

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.

If the information given by one party to the dispute substantially agrees with that furnished by the other, the facts are considered to be accurate, and the result is included in the final returns. In all cases where discrepancies or inconsistent accounts are received, special enquiries are instituted, ordinarily through the labour agents and correspondents. The whole of the available information is then determined, as judicially as possible, making the summarised result to agree not necessarily with the testimony of a single individual, but to harmonise with the concurrent evidence of the majority, or of those whose returns appear to be the most reliable. It may, therefore, happen that the particulars, as presented in this Report concerning certain disputes, will not agree with the returns as submitted by participants in such disputes. The figures, as published, however, have been determined only after careful consideration of all available particulars.

(ii.) *Definitions and Explanations of Terms.*—Industrial Disputes involving stoppage of work may be classified under three main headings, viz., (a) a strike, (b) a lockout, or (c) a sympathetic strike. For the purposes of these investigations the following definitions have been accepted:—

- (a) A strike is defined as a concerted withdrawal from work by a part or all of the employees of an establishment or of several establishments, with a view to enforcing a demand on the part of the employees, or of resisting some demand made by their employers.
- (b) A lockout is a refusal on the part of an employer or several employers, to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers, or to resist some demand made by their employees.
- (c) A sympathetic strike is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit, but leave work in order to assist employees of some other establishment or establishments, on strike or locked out, for the purpose of enforcing or resisting a demand.

In view of the difficulty which may often occur in distinguishing clearly whether a stoppage of work constitutes a strike or a lockout, for the purposes of these investigations all stoppages are grouped under the general heading—strikes and lockouts. Certain stoppages of work have been excluded from the tabulations, for the reason either that they do not come within the definition of a strike or lockout, or that they are not of sufficient magnitude. Disputes involving less than 10 workpeople or which lasted for less than one day, except where the aggregate number of working days lost exceeded 10 days, have been excluded, with the exception of four small disputes which occurred during the first quarter of the year 1913. Other dislocations of industry which have been excluded from the tables are those in which the relationship of employer and employee did not exist. Instances of this class of dispute are the dislocations which occurred in the rabbit-trapping industry, in which the trappers are not employees of the

freezing companies. As the companies refused to pay the price demanded by the men trapping was discontinued, but this does not constitute a strike within the above definition. During the year numerous stoppages of work occurred for the purpose of holding meetings to discuss grievances and union matters. The majority of these stop-work meetings were held by builders' labourers and colliery employees. Particulars regarding these dislocations are not included in the tabulations, since they do not fall within the definition of a "strike" or "lockout," that is to say the stoppage is not necessarily for the purpose of enforcing or resisting demands.

In the tables given in this Section an establishment means the place of work operated by a person, firm, company, or Government Department. The shops, factories, places of business or construction or repairing works of different employers in the same locality, or of the same employer in different localities, are considered as separate establishments.

The heading, "Workpeople directly involved in dispute"* includes only those workpeople who actually joined in the demand and who, on refusal of such demand, ceased work. In the case of a lockout the term is used to include the number of workpeople whom the employer refused to allow to work unless they complied with his demand.

The number of workpeople involuntarily thrown out of work refers only to those employees who were involuntarily thrown out of work as the result of an industrial dispute, caused by certain other employees going on strike or through an employer or employers locking out certain other employees, whose absence from work rendered it impossible for work to proceed in the establishment or establishments affected by the dispute. It often occurs also that when one section of employees is engaged in an industrial dispute the effect of such dispute is to cause loss of time to other employees, following occupations which are dependent upon those followed by the workpeople actually on strike or locked out.

The number of working days lost is obtained by multiplying the number of workpeople directly involved by the duration of the dispute in working days. In the case of a dispute where workpeople are involuntarily thrown out of work the number of these workpeople is multiplied by the number of days they were idle, and the result is added to the number of days lost by the workpeople directly involved.

2. Strikes and Lockouts in each State, 1913.—In the following table particulars are given regarding disputes which commenced during the year 1913, irrespective of the fact as to whether such disputes had terminated at the end of that year or not. The number of working days lost and the estimated total loss in wages shown in this table represent, therefore, the losses which occurred during 1913, as well as those which were occasioned during part of the year 1914, by reason of those disputes which began in 1913 but were not settled until after the end of that year. For the purposes of the tables given in the later parts of this Section relating to the causes, duration, methods of

* The same persons may, of course, be involved in two or more disputes in a single year, in which case they would be duplicated in the statistics of the number of workpeople involved in disputes. This remark also applies to those workpeople involuntarily thrown out of work.

settlement and results of disputes, it is obviously necessary to take into account the strikes and lockouts which began during the year 1913, and not those which were in existence in that year regardless of the fact whether they began in the year 1912 or whether they extended into 1914. Any tabulation as to causes, duration, etc., based on disputes which were in existence in any given year, and not on those which began in that year, would result in confusion and duplication.

