

the wage under the standard plus percentages for the district is less than the minimum fixed. Thus, if the 1915 standard plus $23\frac{1}{2}$ per cent plus 18 per cent enables a man to earn less in a day than a man of his class would receive under the Minimum Wage award for his district, such man instead of receiving his piece-rate earnings would claim the minimum wage. He would thus cease to be a piece-worker and would "go upon the minimum." It follows that if piece rates are cut too low there is a temptation on the part of the men to abandon the attempt to make a living by over-exertion and to take things easy and "go upon the minimum." It is generally agreed that the lowest productivity is to be found in those districts where the largest number of men are receiving the minimum wage, and any cutting of rates which has the result of causing the majority of the workers to be thrown on to the minimum is most certainly to be deprecated. It is the cause of much unrest, ill-feeling and slacking. Slacking indeed is bound to occur in this industry, where constant supervision is impossible, and in circumstances where the man gets precisely the same wage whether he works or not so long as he is supposed to be working and is in his working place. The remedy is to be found, in our opinion, by fixing generous, inclusive piece rates whereby a man who works hard and produces a large quantity of coal earns very high wages.

It will be seen from what we have said that