

SECTION XII.—STATE FREE EMPLOYMENT BUREAUX.

1. **General.**—As there is considerable diversity in the scope of the functions and operations of the several State Employment Bureaux, as well as in the methods adopted for registration of applicants for employment, information in regard to these matters is summarised in the following paragraphs:—

(i.) *Registration of Applicants for Employment.* (a) *New South Wales.*—Applications for work are registered under a card system, and are recorded under three headings, viz., 1st, first-class skilled tradesmen; 2nd, all first-class labourers, skilled and unskilled; and 3rd, all applicants for employment who cannot be classified under either the first or second heading. On each card are entered the name and occupation of the applicant for work, the name of his employer, and the duration of his employment, together with a report on his efficiency, while, on the cards appertaining to the second and third groups, particulars are also entered in regard to advances and refunds of travelling expenses. All applicants, with the exception of those registered for Government employment, must report monthly while unemployed, and if any applicant fail to do so, it is assumed that he is no longer in need of employment, and his card is removed from the live registrations. (b) *Victoria.*—Applicants for work, if residing in the metropolitan area, are required to apply personally, while those in country districts may apply in writing. Registration in the metropolitan area remains good for one month, and in country districts for three months, unless the applicant is engaged prior to the expiration of these periods. At the end of these respective periods re-registration is necessary. (c) *Queensland.*—Workers seeking employment are registered on cards, and a small card is given to the worker to shew that he is registered. The latter card must be renewed monthly, but in practice it is found that workers call at the agencies until a suitable place is found for them. (d) *South Australia.*—Each applicant for work receives a card, with his registration number, and is required to re-register each month. (e) *Western Australia.*—Applicants for work are registered once in each financial year. In each month an applicant calling for work is given a new card, but he retains the same registration number throughout the year. The date of renewal of the card each month is shewn in the register. (f) *Tasmania.*—The name of an applicant for work remains on the register either until employment has been found or it is known that the applicant has left Hobart.

(ii.) *Registration of Applications from Employers.*—In all the States, with the exception of Tasmania, applications from employers for workers are kept on the books until either filled or withdrawn. In South Australia and Western Australia, however, it is usual for an employer to give a time limit within which the vacancy can be filled. In Tasmania no list of applications from employers is kept, but communications are sent to Government departments or persons likely to require workers, whenever an application is made by a worker for employment.

(iii.) *Immigrants.*—The only States in which the Government Employment Bureaux deal systematically and comprehensively with the employment of immigrants are Victoria and Western Australia; in New South Wales, however, youths arriving in connection with the Dreadnought farm-training scheme are passed through the Bureau in that State. In the other States, the finding of employment for immigrants is not part of the regular work of the Labour Bureaux, although many immigrants not placed by the Immigration Agent are found employment through the Bureaux. In all the States, except Victoria, immigrants who obtain situations through the agency of the Labour Bureaux, are included in the statistical returns published herein. They are not included in the returns furnished by the Victorian Bureau, as they are regarded as not coming under the ordinary return of unemployed. Details as to the proportion which immigrants bear to the total number of persons who are found situations through the Labour Bureaux are not available, except for Western Australia, where about $7\frac{1}{2}$ per cent. of the whole number of those who obtain employment through the Bureau are immigrants.

(iv.) *Labour for Government and Public Works.* (a)—*New South Wales.*—Men required by the Department of Public Works and Government Departments are generally supplied by the Labour Bureau. (b) *Victoria.*—Casual labourers, both skilled and unskilled, are engaged through the Bureau for the Railway, Public Works, and other Government Departments. The approximate average percentage of persons engaged for such works is about 80 per cent. of the total number of engagements. (c) *Queensland.*—Practically the only Government employment which is secured through the Labour Bureau is on Railway Construction Works, which are carried out by day labour. (d) *South Australia.*—All labour, skilled or otherwise, required by the State Departments, is provided by the Labour Bureau. Approximately 85 per cent. of the positions filled are on Government works. (e) *Western Australia.*—The Public Works Department at times applies for workers, but the number engaged amounts to only about 8 per cent. of the whole. (f) *Tasmania.*—No special arrangement is made for Government work, but men are placed from time to time with the Public Works Department.

(v.) *Domestic Servants and Other Female Workers.*—In New South Wales, Queensland, and Western Australia domestic servants and other female workers are dealt with, but not in South Australia. In Victoria, although immigrant domestic servants are dealt with, they are not included in the return. In Tasmania the Bureau does not ordinarily deal with female applicants for work, but it is occasionally able to place them.

(vi.) *Assistance by means of Advances of Travelling Expenses, etc., to Workers engaged through the Bureaux.* (a)—*New South Wales.*—In the case of men proceeding to Government Works, rail or steamer tickets are granted in accordance with the various awards governing such employment. Where an award does not include fares for travelling, and in cases where workers go to private employment, railway and steamer fares are advanced if guaranteed by some responsible person. (b) *Victoria.*—Railway fares are advanced. (c) *Queensland.*—

Railway passes are granted at half rates, if the worker authorises his employer to deduct such half fare as a first charge upon his earnings; the balance of the fare is paid by the Department of Labour. Steamer and coach fares are only issued on the production of satisfactory written personal guarantees. (d) *South Australia*.—The fares of men engaged by the Government are advanced by the Labour Exchange, debited to the department concerned, and deducted from the wages of the men. If the work does not last for over two months the men are entitled to a refund of the amount deducted. Fares are advanced to workers going to private employment, on condition that an approved guarantee is given. (e) *Western Australia*.—The Bureau advances railway fares only. (f) *Tasmania*.—No provision exists for giving advances, but in necessitous cases special application is made for concession tickets.