Strikes and Lockouts in each State, beginning in Year 1913.

Particulars.	No. of disputes	Establishments involved in disputes	Workpeople Involved.			Working Days Lost.	Total Estimated Loss in Wages
			On Strike or Locked out.	Involuntarily thrown out of work.	Total		
New South Wales ..	134	466	25,647	14,364	40,011	468,957	216,368
Victoria ..	29	63	4,151	2,026	6,177	85,212	35,744
Queensland ..	17	20	1,781	225	2,006	55,288	28,374
South Australia ..	9	13	272	16	288	2,412	1,029
Western Australia ..	9	324	967	..	967	6,772	3,515
Tasmania ..	8	30	444	20	464	987	434
Federal Territory ..	1	1	100	100	200	1,400	600
Northern Territory ..	1	4	131	39	170	2,500	1,675
Total, C'wealth ..	208	921	33,493	16,790	50,283	623,528	287,739

It may be seen that no fewer than 134 of the 208 disputes which commenced during the year 1913 occurred in New South Wales, but of the total number in that State as many as 83 were in the mining industry. The number of disputes in the other States and Territories was 74, of which 29 occurred in Victoria, 17 in Queensland, 9 in South Australia, 9 in Western Australia, 8 in Tasmania, and one each in the Federal Capital and the Northern Territory. It is, of course, obvious that the mere number of strikes and lockouts cannot by itself be accepted as a proper basis of comparison. For example, one dispute involving 500 workpeople for one day, would cause a loss of 500 working days, while another dispute which involves only 100 workpeople for 50 days, would result in a loss of 5000 working days. Similarly the number of workpeople involved does not in itself afford a satisfactory basis on which to make comparisons. A better idea as to the significance and effect of strikes and lockouts may be obtained, from the number of working days lost, and the estimated loss in wages. The majority of the disputes which commenced during the year 1913 affected only one establishment each. The total number of establishments in the Commonwealth involved by the 208 disputes was 921.

The number of workers directly involved in stoppages of work beginning in 1913 was 33,493, while the number involuntarily thrown out of employment was 16,790. The number of working days lost was 623,528, causing an estimated loss of wages of £287,739. It will be seen that a large proportion of the working days and wages lost through industrial disputes was due to dislocations in New South Wales, where considerable unrest prevailed during the year, especially in the colliery districts. These colliery stoppages were mostly of short duration, in many cases lasting only one day.

3. **Strikes and Lockouts in Industrial Groups beginning in 1913.**—In the following table particulars are given for each State and Territory, as well as for the whole Commonwealth, of strikes and lockouts which commenced during the year 1913, classified in industrial groups.

Strikes and Lockouts in Industrial Groups, 1913.

INDUSTRIAL GROUP.	No. of Disputes	No. of establishments involved	NO. OF WORKPEOPLE INVOLVED.			No. of working Days Lost during Year.	Estimated Loss in Wages.
			On Strike or locked out.	Involuntarily thrown out of Work.	Total.		
New South Wales.							
I. Wood, sawmill, timber, &c.	3	3	74	..	74	1,552	680
II. Engineering, metal works, &c.	7	14	282	200	482	4,646	2,120
III. Food, drink, &c., manufacturing and distribution	3	7	198	286	484	32,706	13,866
IV. Clothing, hats, boots, &c.	3	3	218	230	448	2,107	968
V. Books, printing, &c.	1	1	8	..	8	448	234
VI. Other manufacturing	7	11	2,508	..	2,508	21,144	8,508
VII. Building	2	4	13	20	33	608	310
VIII. Mines, quarries, &c.	83	94	18,576	8,320	26,896	287,107	134,883
IX. Railway and tramway services	5	7	787	4,925	5,712	63,375	34,087
XI. Shipping, wharf labour, &c.	10	24	1,043	173	1,216	29,305	18,724
XII. Pastoral, agricultural, &c.	2	25	470	..	470	670	248
XIII. Domestic, hotels, &c.	1	7	25	..	25	100	46
XIV. Miscellaneous	7	206	845	209	1,054	24,920	6,716
TOTAL	134	466	25,647	14,304	40,011	468,957	216,368
Victoria.							
II. Engineering, metal works, &c.	2	2	52	19	71	9,911	4,620
III. Food, drink, tobacco, &c., manufacturing and distribution	1	7	223	370	593	1,779	1,226
VI. Other manufacturing	2	2	82	130	212	392	166
VII. Building	3	9	97	..	97	1,239	652
VIII. Mines, quarries, &c.	12	20	3,154	1,437	4,591	44,015	18,342
IX. Railway and tramway services	3	3	86	10	96	382	135
XI. Shipping, wharf labour, &c.	3	15	260	60	320	7,060	2,740
XII. Pastoral, agricultural, &c.	1	3	20	..	20	20	8
XIV. Miscellaneous	2	2	177	..	177	20,414	7,855
TOTAL	29	63	4,151	2,026	6,177	85,212	35,744
Queensland.							
II. Engineering, metal works, &c.	1	1	16	..	16	80	48
III. Food, drink, tobacco, &c., manufacturing and distribution	2	2	89	84	173	482	164
VI. Other manufacturing	1	2	11	..	11	77	48
VII. Building	3	3	41	14	55	102	43
VIII. Mines, quarries, &c.	5	6	1,460	127	1,587	51,510	26,587
IX. Railway and tramway services	2	2	78	..	78	2,196	1,010
XI. Shipping, wharf labour, &c.	1	1	16	..	16	16	8
XII. Pastoral, agricultural, &c.	1	1	25	..	25	150	80
XIV. Miscellaneous	1	2	45	..	45	675	396
TOTAL	17	20	1,781	225	2,006	55,288	28,374
South Australia.							
II. Engineering, metal works, &c.	1	1	10	6	16	208	75
VII. Building	2	6	47	..	47	356	166
IX. Railway and tramway services	1	1	99	..	99	594	240
X. Other land transport	1	1	10	..	10	30	11
XI. Shipping, wharf labour, &c.	1	1	10	10	20	360	160
XIV. Miscellaneous	3	3	96	..	96	864	377
TOTAL	9	13	272	16	288	2,412	1,029
Western Australia.							
VIII. Mines, quarries, &c.	2	2	123	..	123	273	185
IX. Railway and tramway services	5	5	357	..	357	4,340	2,269
X. Other land transport	1	316	418	..	418	2,090	1,026
XI. Shipping, wharf labour, &c.	1	1	69	..	69	69	35
TOTAL	9	324	967	..	967	6,772	3,515

