

was accordingly 517, of which 474 had either made original awards or determinations or varied existing awards or determinations, and 43 had not made any award or determination. The difference between the number of Boards in existence and the number which had made awards or determinations, is accounted for mainly by the fact that in New South Wales a number of Boards constituted under the Act of 1912 had not made awards, owing to existing awards made under the Act of 1908 being still in force. In the following line (Number of Awards and Determinations in force) it may be seen that the total number in force (including awards made by the Commonwealth and Western Australian Arbitration Courts) was 599. In New South Wales, the number of awards in force includes 60 awards under the Act of 1908. This leaves 202 awards in force made by 183 Boards under the new Act. In explanation of the fact that the number of awards in force in this State under the new Act exceeds the number of Boards in existence, it may be mentioned that several of the Boards have made separate awards for different districts and branches of industry.

The following four lines in the table shew the territorial scope of the State awards and determinations in force at the end of September, 1914. It will be seen that 53 apply to the whole of a State, 167 to one of the metropolitan areas, 173 to metropolitan and country towns, while the remaining 186 apply to country areas only.

Of the Commonwealth awards there are four in connection with the shipping industry, two in connection with Waterside Workers, and one each affecting Postal Electricians and the Telegraph and Telephone (Construction) Linemen, which apply to each of the six States. There are four awards which apply to five States, three which apply to four States, one to three States, and four to two States.

The total number of industrial agreements in force (including agreements under section 24 of the Commonwealth Conciliation and Arbitration Act, and under section 7 of the Queensland Industrial Peace Act) was 409. The last line of the table shews the number of Commonwealth agreements operating in each State. The total number of awards, determinations and agreements in force under the various Acts at the end of September, 1914, was 1008, comprising 599 awards and determinations and 409 agreements.

SECTION X.—CHANGES IN RATES OF WAGES.

1. **General.**—The collection of information regarding changes in rates of wages throughout the Commonwealth dates from the 1st January, 1913, and the results for the first complete year (1913) for which these statistics are available, are given in this Section.

(i.) *Definition of a Change in Rate of Wages.*—For the purpose of these statistics a change in rate of wages is defined as a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of changes are excluded, such, for example, as (a) changes in rates of pay due

to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which higher paid classes of workers bear to lower paid classes.

(ii.) *Sources of Information.*—Primary information merely as to the fact that a change in rate of wages has occurred is obtained through the following channels:—(a) Industrial Registrars and Chief Inspectors of Factories in each State; (b) Reports from Labour Agents and Correspondents; (c) Quarterly reports from Secretaries of Trade Unions; (d) Returns relating to industrial disputes which resulted in changes in rates of wages; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iii.) *Collection of Particulars concerning Changes.*—On the occurrence of a change in rate of wages, forms* (prescribed under the Census and Statistics Act 1905) are issued to employers and employers' associations (if any) and also to the secretaries of the trade unions, the members of which are affected by the change. In certain cases forms are also issued, if necessary, to individual employers. The particulars which have to be inserted in these forms furnish information regarding the occupations of the workers affected, the number of workers in each occupation, the rates of wages paid before and after the change, the locality affected, and the date on which the change took effect. Information must also be furnished regarding employers and employers' associations concerned, if any, and the method by which the change was effected.

When the forms are returned from the various persons who are required to fill them in, the returns are checked and compared with each other and with copies of awards, determinations, and agreements. In all cases when the information furnished on the forms is incomplete or unsatisfactory further inquiries are made, and the figures checked by reference to Census results, industrial statistics, factory reports, etc.

2. Numbers and Effect of Changes in Each State. 1913.—The following table gives particulars of changes occurring in each State and the Commonwealth during the year 1913. As regards the number of persons affected, the particulars given refer to the total number of persons ordinarily engaged in the various industries. The results as to the amount of increase in wages are computed for a full week's work for all persons ordinarily engaged in the several industries and occupations affected, and in cases of changes in existing minimum rates under awards or determinations of industrial tribunals, it has ordinarily been assumed (in the absence of any definite information to the contrary) that the whole of the employees in each occupation received the minimum rates of wages before and after the change.

