,	Weekly Wage ..	1,734	1,767	1,771	1,620	2,075	1,751	1,763
1922	Hourly Wage ..	1,899	1,881	1,908	1,720	2,215	1,797	1,889
31st Dec.,	Weekly Wage ..	1,812	1,819	1,855	1,704	2,075	1,785	1,821
1923	Hourly Wage ..	1,943	1,937	1,997	1,815	2,215	1,831	1,944

8. **Weighted Average Nominal Hours of Labour.**—The following table shows the weighted average nominal hours of labour (exclusive of overtime) in a full working week for male workers in each State and Australia at the 30th April, 1914, and at 31st December, 1915 to 1923. Index-numbers for each State based on the average weekly hours at the end of each of the periods specified, computed with the weighted average hours of labour for all States at the 30th April, 1914, as base (= 1,000), are also included.

**Weighted Average Nominal Hours of Labour (exclusive of Overtime) Worked by Adult Male Workers during a Full Working Week, and Hours Index-Numbers, 30th April, 1914, and 31st December, 1914, to 1923.**

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

Particulars.		N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Aust.
30th April, 1914.	Weighted average weekly hours of labour* ..	49.42	48.80	48.78	48.60	47.78	48.62	48.93
	Index-numbers ..	1,010	997	997	993	976	994	1,000
31st Dec., 1914.	Weighted average weekly hours of labour* ..	49.35	48.66	48.64	48.59	48.18	48.62	48.87
	Index-numbers ..	1,009	994	994	993	985	994	999
31st Dec., 1915.	Weighted average weekly hours of labour* ..	49.28	48.50	48.56	48.50	48.12	48.56	48.77
	Index-numbers ..	1,007	991	992	991	983	992	997
31st Dec., 1916.	Weighted average weekly hours of labour* ..	48.51	48.22	48.27	48.14	48.11	48.55	48.33
	Index-numbers ..	991	985	987	984	983	992	988
31st Dec., 1917.	Weighted average weekly hours of labour* ..	48.41	48.14	47.10	47.82	48.10	48.48	48.10
	Index-numbers ..	989	984	964	977	983	991	983
31st Dec., 1918.	Weighted average weekly hours of labour* ..	48.16	47.98	46.80	47.77	47.69	48.39	47.88
	Index-numbers ..	984	981	959	976	975	989	979
31st Dec., 1919.	Weighted average weekly hours of labour* ..	47.77	47.36	46.19	47.58	47.60	47.89	47.41
	Index-numbers ..	976	968	944	972	973	979	969
31st Dec., 1920.	Weighted average weekly hours of labour* ..	47.51	47.19	45.63	47.29	46.53	47.33	47.07
	Index-numbers ..	971	964	933	966	951	967	962
31st Dec., 1921.	Weighted average weekly hours of labour* ..	45.66	46.95	45.52	47.07	46.24	46.84	46.22
	Index-numbers ..	933	960	930	962	945	957	945
31st Dec., 1922.	Weighted average weekly hours of labour* ..	46.05	46.99	45.51	47.00	46.41	46.93	46.38
	Index-numbers ..	941	960	930	961	948	959	948
31st Dec., 1923.	Weighted average weekly hours of labour* ..	46.73	47.06	45.51	47.00	46.66	47.27	46.70
	Index-numbers ..	955	982	930	961	954	966	954

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

There was a considerable diminution in each State during the period 1914 to 1921 in the number of working hours constituting a full week's work for male occupations, while during 1922 and 1923, in certain States, but principally in New South Wales, hours of labour were increased. The weighted average weekly hours index-number for Australia at the 31st December, 1923, was 954, as compared with 1,000 at 30th April, 1914, a reduction of 4.6 per cent. During the period under review the percentage reduction in hours was greatest in Queensland (6.7), followed by New South Wales (5.4), Victoria (3.5), South Australia (3.2), Tasmania (2.8), and Western Australia (2.3).



At the close of 1923 the weekly rate of wage was highest in Groups VIII. (Mining) and V. (Books, Printing, etc.) 104s. 5d., while the lowest was in Group XIII. (Domestic, Hotels, etc.), where the rate was 84s. 6d. The average for all groups increased in all the years since 1891, except in 1896 and 1922.