Strikes and Lockouts in Industrial Groups, 1913—continued.

INDUSTRIAL GROUP.	No. of Disputes	No. of establishments involved	NO. OF WORKPEOPLE INVOLVED.			No. of working Days Lost during Year.	Estimated Loss in Wages to Workers.
			On Strike or locked out.	Involuntarily thrown out of Work.	Total.		
Tasmania.							
I. Wood, sawmill, timber, &c.	1	1	11	20	31	160	42
III. Food, drink, tobacco, &c., manufacturing and distribution	1	20	13	13	13	13	7
IV. Clothing, hats, boots, &c.	1	1	35	35	35	245	80
VIII. Mines, quarries, &c.	1	1	340	340	340	340	211
XI. Shipping, wharf labour, &c.	2	5	37	37	37	207	85
XIV. Miscellaneous	2	2	8	8	8	22	9
TOTAL	8	30	444	20	464	987	434
Federal Capital Territory.							
XIV. Miscellaneous	1	1	100	100	200	1,400	600
TOTAL	1	1	100	100	200	1,400	600
Northern Territory.							
XIV. Miscellaneous	1	4	131	39	170	2,500	1,675
TOTAL	1	4	131	39	170	2,500	1,675
Commonwealth.							
I. Wood, sawmill, timber, &c.	4	4	85	20	105	1,712	702
II. Engineering, metal works, &c.	11	18	360	225	585	14,846	6,863
III. Food, drink, &c., manufacturing and distribution	7	36	523	740	1,263	35,070	15,253
IV. Clothing, hats, boots, &c.	4	4	253	230	483	2,352	1,048
V. Books, printing, &c.	1	1	8	8	8	448	234
VI. Other manufacturing	10	15	2,001	130	2,731	21,613	8,722
VII. Building	10	22	198	34	232	2,303	1,171
VIII. Mines, quarries, &c.	103	123	23,653	9,884	33,537	383,335	180,208
IX. Rail and tramway services	16	18	1,407	4,936	6,343	70,887	37,741
X. Other land transport	2	317	428	428	428	2,120	1,037
XI. Shipping, wharf labour, &c.	18	47	2,035	243	2,278	37,108	16,752
XII. Agricultural, pastoral, etc.	4	29	515	515	515	840	334
XIII. Domestic, hotels, &c.	1	7	25	25	25	100	46
XIV. Miscellaneous	17	280	1,402	348	1,750	50,795	17,628
TOTAL, ALL GROUPS, COMMONWEALTH	208	921	33,493	16,790	50,283	623,528	287,739

Practically 50 per cent. of the total number of disputes in the Commonwealth occurred in the mining industry (Class VIII.), chiefly in coal mining in New South Wales. These mining disputes were responsible for 66 per cent. of the workpeople involved in all strikes and lockouts, 61 per cent. of the working days lost, and 63 per cent. of the estimated loss in wages. Employees engaged in Class IX. (Rail and Tramway Services, including construction works), were involved in 16 disputes during the year. The number directly affected was 1407, while 4936 persons were involuntarily thrown out of work as a result of these stoppages.