It should be clearly understood that *the figures given in the third line of the following table (amount of increase per week) do not relate to the increase each week, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during that week.* It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unem-

* Since these forms are issued under the authority of the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.

ployment and for occupations in which employment is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year, and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

Changes in Rates of Wages. Number and Effect of Changes in each State, 1913.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'wlth.
No. of Changes	149	81	41	26	20	12	329
No. of Persons Affected	89,618	49,254	16,645	4,574	3,036	3,005	166,132
Total Amount of Increase per week*	£21,789	£9,880	£3,702	£1,279	£428	£635	£37,713
Average Increase per Head per week.	4s. 10d.	4s.	4s. 5d.	5s. 7d.	2s. 10d.	4s. 3d.	4s. 6d.

* See remarks above.

NOTE.—In the above classification by States, changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act, 1904-11, are necessarily included as changes in each State affected. In the classification by industrial groups, however, adopted in the tabulation in the next paragraph (3), in the figures for the whole Commonwealth a change effected under the Commonwealth Act is, of course, included once only, viz., in the industrial group concerned. The total number of changes in the Commonwealth (329) shown in the above table does not therefore agree with the total (312) shown in the table on page 67.

As regards the individual States, it will be seen that by far the greatest number of changes occurred in New South Wales. Of the 149 changes which occurred in that State, no less than 130 were brought about either by awards made, or agreements registered under the Industrial Arbitration Act 1912. In Victoria 56 of the total 81 changes were brought about by determinations of wages boards and the Court of Industrial Appeals. Detailed information as to the methods by which the changes were effected in each State are given in paragraph 5 hereinafter.

3. Number and Effect of Changes in each State Classified according to Industrial Groups, 1913.—In the table on pages 66 and 67, particulars are given as to the number and effect of changes in rates of wages in 1913 in each State, classified according to the fourteen industrial groups referred to in preceding Sections of this Report.

As regards industrial awards and agreements filed under the provisions of the Commonwealth Arbitration and Conciliation Act, it should be observed that such awards and agreements as extend to more than one State have been counted as a change in each State affected. This is necessary in order that the total number of changes in each individual State may be obtained. In the table for the whole Commonwealth, however, each award and agreement has, of course, been counted only once. For example, the award affecting postal electricians is operative in New South Wales, Victoria, Queensland, South Australia, Western Australia, and Tasmania, and has accordingly been included in the State table as a change in each of those States, but in the table for the Commonwealth the award has been recorded as one change only, i.e., as a change affecting postal assistants (see Class II.). The totals of the changes recorded as operating in each State are, therefore, in some cases in excess of the totals given for the Commonwealth.

Changes in Rates of Wages, Number and Effect of Changes in each

Particulars.	INDUSTRIAL GROUP.							
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.
New South Wales—								
Number of Changes	4	11	22	5	7	28	11	6
Number of Persons affected . . .	2,408	2,758	6,154	6,050	2,107	12,392	10,888	2,500
Amount of Increase per week £	572	818	1,931	1,150	384	2,696	3,415	545
Victoria—								
Number of Changes	4	8	15	7	3	16	4	2
Number of Persons affected . . .	3,737	3,304	7,020	3,607	2,435	2,937	6,485	634
Amount of Increase per week £	675	594	1,433	546	721	563	1,768	268
Queensland—								
Number of Changes	2	2	6	1	..	5	5	3
Number of Persons affected . . .	1,830	235	3,817	800	..	1,133	1,840	813
Amount of Increase per week £	322	88	832	105	..	75	569	193
South Australia—								
Number of Changes . . . . .	..	2	2	2	..	5	1	..
Number of Persons affected . . .	..	139	310	1,270	..	364	24	..
Amount of Increase per week £	..	48	45	261	..	70	4	..
Western Australia—								
Number of Changes . . . . .	..	1	2	..	..	3	..	6
Number of Persons affected . . .	..	112	97	..	..	194	..	2,165
Amount of Increase per week £	..	43	10	..	..	45	..	179
Tasmania—								
Number of Changes . . . . .	..	1	1	..	1	1	..	..
Number of Persons affected . . .	..	46	30	..	60	40	..	..
Amount of Increase per week £	..	16	4	..	21	17	..	..
Commonwealth—								
Number of Changes*	10	20	45	15	11	55	21	17
Number of Persons affected . . .	7,975	6,594	17,428	11,727	4,602	17,110	19,237	6,112
Amount of Increase per week† £	1,569	1,607	4,255	2,062	1,126	3,480	5,696	1,210

* In this table an Industrial Award or Agreement under the Commonwealth Arbitration and Conciliation Act is given in more than one State. See Note at foot of table on page 65. † See remarks on pages 64 and 65.