11. **Nominal Wage Index-Numbers—States, 1901 to 1923.**—The following table shows, by means of index-numbers, the variations in wages for all industries in each State at the close of the years specified, the weighted average wage for Australia in 1911 being taken as base (= 1,000) :—

**Variations in Nominal Wage Index-Numbers (Adult Males), for years specified, 1901 to 1923. (Weighted Average Wage for Australia in 1911 = 1,000.)**

Particulars.	No. of occupations included.		Nominal Wage Index-numbers.											
	1901 to 1912.	1913-23.	1901	1911.	1914	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.
N.S. Wales	158	874	858	1,008	1,006	1,124	1,208	1,257	1,286	1,498	1,835	1,869	1,785	1,844
Victoria	160	909	796	985	1,065	1,073	1,148	1,229	1,278	1,401	1,679	1,826	1,788	1,865
Queensland	87	627	901	997	1,042	1,060	1,177	1,273	1,350	1,534	1,755	1,836	1,830	1,837
S. Australia	134	567	819	1,013	1,062	1,067	1,151	1,231	1,273	1,373	1,613	1,745	1,709	1,770
W. Australia	69	489	1,052	1,152	1,220	1,230	1,272	1,345	1,372	1,516	1,751	1,853	1,829	1,838
Tasmania	54	482	719	799	1,028	1,039	1,112	1,163	1,193	1,340	1,674	1,788	1,726	1,802
Australia*	652	3,948	848	1,000	1,085	1,102	1,184	1,252	1,296	1,462	1,752	1,844	1,785	1,840

\* Weighted average.

12. **Nominal Wage Index-Numbers—Industrial Groups, 1901 to 1923.**—The following table shows the variations in nominal wage index-numbers for the 14 industrial groups, based on rates of wage at the end of the years specified. As already pointed out, these index-numbers are comparable throughout, and show, not only the variations in wages in each industrial group, but also the relative wages as between the several groups :—

**Variations in Nominal Wage Index-Numbers (Adult Males) in Industrial Groups for years specified, 1901 to 1923. (Weighted Average Wage for all Groups in 1911 = 1,000.)**

Particulars.	No. of occupations included.		Nominal Wage Index-Numbers.										
	1901 to 1912.	1913-23.	1901.	1911.	1914.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.
I. Wood, Furniture, etc.	27	270	1,019	1,125	1,161	1,245	1,288	1,345	1,479	1,855	1,916	1,860	1,935
II. Engineering, Metal Works, etc.	101	636	945	1,064	1,127	1,211	1,268	1,340	1,512	1,803	1,915	1,832	1,900
III. Food, Drink, etc.	84	576	871	991	1,089	1,194	1,241	1,288	1,473	1,742	1,832	1,792	1,837
IV. Clothing, Hats, Boots, etc.	13	208	708	981	1,034	1,104	1,163	1,198	1,453	1,687	1,819	1,777	1,833
V. Books, Printing, etc.	25	205	996	1,149	1,246	1,328	1,376	1,446	1,576	1,941	2,040	2,004	2,037
VI. Other Manufacturing	102	875	907	1,013	1,098	1,203	1,245	1,289	1,470	1,736	1,854	1,793	1,876
VII. Building	67	190	1,050	1,213	1,276	1,359	1,413	1,449	1,534	1,865	1,989	1,960	2,023
VIII. Mining	71	101	1,067	1,194	1,272	1,320	1,523	1,532	1,724	2,026	2,056	2,022	2,037
IX. Rail and Tram Services	68	224	1,021	1,118	1,165	1,236	1,286	1,345	1,532	1,816	1,901	1,821	1,908
X. Other Land Transport	9	70	795	910	1,029	1,128	1,210	1,237	1,431	1,702	1,760	1,725	1,806
XI. Shipping, etc.	74	198	751	871	972	1,153	1,194	1,257	1,518	1,716	1,984	1,947	1,997
XII. Agricultural, Pastoral, etc.	8	72	627	839	965	1,073	1,192	1,231	1,370	1,699	1,736	1,637	1,671
XIII. Domestic, Hotels, etc.	17	114	698	887	935	965	1,052	1,104	1,338	1,571	1,642	1,606	1,648
XIV. Miscellaneous	36	233	759	929	1,054	1,137	1,185	1,234	1,380	1,650	1,778	1,730	1,800
All Groups†	652	3,948	848	1,000	1,085	1,184	1,252	1,296	1,462	1,752	1,844	1,785	1,840

† Weighted average.

13. **Nominal Wages and Effective Wages.**—The relation between nominal and effective wages was discussed at some length in Labour Report No. 6, Section IV., par. 3, and reference to the matter was also made in Labour Report No. 11, p. 95.