In Class XIV. (Miscellaneous), employees engaged in various callings, including shop assistants; labourers, and sewer construction workers, lost 50,795 working days. In Class III. (Food, Drink, etc.), 35,070 working days were lost owing to 7 disputes, which involved 1263 employees engaged in the preparation and distribution of food and drink. Persons employed in occupations connected with Shipping (Class XI.), were involved in 18 disputes during the year, causing a loss of 37,108 working days and an estimated loss in wages of £16,752.

The next two classes in order, according to loss in working days, are Class VI. (Other Manufacturing), and Class II. (Engineering, Metal Works, etc.). In Class VII. (Building), 10 disputes occurred, but the number of workpeople involved in the several dislocations was small, and the duration of the disputes comparatively short.

4. **Duration of Strikes and Lockouts, 1913.**—As regards the duration of stoppages of work in cases where all the employees striking or locked out are reinstated at one time, the duration of a dispute can be readily determined, but it often happens, especially in disputes extending over long periods, that a proportion of the employees involved in the troubles obtain employment in other establishments, or that the places of some of them are either permanently or temporarily filled. Or again, it may happen that the establishment may be closed down or the work abandoned, either temporarily or permanently. In at least one case the anomalous position has arisen that a strike or lockout has technically still been in existence, so far as the trade union of the employees is concerned, while the employer has, at any rate, temporarily abandoned the work. Other cases have arisen in which the disputes were considered by the employees to be still in existence, although practically the whole of their places had been filled. In such cases the strike or lockout is considered to have terminated, either on the date when a sufficient number of employees had been placed at work to enable the employer to carry on his business substantially as before the dispute, or on the date on which the establishment was closed down or the work abandoned.

(i.) *Duration of Strikes and Lockouts in Commonwealth, 1913.*—In the following table strikes and lockouts which began in the Commonwealth during 1913 are classified according to their duration in working days, the number of employees involved, and the loss in working days and wages:—

Duration of Strikes and Lockouts beginning in Commonwealth in 1913.

Limits of Duration.	No. of Disputes.	No. of Workpeople Involved.			Total Number of Working Days Lost.	Estimated Total Loss in Wages.
		On Strike or Locked Out.	Involuntarily thrown out of work.	Total.		
1 day and less	66	9,698	5,075	14,773	14,773	8,168
2 days	22	2,631	1,945	4,576	9,022	4,449
3 days	17	1,294	610	1,904	5,707	2,946
4 days and under 1 week	25	3,785	1,004	4,789	19,057	8,940
1 week and under 2 weeks	34	7,551	1,972	9,523	72,156	32,700
2 weeks and under 4 weeks	21	1,439	4,671	6,110	76,260	41,040
4 weeks and under 8 weeks	11	6,206	1,177	7,383	273,342	121,864
8 weeks and over	12	889	330	1,225	153,211	67,632
Total Commonwealth	208	33,493	16,790	50,283	623,628	287,739

(ii.) *Duration of Strikes and Lockouts in each State, 1913.*—In the following table particulars are given for each State and Territory as to the number of strikes and lockouts, the number of workers involved, and the number of working days lost, classified according to their duration :—

Duration of Strikes and Lockouts beginning in each State and Territory in 1913.

LIMITS OF DURATION.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth Total.
NO. OF DISPUTES.									
1 day and less	52	6	4	..	1	3	..	..	66
2 days	16	3	1	..	1	1	..	..	22
3 days	9	3	3	1	..	..	..	..	17
4 days and under 1 week	17	3	2	1	2	..	..	..	25
1 week and under 2 weeks	17	6	2	4	2	2	1	..	34
2 weeks and under 4 weeks	9	2	2	3	3	1	..	1	21
4 weeks & under 8 weeks	8	1	2	..	..	..	..	..	11
8 weeks and over	6	5	1	..	..	..	..	..	12
	134	29	17	9	9	8	1	1	208
NO. OF WORKPEOPLE INVOLVED.									
1 day and less	12,922	1,214	118	..	69	380	..	..	14,773
2 days	3,844	592	18	..	120	2	..	..	4,576
3 days	1,109	648	133	10	..	6	..	..	1,904
4 days and under 1 week	3,033	1,148	119	23	466	..	..	..	4,789
1 week and under 2 weeks	7,300	1,087	36	211	23	66	200	..	9,523
2 weeks and under 4 weeks	5,265	90	242	44	259	10	..	170	6,110
4 weeks & under 8 weeks	5,818	200	1,310	..	..	..	..	..	7,328
8 weeks and over	655	540	30	..	..	..	..	..	1,225
	40,911	6,177	2,006	288	967	464	200	170	50,283
NO. OF WORKING DAYS LOST									
1 day and less	12,902	1,214	118	..	69	380	..	..	14,773
2 days	7,558	1,184	30	..	240	4	..	..	9,022
3 days	3,327	1,032	400	30	..	18	..	..	5,707
4 days and under 1 week	13,823	2,320	492	92	2,330	..	..	..	19,057
1 week and under 2 weeks	57,166	11,179	227	1,546	233	405	1,400	..	72,156
2 weeks and under 4 weeks	64,539	1,162	3,235	744	3,900	180	..	2,500	76,260
4 weeks & under 8 weeks	220,482	6,700	46,160	..	..	..	..	..	273,342
8 weeks and over	89,070	59,521	4,620	..	..	..	..	..	163,211
	468,957	85,212	55,288	2,412	6,772	987	1,400	2,500	623,528