4. **Changes in Rates of Wages, Number of Females Affected, 1913.**—Of the 166,132 persons directly benefiting by the changes in rates of wages of which particulars have been given in the preceding paragraph, 13,698, or 8 per cent., were females. Owing to limitations of space, detailed particulars as to the number and effect of changes cannot be published separately for each sex. In the following table, however, particulars are given as to the number of females affected by changes which occurred in 1913, classified according to States and industrial groups:—

Changes in Rates of Wages. Number of Females Directly Affected, in each State, 1913.

Industrial Group.	N.S.W.	Vic.	Q'land.	S.A.	Tas.	C'wth.
III. Food, Drink, Tobacco, etc.	20	1,080	..	..	..	1,100
IV. Clothing, Hats, Boots, etc.	4,100	1,792	550	360	..	6,802
V. Books, Printing, etc.	555	..	..	..	..	555
VI. Other Manufacturing	400	340	..	8	..	748
XIII. Domestic, Hotels, etc.	623	..	..	590	1,480	2,693
XIV. Miscellaneous	450	1,350	..	..	..	1,800
TOTAL, ALL GROUPS	6,148	4,562	550	958	1,480	13,698

State classified according to Industrial Groups, 1913.

INDUSTRIAL GROUP.							TOTAL.	Particulars.
IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Agricultural, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.			
7	5	12	1	5	25	149	New South Wales—	
7,547	4,610	913	400	2,791	23,100	89,618	Number of Changes	
1,550	1,593	364	210	957	5,604	21,789	Number of Persons affected	
							Amount of Increase per week	
4	2	..	1	1	14	81	Victoria—	
12,139	720	..	20	700	5,466	49,254	Number of Changes	
1,578	248	..	6	300	1,155	9,880	Number of Persons affected	
							Amount of Increase per week	
2	4	2	..	1	8	41	Queensland—	
247	1,965	60	..	40	3,865	16,645	Number of Changes	
-74	472	23	..	10	994	3,702	Number of Persons affected	
							Amount of Increase per week	
..	1	4	..	1	8	26	South Australia—	
..	40	780	..	950	697	4,574	Number of Changes	
..	11	132	..	485	214	1,279	Number of Persons affected	
							Amount of Increase per week	
3	..	1	..	..	4	20	Western Australia—
113	..	86	..	..	269	3,036	Number of Changes
17	..	24	..	..	110	428	Number of Persons affected
							Amount of Increase per week	
..	..	..	1	1	6	12	Tasmania—
..	..	..	408	2,000	421	3,005	Number of Changes
..	..	..	230	170	187	635	Number of Persons affected
							Amount of Increase per week	
16	12	19	3	9	59	312	Commonwealth—	
20,046	7,335	1,839	828	6,481	38,818	166,132	Number of Changes*	
3,219	2,324	543	436	1,922	8,264	37,713	Number of Persons affected	
							Amount of Increase per week†	

Conciliation Act has been counted as one change only, although such Agreement may be opera-

It may be seen that the largest number of females benefiting by increases in any individual group was in Group IV. (Clothing, Hats Boots, etc.). A considerable number of employees in Group XIII. (Domestic, Hotels, etc.), also received increases.

The occupations of females affected by the changes in rates of wages comprise, amongst others, tailoresses, boot machinists, book-binders, photographers' employees, paper mill employees, soap and candle factory employees, restaurant, hotel, and caterers' employees, leather workers, hospital and asylum employees, shop assistants, and starch factory employees.