14. **Variations in Effective Wages, 1901 to 1923.**—In comparing wages, two elements are of obvious importance, viz., (i.) hours worked per day or week, and (ii.) cost of commodities and housing. Thus 60s. per week of 60 hours represents the same hourly rate as 48s. per week of 48 hours. Similarly, if the cost of commodities and housing increases 25 per cent., e.g., if the prices index-number rises from 1,000 to 1,250, then 60s. per week (the index-number being 1,250), is effectively equal only to 48s. (when the index-number was 1,000). Or, again, if the prices index-number falls from 1,000 to 750, then 60s. per week, when the index-number is 750, would have the same purchasing-power as 80s. when the index-number was 1,000. Ignoring for the present the number of hours worked, and assuming that the real value of the average wages is to be measured by their purchasing power, the actual average wages paid may be reduced to their effective value by applying the prices index-numbers to the nominal wages index-numbers. The following table shows the effective wage index-numbers so ascertained in each State for each of the years indicated from 1901 to 1923.

In computing these effective wage index-numbers, the nominal wage index-numbers for years prior to 1914 given in paragraph 11 hereof have been divided by the price index-numbers in Chapter V., paragraph 5 hereinbefore. The resulting index-numbers show for each State and for Australia for the years specified the variations in effective wages. The nominal wage index-numbers for these years are based on rates of wage current at the end of December, the only data available. For the years 1914 onward, however, the nominal wage index-numbers used are based on the average wage for the four quarters in each year, and in this respect differ from those in the preceding sections. However, so far as the years 1901, 1911 and 1913 are concerned, as the movement in wages during any one year prior to 1914 was very slight, it is possible even if the wage data were available in quarters, that the index-numbers used would approximate very closely to those based on averages for the year.

**Effective Wages—Adult Males—1901 to 1923.**

Particulars.	1901.	1911.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.
N.S.W. ..	961	973	924	906	838	835	882	890	875	911	1,079	1,113	1,040
Victoria ..	915	1,037	1,007	961	839	858	829	925	904	875	1,038	1,102	1,036
Queensland	1,172	1,090	1,060	1,038	902	944	1,041	1,042	990	1,036	1,244	1,273	1,214
S. Australia	948	957	947	920	842	863	861	934	901	853	1,027	1,090	1,036
W. Australia	1,024	1,023	1,076	1,070	1,009	985	1,051	1,095	1,008	1,012	1,139	1,226	1,192
Tasmania ..	827	838	976	942	836	839	875	869	840	830	977	1,053	1,000
<b>Australia</b>	<b>964</b>	<b>1,000</b>	<b>975</b>	<b>948</b>	<b>854</b>	<b>861</b>	<b>930</b>	<b>932</b>	<b>907</b>	<b>911</b>	<b>1,076</b>	<b>1,126</b>	<b>1,062</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 1923 with 1901, and also with 1911, there has been an increase in the index-numbers in all States.

**15. Effective Wages and Standard of Comfort, 1901 to 1923.**—In the preceding paragraph particulars are given as to variations in effective wages in each State, due allowance having been made for variations in the purchasing-power of money, but not for unemployment.

For years prior to 1913 the data available as to unemployment are so meagre that comparative results allowing for variations both in the purchasing-power of money and in unemployment cannot be accurately computed for the several States. In the subjoined table, for these earlier years the percentage of unemployment for Australia and the nominal wage index-numbers relate to the end of the year. For the year 1914 and subsequent years, the wage index-numbers, percentages of unemployment and retail price index-numbers are the average for the year. Column I. shows the nominal wage index-numbers, and Column II. the relative percentages unemployed (see Chapter III.). Applying these percentages to the numbers shown in Column I., and deducting the results from each corresponding index-number, so as to allow for relative loss of time, the figures in Column III. are obtained. These figures are then recomputed with the year 1911 as base, and are shown in Column IV. In Column V. the price index-numbers are shown, and in Columns VI. and VII. the effective wage index-numbers are given, firstly, for full work, and secondly allowing for lost time. These are obtained by dividing the figures in Columns I. and IV., respectively, by the corresponding figures in Column V. The resulting index-numbers show for Australia for the years specified the variations in effective wages or in what may be called the "standard of comfort."\* A comparison between the figures in Columns I. and VI. shows the relation between the nominal rates of wage and the purchasing efficiency of these rates. The figures in Column VII. (see graph on page 8) show variations in effective wages after allowing not only for variations in prices, but also for unemployment.

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\* 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."