The majority of the industrial disputes which commenced during 1913 were of comparatively short duration. Of the 208 dislocations, no fewer than 130, or 62.5 per cent. were settled within a week, while 34, or 16.3 per cent. lasted for a period of over one week, but less than two weeks; 21, or nearly 10 per cent., for more than two but less than four weeks; 11, or 5.2 per cent., for more than four but less than eight weeks, while 12 disputes, or less than 6 per cent. of the total number, lasted for a period of over eight weeks. Of the 130 disputes which lasted less than one week 66 were settled after a stoppage of work lasting for one day. These 66 disputes, however, involved directly and indirectly, 14,773 workers, that is, 29 per cent. of the total workpeople involved in all disputes. Stoppages which lasted for more than one week and less than two weeks involved 9523, or 19 per cent. of the total number who were thrown out of employment. The greatest loss in working days and wages was occasioned by 11 disputes, which lasted over four weeks but under eight weeks, while 12

stoppages having a duration of over eight weeks resulted in a loss to 1225 workpeople of 153,211 working days.

5. Causes of Strikes and Lockouts, 1913.—For the purpose of classifying the causes of strikes and lockouts the following main headings have been adopted, viz.:—(a) Wages; (b) hours of labour; (c) the employment of particular classes or persons; (d) working conditions; (e) trade unionism; (f) sympathy; and (g) miscellaneous. These main groups have been subdivided in the following manner:—

Classification of Causes of Strikes and Lockouts.

- | | |
|---|--|
| <p>1. Wages.
 (a) For increase.
 (b) Against decrease.
 (c) System of payment.
 (d) Readjustment of rates.
 (e) Other wage questions.</p> <p>2. Hours of Labour.
 (a) For reduction.
 (b) Other questions concerning hours.</p> <p>3. Employment of Particular Classes or Persons.
 (a) Employment of women instead of men.
 (b) Employment of apprentices
 (c) For reinstatement of discharged employees.</p> | <p>(d) Against employment of certain officials.
 (e) Other questions concerning employment.</p> <p>4. Working Conditions and Discipline.
 (a) For change.
 (b) Against change.
 (c) Other.</p> <p>5. Trade Unionism.
 (a) For closed shop—Employment of non-unionists.
 (b) Other union questions.</p> <p>6. Sympathy.</p> <p>7. Miscellaneous</p> |
|---|--|

In the following table the number of strikes and lockouts, the number of workpeople involved, and the number of working days lost are shown for each State and Territory in the Commonwealth, classified according to the causes of the disputes:—

Causes of Strikes and Lockouts beginning in 1913.

CAUSES OF DISPUTES.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth Total.
NO. OF DISPUTES.									
1. Wages—									
(a) For increase	16	11	6	4	2	2	..	1	42
(b) Against decrease ..	..	2	..	1	..	..	1	..	4
(c) Other wage questions	21	4	3	2	1	..	..	..	31
2. Hours of Labour—									
(a) For reduction	3	..	..	..	..	..	..	..	3
(b) Other disputes re hours	6	1	..	..	..	..	..	..	7
3. Trade Unionism—									
(a) Against employment of non-unionists ..	2	3	1	1	..	1	..	..	8
(b) Other union questions	4	1	..	..	..	..	..	..	5
4. Employment of Particular Classes or Persons ..	32	4	5	..	1	2	..	..	44
5. Working Conditions	38	3	2	1	6	2	..	..	51
6. Sympathy	5	..	..	..	..	..	..	..	5
7. Other Causes	7	..	..	..	..	1	..	..	8
	134	29	17	9	9	8	1	1	208

Causes of Strikes and Lockouts beginning in 1913—*continued.*

CAUSES OF DISPUTES.	N.S.W.	Vic.	Q'ld.	S.A.	W.A.	Tas.	F.T.	N.T.	Cw'lth Total.
NO. OF WORKPEOPLE INVOLVED.									
1. Wages—									
(a) For increase	5,484	2,187	197	60	527	8		170	8,633
(b) Against decrease		347		18			200		563
(c) Other wage questions	5,149	522	1,326	103	60				7,160
2. Hours of Labour—									
(a) For reduction	460								460
(b) Other disputes re hours	1,009	810							1,819
3. Trade Unionism—									
(a) Against employment of non-unionists	4,869	322	70	99		10			5,370
(b) Other union questions	1,411	7							1,418
4. Employment of Particular Classes or Persons	9,514	994	375		120	367			11,370
5. Working Conditions	9,423	988	38	10	260	66			10,785
6. Sympathy	947								947
7. Other Causes	1,745					13			1,758
	40,011	6,177	2,006	288	967	464	200	170	50,283