5. Changes in Rates of Wages, Classification according to Methods by which Effected, 1913.—In the tables on pages 68 and 69 changes in rates of wages which came into force during 1913 are classified for each State, according to the methods by which the changes were effected. It will be seen that the changes are also classified according to whether they were arranged "without stoppage of work" or "after stoppage of work." The last part of the table shews that of the 312 separate changes in the Commonwealth, 276 were arranged "without stoppage of work," while only 36 were effected "after a stoppage of work," i.e., after a strike had occurred.

The total number of changes resulting from awards and determinations under State Acts was 213, of which 8 were effected after a stoppage of work had occurred. In addition to these awards and determinations, 36 industrial agreements were registered under the provisions of State Acts. During 1913 three awards, resulting in changes in rates of wages, were made by the Commonwealth Court of Conciliation and Arbitration, while 24 industrial agreements, resulting in changes in wages, were registered under the Commonwealth Act. Attention has already been directed to the fact that these awards and agreements made under the Commonwealth Act, in many cases, operate in more than one State (see pages 64 and 65).

In the tables on pages 68 and 69 only those awards and agreements have, of course, been included which resulted in changes in rates of wages. Many other awards, determinations and agreements, which did not result in changes in wages, were made (both under the Commonwealth and State Acts) during the twelve months under review.

Changes in Rates of Wages. Methods by which effected, 1913.

METHODS BY WHICH CHANGES WERE EFFECTED	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.*	No. of Work-people Affected.	Total Amount of Increase per week.	No. of Changes.*	No. of Work-people Affected.	Total Amount of Increase per week.	No. of Changes.*	No. of Work-people Affected.	Total Amount of Increase per week.
New South Wales—									
By voluntary action of employers									
By direct negotiations	1	120	47	9	244	73	10	304	120
By negotiations, intervention or assistance of third party				1	2	1	1	2	1
By award of court under Commonwealth Act	2	1,507	615				2	1,507	615
By agreement registered under Commonwealth Act	6	1,090	153				6	1,090	153
By award under State Act	109	82,726	19,629	6	3,183	1,048	115	85,909	20,677
By registered agreement under State Act	14	640	202	1	106	21	15	740	223
TOTAL	132	86,083	20,646	17	3,535	1,143	149	89,618	21,789
Victoria—									
By voluntary action of employers	1	12,000	1,540				1	12,000	1,540
By direct negotiations	4	1,305	413	6	237	108	10	1,542	521
By negotiations, intervention or assistance of third party				2	75	15	2	75	15
By award of court under Commonwealth Act	3	1,938	630				3	1,958	630
By agreement registered under Commonwealth Act	9	1,707	467				9	1,707	467
By determination under State Act	54	31,687	6,624	2	285	83	56	31,972	6,707
TOTAL	71	48,657	9,674	10	597	206	81	49,254	9,880
Queensland—									
By voluntary action of employers									
By direct negotiations	1	2,000	350	6	320	92	7	2,820	442
By negotiations, intervention or assistance of third party									
By award of court under Commonwealth Act	2	235	98				2	235	98
By agreement registered under Commonwealth Act	6	303	132				6	303	132
By award under State Act	24	13,014	2,838				24	13,014	2,838
By registered agreement under State Act	1	650	155	1	123	87	2	773	192
TOTAL	34	16,202	3,573	7	443	129	41	16,645	3,702