Unemployment, and Nominal and Effective Wage Index-Numbers, for the years specified, 1901 to 1923.\*

Year.	I. Nominal Wage Index- numbers.	II. Percentage Unem- ployed.	Rate of Wage Index- numbers, allowing for Lost Time.		V. Retail Price Index- numbers.	Effective Wage Index-numbers.	
			III. Actual.	IV. Recom- puted. (1911. =1,000).		VI. Full Work.	VII. Allowing for Un- employ- ment.
1901 ..	848	6.6	793	832	880	964	945
1906 ..	866	6.7	808	848	902	960	940
1907 ..	893	5.7	842	884	897	996	986
1908 ..	900	6.0	846	888	951	946	934
1909 ..	923	5.8	870	913	948	974	963
1910 ..	955	5.6	901	945	970	985	974
1911 ..	1,000	4.7	953	1,000	1,000	1,000	1,000
1912 ..	1,051	5.5	993	1,042	1,101	955	946
1913 ..	1,076	5.3	1,021	1,071	1,104	975	970
1914 ..	1,081	8.3	991	1,040	1,140	948	912
1915 ..	1,092	9.3	990	1,039	1,278	854	813
1916 ..	1,144	5.8	1,078	1,131	1,324	864	854
1917 ..	1,226	7.1	1,139	1,195	1,318	930	907
1918 ..	1,270	5.8	1,196	1,255	1,362	932	921
1919 ..	1,370	6.6	1,280	1,343	1,510	907	889
1920 ..	1,627	6.5	1,521	1,596	1,785	911	894
1921 ..	1,826	11.2	1,621	1,701	1,697	1,076	1,002
1922 ..	1,801	9.3	1,634	1,715	1,000	1,126	1,072
1923 ..	1,805	7.0	1,679	1,762	1,700	1,062	1,036

\* As to the effect in abnormal periods, see Section IV., par. 3, of Labour Report No. 6.

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

Compared with 1911 the effective wage in 1901 was 3.6 per cent. less for full work, and 5.5 per cent. less after allowance for unemployment. In connexion with the index-numbers in Column VII., unemployment was less in 1911—the base year, than in any other year. During the period 1912 to 1920, while wages increased steadily, prices increased at a greater rate, with the result that the purchasing-power of wages was less in each of these years than in 1911, the lowest point reached being in 1915 when the full time index-number was 14.6 per cent. less, or, allowing for unemployment, 18.7 per cent. less than for the base year. The first occasion on which the effective wage was higher than in 1911 was in 1921, when wages increased considerably while prices declined, the increase in effective wages being 7.6 per cent., but only 0.2 per cent. allowing for unemployment. Unemployment reached its "peak" during 1921. Both wages and prices fell in 1922, but the former less than the latter, resulting in a further increase in the effective wage.

The average nominal wage index-number for 1923 was practically the same as the average for 1922. Prices on the other hand increased appreciably, and in consequence the effective wage index-number declined both for full time and allowing for unemployment. As unemployment was less than in 1922, the effective wage index-number allowing for this factor fell less than that for full t.m.c. In 1923 the effective wage was 6.2 per cent (full time) and 3.6 per cent. (allowing for unemployment) higher than in 1911.

### 16. Relative Productive Activity and Effective Wages, 1871 to 1923.—

The preceding tables refer to variations in effective wages, having regard to fluctuations in prices and unemployment. Another important matter is the question of relative output or production per head of population measured quantitatively. If measured by value alone, a rise in prices would have the effect of making an equal production with that of a time when prices were lower show a fictitious increase. Any estimate of the relative increase or decrease in quantity of production must therefore allow for the variations in prices. This is done in the table on the next page, in which Column I. shows the estimated value of production (a) in the aggregate and (b) per head of mean population. In Column II. the estimated value of production per head of population is shown in the form of index-numbers with the year 1911 as base; that is to say, the production per head in 1911 is made equal to 1,000, and the values for the other years computed accordingly. In Column III. price index-numbers are given. Production price index-numbers are available only from 1908. For earlier years the wholesale price index-numbers have been used. The figures in Column IV. are obtained by dividing the figures for each year in Column II. by the corresponding figures in Column III. They show the estimated relative productive activity per head of population, taking the year 1911 as the basic or standard year, the fluctuations due to variations in prices having been eliminated.

The index-numbers for the years from 1914 to 1922 cover a period which in several respects was abnormal. At the beginning of that period there was a widespread drought, and again in 1918 dry conditions prevailed. Further, the enlistments for war service took from industry over 300,000 adult males in the prime of life, while the dislocation of industry owing to the altered conditions arising out of the war must also have adversely affected the productivity of Australia. It is impossible to measure these effects quantitatively.

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

Estimated Value of Australian Production, 1906 to 1923.