NO. OF WORKING DAYS LOST.									
1. Wages—									
(a) For increase	65,256	26,535	1,138	848	3,770	22		2,500	100,069
(b) Against decrease		7,830		208			1,400		9,438
(c) Other wage questions	19,988	10,507	46,176	732	780				78,183
2. Hours of Labour—									
(a) For reduction	2,774								2,774
(b) Other disputes re hours	14,171	940							15,111
3. Trade Unionism—									
(a) Against Employment of non-unionists	60,885	29,273	70	594		180			91,002
(b) Other union questions	32,311	77							32,388
4. Employment of Particular Classes or Persons	174,924	8,300	7,802		240	367			191,723
5. Working Conditions	69,333	1,600	102	30	1,982	405			73,562
6. Sympathy	24,066								24,066
7. Other Causes	5,199					13			5,212
	408,957	85,212	55,288	2,412	6,772	987	1,400	2,500	625,528

It should be observed that in a number of individual cases stoppages of work resulted from disputes involving a variety of matters which fell within more than one of the groups of causes shewn in the above table. In such cases the dispute was classified according to the cause which appeared, on consideration of all the evidence available, to constitute the main factor in causing the stoppage of work. Questions involving wages were the most frequent cause of the stoppages of work, no fewer than 77, or 32 per cent. of the total number of disputes being due to that cause. Forty-two disputes were occasioned through demands for increased wages, while 31 arose out of other wage questions. In four cases work was stopped as a result of attempts to decrease wages. The number of disputes which arose on account of the employment of particular classes or persons numbered 44. Under this heading, as will be seen by referring to the definition of *Causes* (see page 78), are included disputes which have arisen over the dismissal of certain employees, whose reinstatement other employees have demanded. Reinstatement disputes were the main cause of the 44 stoppages included under this heading. Working conditions were responsible for 51, and the employment of non-unionists for eight disputes.

6. **Results of Strikes and Lockouts, 1913.**—The results of strikes and lockouts are classified under four heads, viz.:—

- (a) In favour of workpeople.
- (b) In favour of employer.
- (c) Compromise.
- (d) Indefinite.

Disputes are considered to result:—(a) *In favour of workpeople*, when the employees succeed in enforcing compliance with all their demands or are substantially successful in obtaining their principal object; (b) *In favour of employer*, when the demands of the employees are not conceded or when the employer or employers are substantially successful in enforcing a demand; (c) *Compromise*, when the employees are successful in enforcing compliance with a part of their demands or of resisting substantially full compliance with the demands of their employer or employers; (d) *Indefinite*, in other cases, such, for example, as those in which employees stop work owing to some misconception regarding the terms of an award, determination, or agreement, and work is resumed as usual on the matters in dispute being explained, or in cases where a dispute arises in connection with certain work which is, however, abandoned, even though the employees return to the same establishment to be employed on other work. The "sympathetic" disputes which occurred in connection with the New Zealand waterside strike are also classed as "Indefinite."

(i.) *Strikes and Lockouts in Commonwealth classified according to Causes and Results, 1913.*—The following table shows the number of disputes, number of workpeople involved, and the total number of working days lost in disputes which commenced throughout the Commonwealth during the year 1913, classified according to principal Cause and Result:—

Commonwealth Strikes and Lockouts beginning in 1913, classified according to Causes and Results.

CAUSE.	No. of Disputes.				No of Workpeople involved in Disputes.				Total No. of Working Days Lost by Disputes.			
	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.
Wages—												
(a) For increase	18	10	13	1	3,094	1,682	3,837	20	19,818	5,814	74,077	360
(b) Against decrease	4	..	..	..	563	..	..	..	9,438	..	..	..
(c) Other wage questions	5	13	12	1	918	2,408	3,752	82	1,158	14,891	61,806	328
Hours of Labour—												
(a) For reduction	2	1	..	..	420	40	..	..	2,534	240	..	..
(b) Other disputes re hours	1	3	3	..	280	901	638	..	280	1,031	18,800	..
Trade Unionism—												
(a) Against employment of non-unionists	2	5	1	..	93	447	4,830	..	133	33,200	57,600	..
(b) Other union questions	1	1	3	..	37	314	1,067	..	555	30,090	1,137	..
Employment of particular Classes or Persons	18	14	12	..	2,343	2,201	6,820	..	10,789	5,538	175,396	..
Working Conditions	14	17	19	1	3,105	4,218	3,022	437	15,090	13,175	44,890	437
Sympathy	..	..	3	3	..	..	854	947	..	..	4,308	24,066
Other Causes	2	..	3	3	58	..	..	340	58	..	..	840
Total	67	64	66	11	10,914	12,211	24,826	2,332	59,823	104,654	439,014	20,037

The number of strikes and lockouts resulting in favour of employees was 67, and in favour of the employers 64, while in 66 cases compromises were effected. The results of the remaining 11 stoppages were indefinite. The number of employees who were successful was 10,914, but they lost 59,823 working days in gaining compliance with their demands. The number of employees involved in disputes which ultimately resulted in favour of the employers was 12,211, and the loss in working days 104,654, while the number of employees involved in strikes and lockouts which were settled by compromise was 24,826, the corresponding loss in working days being 433,014.