Changes in Rates of Wages. Methods by which effected, 1913.—*continued.*

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.*	No. of Work-people Affected.	Total Amount of Increase per week.	No. of Changes.*	No. of Work-people Affected.	Total Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Amount of Increase per week.
			£			£			£
South Australia—									
By voluntary action of employers				1	20	12	1	20	12
By direct negotiations									
By negotiations, intervention or assistance of third party				1	24	4	1	24	4
By award of court under Commonwealth Act	2	359	156				2	359	156
By agreement registered under Commonwealth Act	6	247	60				6	247	60
By award or determination under State Act	12	2,894	535				12	2,894	535
By registered agreement under State Act	4	1,030	512				4	1,030	512
TOTAL	24	4,530	1,263	2	44	16	26	4,574	1,279
Western Australia—									
By voluntary action of employers									
By direct negotiations									
By negotiations, intervention or assistance of third party									
By award of court under Commonwealth Act	1	112	43				1	112	43
By registered agreement under Commonwealth Act	1	20	9				1	20	9
By award under State Act	3	345	111				3	345	111
By registered agreement under State Act	15	2,559	265				15	2,559	265
TOTAL	20	3,036	428				20	3,036	428
Tasmania—									
By voluntary action of employers	1	11	3				1	11	3
By direct negotiations	2	90	25				2	90	25
By negotiations, intervention or assistance of third party									
By award of court under Commonwealth Act	3	316	137				3	316	137
By agreement registered under Commonwealth Act	3	20	10				3	20	10
By determination under State Act	3	2,568	460				3	2,568	460
TOTAL	12	3,005	635				12	3,005	635
Commonwealth—									
By voluntary action of employers	2	12,011	1,543				2	12,011	1,543
By direct negotiations	8	8,515	835	22	821	285	30	4,336	1,120
By negotiations, intervention or assistance of third party				4	101	20	4	101	20
By award of court under Commonwealth Act	3	4,487	1,679				3	4,487	1,679
By agreement registered under Commonwealth Act	24	3,387	831				24	3,387	831
By award or determination under State Acts	205	133,234	30,197	8	3,468	1,131	213	136,702	31,328
By registered agreement under State Acts	34	4,879	1,134	2	220	58	36	5,108	1,192
TOTAL	276	161,513	36,219	36	4,619	1,494	312	166,132	37,713

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act is counted as one Change only, although such Award or Agreement may be operative in more than one State. See remarks on pages 64 and 65.

As regards the aggregate results for the whole Commonwealth, 276 changes were brought about without, and 36 after, stoppage of work. The number of employees benefiting through the changes effected

without stoppage was 161,513, and the total amount of the increase in wages per week was £36,219, or 4s. 6d. per employee per week. The number of workpeople affected by the 36 changes brought about after work had been stopped was 4619, the aggregate increase in wages per week being £1494, or 6s. 6d. per employee per week. It will be seen that only two changes, which, however, affected no fewer than 12,611 employees, were brought about by the voluntary action of the employers. In 30 cases changes were effected by direct negotiations between the employers and employees, resulting in an increase for 4336 persons.

SECTION XI.—STRIKES AND LOCKOUTS.

1. General.—The systematic collection of information regarding strikes and lockouts throughout the Commonwealth was initiated at the beginning of the year 1913, and this Section accordingly furnishes information for the first complete year for which these statistics are available. An examination of the available data for past years contained in official reports, newspapers, and other publications, shewed that there was insufficient material available for the compilation of anything like complete or comprehensive information regarding industrial disputes in the Commonwealth for years prior to 1913. In the State of New South Wales a considerable amount of information regarding strikes and lockouts is available from the 1st July, 1907, and has been published in the New South Wales Industrial Gazette (April, 1913, and January, 1914). The particulars given are, however, stated to be incomplete for the period from July, 1907, to April, 1912.

Under the system initiated in 1913 information as to the occurrence of an industrial dispute is derived from a number of sources, of which the following are the most important:—(a) Reports by labour agents and correspondents who have been appointed in all the most important industrial centres of the Commonwealth; (b) monthly reports sent in by secretaries of trade unions, and (c) newspaper, trade and labour journals, and other publications.

(i.) *Collection of Particulars.*—As soon as information is obtained as to the existence of an industrial dispute involving stoppage of work, forms* are despatched to the several parties concerned, viz., secretaries of trade unions, employers' organisations, and individual employers. The first parts of these forms have to be returned immediately. They provide for the insertion of information as to the locality in which the dispute exists, its cause or object, the date of commencement, and the number of persons involved directly and indirectly. The second parts of the forms, which are to be returned as soon as the dispute is terminated, provide for information regarding the date of termination, the conditions or terms on which work was resumed, the method of settlement, the estimated loss in wages, and (if the result involves a change in rates of wages or hours of labour) particulars as to the number affected, etc.

* As these forms have been prescribed under the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.