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	45,359	13,611	4,879	26,043	31,172	147,043
1907 ...	30,500	50,660	15,584	4,826	28,317	36,155	166,042
1908 ..	37,150	47,259	15,045	4,286	24,557	36,637	164,934
1909 ..	41,056	50,864	15,064	4,462	23,036	39,713	174,195
1910 ..	39,752	56,993	17,387	4,789	23,222	45,598	187,741
1911 ..	38,774	50,725	19,107	5,728	23,303	50,767	188,404
1912 ..	45,754	51,615	20,280	6,432	25,475	57,022	206,578
1913 ..	46,162	57,866	20,341	6,338	25,594	61,586	217,887
1914 ..	36,052	61,055	21,562	6,419	22,053	62,956	210,097
1915 ..	75,475	66,180	21,156	5,777	22,060	62,883	253,531
1916 ..	61,255	76,142	26,949	5,505	23,192	64,205	257,248
1917 ..	59,641	82,322	31,326	5,523	24,998	69,797	273,607
1918 ..	59,036	86,793	33,738	7,137	25,462	75,362	287,528
1919-20 ..	72,202	100,920	33,830	10,170	18,982	98,162	339,266
1920-21 ..	112,801	86,882	52,613	10,490	21,613	109,435	393,834
1921-22 ..	81,890	69,254	44,417	10,373	19,977	120,751	346,662
1922-23 ..	84,182	91,475	43,542	10,845	20,316	131,848	382,208

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

Estimated Relative Productive Activity in Australia for the years specified, 1871 to 1923.

Year.	I. Estimated Value of Production.		II.	III.	IV.
	(a) Total. (000 omitted.)	(b) Per head of Popula- tion.	Relative Value of Production per head Year 1911 =1,000.	Price- Index- Numbers Year 1911 =1,000. *	Estimate Relative Productive Activity per head Year 1911 =1,000.
	£	£			
1871 .. .. .	46,700	27.46	667	1,229	543
1881 .. .. .	71,116	30.83	748	1,121	667
1891 .. .. .	96,087	29.65	720	945	762
1901 .. .. .	114,585	29.96	727	974	746
1906 .. .. .	147,043	35.94	873	948	921
1907 .. .. .	166,042	39.90	969	1,021	949
1908 .. .. .	164,934	38.97	946	1,004	942
1909 .. .. .	174,195	40.29	978	976	1,002
1910 .. .. .	187,741	42.43	1,030	963	1,070
1911 .. .. .	188,404	41.19	1,000	1,000	1,000
1912 .. .. .	206,578	43.52	1,057	1,074	984
1913 .. .. .	217,887	44.52	1,081	1,054	1,026
1914 .. .. .	210,097	42.25	1,026	1,256	817
1915 .. .. .	253,531	51.01	1,238	1,292	958
1916 .. .. .	257,248	52.30	1,270	1,398	908
1917 .. .. .	273,607	54.91	1,333	1,486	897
1918 .. .. .	287,528	56.58	1,374	1,583	868
1919-20 .. .. .	339,266	63.96	1,553	1,375	828
1920-21 .. .. .	393,334	72.77	1,767	1,911	925
1921-22 .. .. .	346,662	62.91	1,527	1,579	967
1922-23 .. .. .	392,208	67.85	1,647	1,753	940

\* The index-numbers for years prior to 1908 are wholesale prices index-numbers; from 1908 onward production price index-numbers (the basis being indicated in Production Bulletin No. 17).

## CHAPTER X.—NOMINAL AND EFFECTIVE WAGES—AUSTRALIA AND ENGLAND.

1. **General.**—In an endeavour to secure comparable information with regard to rates of wage in various countries, copies of a statement showing the rates payable in a number of occupations in Australia have, since 1922, been forwarded twice yearly to the most important countries of the world. At the same time a request has been made that similar information as to rates payable in those countries should be forwarded to this Bureau. The response has not been sufficiently complete to enable comparisons to be made for all the countries, the reason given for inability to comply with the request being generally that such statistics are not readily available.

In this connexion mention may be made of the International Conference of Labour Statisticians held at Geneva in October, 1923, for the purpose of discussing methods of facilitating the exchange between countries of data relating to labour conditions. Particular attention was given to the question of wage statistics, and resolutions were passed to provide for greater uniformity and more frequent collection.

In the previous issue of the Labour Report (p. 89), a comparison was given of wages in Australia (Sydney), New Zealand (Auckland), and Canada (Montreal). Through the courtesy of the Minister of Labour (Intelligence