Eighteen disputes resulted in 3094 employees obtaining increased wages, 10 disputes in which 1682 workpeople endeavoured to obtain higher rates of wages were unsuccessful, while 13 disputes about increase in wages were settled by compromise. The number of workpeople involved in these 13 stoppages of work was 3837, and the number of working days lost 74,077. Forty-four disputes arose out of questions of employment, and of that number 18 resulted in favour of the employees, 14 in favour of the employers, and 12 were compromised. The majority of the disputes concerning employment were caused by demands for the reinstatement of discharged employees. This class of dispute was frequent during the year, and caused considerable losses in working days and wages. Questions concerning working conditions caused 51 stoppages, 14 of which resulted favourably to employees, and 17 unfavourably, while 19 were settled by compromise and one resulted "indefinitely." Questions as to the employment of non-unionists caused eight disputes during the year, two of these resulted in favour of the employees, while five were in favour of the employer. Only ten disputes arose out of questions of hours of labour.

(ii.) *Results of Strikes and Lockouts in each State, 1913.*—The following table shews for each State and Territory the number of disputes, the number of workpeople involved, and the total number of working days lost through disputes beginning in 1913, classified according to Results:—

Strikes and Lockouts in each State classified according to Results, 1913.

State or Territory.	No. of Disputes.				No. of Workpeople Involved in Disputes				Total No. of Working Days lost by Disputes.			
	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.
New South Wales	39	38	47	10	9,443	8,036	20,220	2,312	42,324	52,905	348,051	25,077
Victoria	11	11	7	..	735	2,728	2,714	..	8,071	42,155	34,086	..
Queensland	8	3	6	..	313	236	1,457	..	5,066	12,710	46,612	..
South Australia	3	4	1	1	48	197	23	20	648	1,312	92	360
Western Australia	1	3	5	..	69	486	412	..	69	2,530	4,173	..
Tasmania	4	4	..	..	106	358	..	..	445	542	..	..
Northern Territory	..	1	..	..	..	170	..	..	..	2500	..	..
Fed. Cap. Territory	1	..	..	..	200	..	..	..	1,400	..	..	..
Total, C'wealth	67	64	66	11	10,914	12,211	24,826	2,332	59,823	104,654	433,014	20,037

It will be seen that a considerable number of the disputes resulted in compromise. The predominance of these disputes is seen in the number of workpeople involved, and even more in number of working days lost. For the whole Commonwealth the number of working days lost in these disputes was 433,014, compared with 190,514 days lost in all other strikes and lockouts. The predominance of strikes and lockouts which ended in compromise is especially marked in New South Wales, Queensland, and Western Australia.

About 10 per cent. of the total number of working days lost were sustained in disputes in which the workpeople were substantially successful in attaining their principal object, and about 17 per cent. in disputes in which they were substantially unsuccessful. Compromised disputes account for no less than 69 per cent. of the total working days lost, and those which resulted "indefinitely" for the remaining 4 per cent. It should, perhaps, be observed that strikers often demand more than they really expect to obtain, and therefore a partial success or compromise may be regarded by the workpeople as a material gain.

7. Methods of Settlement of Strikes and Lockouts, 1913.—Methods of settlement of strikes and lockouts are classified under six main headings, viz. :—

- (i.) By negotiations.
- (ii.) Under State Industrial Acts.
- (iii.) Under Commonwealth Arbitration Act.
- (iv.) By filling places of workpeople on strike or locked out.
- (v.) By closing down establishment permanently.
- (vi.) By other methods.

The first three main headings are further divided as follows :—

- (i.) By negotiations—
 - (a) Direct negotiations between employers and employees or their representatives.
 - (b) By intervention or assistance of distinctive third party, not under Commonwealth or State Industrial Act.
- (ii.) Under State Industrial Acts—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Board or Court.
- (iii.) Under Commonwealth Arbitration Act—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Court.

In the following tables the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by strikes or lockouts beginning during the year 1913, are classified according to methods of settlement for each State and Territory of the Commonwealth :—

Methods of Settlement of Strikes and Lockouts beginning in 1913.

