

each year to all employees at each of seven large mines in the north, west, and south are divided by the total number of employees it is found that the wages per head, or ratio of wages to workers, increased from 1913 to 1918 by 34, 36, 37, 50, 51, and 55 per cent. The value of these two latter comparisons as to output and wages is discounted, however, by the unsatisfactory nature of the method of recording the total number of employees. The result has probably been influenced in the direction of overestimating the increase by the fact that mine labour was much less migratory in 1918 than it was in 1913.

TABLE 81.—AVERAGE DAILY EARNINGS PER MINER AT MINES X AND Y PRIOR AND SUBSEQUENT TO INDUSTRIAL AGREEMENTS OF MARCH, 1916, AND JUNE, 1917.

	s.	d.	Increase.
Average earnings for six months before March, 1916..	18	9	
Average earnings for six months after March, 1916 ..	22	0	17½ per cent.
Average earnings for six months before June, 1917 ..	18	3	
Average earnings for six months after June, 1917 ..	25	0	37 per cent.

The comparatively low average for the six months before June, 1917, is due mainly to the “go-slow” policy in vogue for a considerable part of that period. It will be seen that the 10-per-cent. increase in rates in 1916 was followed by a 17½-per-cent. rise in the actual earnings per day. But for the “go-slow” policy and kindred factors the average of 22s. would probably have been maintained in the early part of 1917, so that the increased rates of June, 1917, would have been followed by a rise of over 13 per cent. or nearly double the increase of 7½ per cent. in the rates of pay. The average actual earnings for the six months following the second agreement were 33½ per cent. higher than the corresponding earnings for the six months immediately preceding the first agreement, although the two agreements together provided only for a rise of 17½ per cent. in the rates.

4. EXAMPLES OF ACTUAL EARNINGS AND OF INCREASES IN ACTUAL EARNINGS.

(a.) The actual earnings per man per shift at Mine X* from April to June, 1918, five periods, of the ten highest workers averaged 22s. 8d., the highest being 39s. 4d. and the lowest 19s. 4d.

(b.) Mine A :—	Average Daily Actual Earnings.		Average Weekly.		
	s.	d.	£	s.	d.
1913-14	14	3†	3	7	7½
1917-18	17	4½†	3	18	3½
First three months, 1918	18	7	3	14	3½
April-August, 1918 (five months)	19	2§	4	6	3

(c.) General net averages at Mine A1 for fortnight ending 21st June, 1918, 20s. 5d. ; at Mine A2, 17s. 11d. for hand and 23s. 8d. for machines. The daily wages increased at a much higher rate than the weekly wages.

(d.) Mine B, year ending 26th April, 1918 :—

	Daily.		Weekly.			
	s.	d.	£	s.	d.	
Miners earned ..	18	4.1	3	17	8	(Could have earned £4 12s. 5d. by working full mine time.)
Truckers earned ..	18	3.8	4	11	8	(Could have earned £4 12s. 3d. by working full mine time.)

Truckers earned per shift for the four periods preceding our visit an average of 22s. 0½d. ; 21s. 9½d. ; 21s. 5d. ; and 21s. 4½d. ; (highest individual, 27s. 8½d. ; lowest, 14s. 10d.).

The miners’ general average for the year 1916 was 16s. 10½d. ; for 1917, 16s. 3.3d. (“go-slow” three months) ; and for 1918 to August, 19s. 0½d.—an increase of 12¾ per cent. in three years.

(e.) Mine C (average weekly earnings) :—	Miners.			Truckers.		
	£	s.	d.	£	s.	d.
Year to 31st August, 1914	3	7	11	3	9	9
„ 1918	4	17	9	4	4	0
Increase per cent.	30½			17		

(f.) Mines D1 and D2 :—
Miners :—

Year ending	Mine D1.			Mine D2.		
	Daily.	Weekly.	Possible.	Daily.	Weekly.	Possible.
	s.	d.	s.	d.	s.	d.
30th April, 1914	16	5½	71	1½	14	10
„ 1918	21	1½	96	11	89	3
Increase per cent.	28½	36½	..	35½	37	..

* See note on p. 2. † Nearly 22 per cent. increase. ‡ 16 per cent. increase. § 34 per cent. increase.
|| 28½ per cent. increase.