METHODS OF SETTLEMENT.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth.
NO. OF DISPUTES.									
Negotiations—									
Direct between employers and employees, or their representatives	74	18	17	5	5	4	1	1	119
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	8	3	2	2	1	1	..	..	17
Under State Industrial Act—									
By intervention, assistance or compulsory conference	15	1	1	1	1	..	..	..	19
By reference to Board or Court	19	1	1	..	1	..	..	..	22
Under Commonwealth Arbitration and Conciliation Act—									
By intervention, assistance or compulsory conference	2	1	..	..	..	1	..	..	4
By Filling Places of Work-people on Strike or Locked out	4	4	2	..	1	2	..	..	13
By Closing down Establishment permanently .. .. .	..	1	..	..	..	..	..	..	1
By other Methods	12	..	..	1	..	..	..	..	13
TOTAL	134	29	17	9	9	8	1	1	203

NO. OF WORKPEOPLE INVOLVED.									
Negotiations—									
Direct between employers and employees, or their representatives	17,813	3,740	530	78	406	411	200	170	23,367
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	1,472	1,233	133	170	120	35	..	..	3,172
Under State Industrial Act—									
By intervention, assistance or compulsory conference	5,932	87	45	23	418	..	..	..	6,505
By reference to Board or Court	11,261	260	1,250	..	3	..	..	..	12,774
Under Commonwealth Arbitration and Conciliation Act—									
By intervention, assistance or compulsory conference	56	533	..	..	..	10	..	..	659
By Filling Places of Work-people on Strike or Locked out	407	55	48	..	20	8	..	..	658
By Closing down Establishment permanently .. .. .	..	170	..	..	..	..	..	..	170
By other Methods	2,980	..	..	8	..	..	..	..	2,988
TOTAL	40,011	6,177	2,006	288	967	464	200	170	50,233

NO. OF WORKING DAYS LOST.									
Negotiations—									
Direct between employers and employees, or their representatives	44,337	36,215	5,361	1,038	3,009	540	1,400	2,500	94,400
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	9,350	9,034	5,032	1,234	1,440	245	..	..	26,335
Under State Industrial Act—									
By intervention, assistance or compulsory conference	183,884	1,130	675	92	2,090	..	..	..	187,871
By reference to Board or Court	171,036	6,700	44,000	..	33	..	..	..	221,769
Under Commonwealth Arbitration and Conciliation Act—									
By intervention, assistance or compulsory conference	146	1,779	..	..	..	180	..	..	2,105
By Filling Places of Work-people on Strike or Locked out	3,743	9,954	220	..	200	22	..	..	14,139
By Closing down Establishment permanently .. .. .	..	20,400	..	..	..	..	..	..	20,400
By other Methods	56,461	..	..	48	..	..	..	..	56,509
TOTAL	468,957	85,212	55,288	2,412	6,772	987	1,400	2,500	623,528

Methods of Settlement of Strikes and Lockouts beginning in 1913—*continued.*

METHODS OF SETTLEMENT	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	P.T.	N.T.	C'wth.
ESTIMATED LOSS IN WAGES.									
Negotiations—									
Direct between employers and employees, or their representatives	£ 21,924	£ 15,098	£ 2,036	£ 446	£ 1,795	£ 260	£ 600	£ 1,675	£ 43,834
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	4,685	3,710	2,834	515	570	80	..	..	12,394
Under State Industrial Act—									
By intervention, assistance or compulsory conference	84,209	600	896	46	1,026	..	..	..	86,277
By reference to Board or Court	78,648	2,620	23,000	..	25	..	..	..	104,293
Under Commonwealth Arbitration and Conciliation Act—									
By intervention, assistance or compulsory conference	62	1,226	..	..	..	85	..	..	1,378
By Filling Places of Workpeople on Strike or Locked out	1,622	4,640	108	..	99	9	..	..	6,478
By Closing down Establishment permanently	25,218	7,850	..	..	..	..	..	..	7,850
By other Methods	..	..	..	22	..	..	..	..	25,240
TOTAL	216,368	35,744	23,374	1,020	3,515	434	600	1,675	287,730

The most frequent method of settling disputes was by direct negotiations between the employer and the employees, or their representatives. In 119 cases, that is, 57 per cent. of the total number, the disputes during the year were settled in that manner. The number of workpeople involved in these 119 disputes was 23,357, or 46 per cent. of the total number of persons involved in all disputes. Twenty-two disputes were settled by reference to Boards or Courts under State Industrial Acts. The number of workpeople involved in these disputes was 12,774, and the number of working days lost 221,769. Four strikes or lockouts were settled under the Commonwealth Conciliation and Arbitration Act. In addition, of course, a number of disputes which did not actually result in stoppage of work was settled under the Commonwealth Act. The number of disputes which were settled by the intervention or assistance of officials appointed under State Industrial Acts was 19, the number of workpeople involved in these disputes being 6505, and of working days lost 187,871. Thirteen disputes were settled by employers filling the places of 658 workpeople who were on strike or locked out. Several disputes terminated during the year without any negotiations for settlement, the men involved in the disputes returning to work on the conditions prevailing before the commencement of the troubles.