(vi.) *Assistance by means of Advances of Travelling Expenses to Workers not engaged through the Bureaux.* (a)—*New South Wales*.—Railway and steamer tickets are advanced, provided the repayment thereof is guaranteed by the employer or some responsible person. Workers obtaining such advances are included in the returns. (b) *Victoria*.—Railway fares are advanced where circumstances justify it. Workers receiving such advances are not included in the returns. (c) *Queensland*.—Advances are made on terms similar to those for workers engaged through the Bureau, but the concession of half railway rates is not granted. Such workers are included in the returns. (d) *South Australia*.—Fares are advanced on a guarantee being given by an approved guarantor. Workers not engaged through the Bureau who receive advances are not included in the returns. (e) *Western Australia*.—Only railway fares are advanced to men engaged outside the Bureau, but not to men engaged through private registry offices. Men receiving advances are included in the returns. (f) *Tasmania*.—No provision exists for granting advances.

(viii.) *Other Functions of the Bureaux* (a)—*New South Wales*.—In this State there are 43 branches of the Labour Bureau in country towns. In addition to acting as an employment agency, the Bureau undertakes the following:—1, Provision of rabbit traps, tents, blankets, etc., on receipt of a satisfactory guarantee of repayment; 2, the management of an agricultural training farm for youths; 3, the management of a pig, poultry, vegetable and flower farm for destitute men; 4, provision of food to destitute families which have adult male wage-earner. The latter is offered work for three days at the Depot, where he is housed and fed and, on the conclusion of his three days' work, given an order for 7s. 6d. worth of goods. (b) *Victoria*.—Agencies of the Bureau are established at police stations in 63 country towns. (c) *Queensland*.—Every Clerk of Petty Sessions throughout the State is a labour agent, except in the larger towns, where a special officer is stationed. (d) *South Australia*.—Branches of the Labour Exchange are established throughout the State. Where labour is required for carrying out any public work, and more than the requisite number of suitable men present themselves, preference is given to married men with families. (e) *Western Australia*.—There are branches of the Labour Bureau in the more important country towns. Married men, if suitable, are given preference.

over single men. (f) *Tasmania*.—At present the Labour Bureau has no branches, but probably the use of municipal offices in different centres will be included in the reorganising scheme which is being considered.

2. **Applications and Positions Filled in Each State.**—The following table shows the total number of applications for employment and from employers and the number of positions filled during the year 1913, from information furnished quarterly to this Bureau by the Employment Bureaux of the various States. It will be seen that the total number of applications for employment was 83,876, as against 40,172 applications by employers for workers, and 35,312 positions filled.

State Free Employment Bureaux.—Applications for Employment and from Employers, and Positions Filled in different States, during the year 1913.

State.	Applications for Employment.			Applications from Employers.			Positions filled.
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Notified during Year.	Total.	
New South Wales	157	9,693	9,850	43	7,669	7,712	*8,049
Victoria	1,706	30,050	31,756	100	7,464	7,564	7,287
Queensland .. .. .	..	8,980	8,980	..	7,513	7,513	5,932
South Australia	479	16,443	16,922	..	6,050	6,050	6,050
Western Australia	178	15,953	16,131	278	10,847	11,125	7,794
Tasmania .. .. .	..	237	237	..	208	208	200
COMMONWEALTH	2,520	81,356	83,876	421	39,751	40,172	35,312

* Including persons who received advances of travelling expenses from the Labour Bureau, but who were not directly engaged through the medium of that institution.

NOTE.—Any deductions which can be drawn from the above figures as to the relative state of the labour market in the several States are subject to certain limitations, inasmuch as the scope and functions of the Bureaux are by no means identical. (See Remarks in paragraph 1 hereof.)

The above figures shew that in each of the States the applications for employment through the free employment bureaux were in excess of the positions vacant, the surplus occurring mainly in Victoria, and to a less extent in South Australia, Western Australia, and Queensland. The table in the next paragraph shews that the over-supply of labour was most marked among general labourers, railway and tramway services, and the building and engineering, metal works, etc., groups.

3. Applications and Positions Filled in Various Industrial Groups.

—The following table furnishes particulars for the year 1913 of the operations of the Free Labour Bureaux, classified according to industrial groups:—

State Free Employment Bureaux.—Applications for Employment and from Employers, and Positions Filled in different Industrial Occupations, 1913.

Industrial Group.	Applications for Employment.			Applications from Employers.			Positions filled. ||
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Notified during Year.	Total.	
I. Wood, Furniture, Saw-mill, Timber Workers, etc.	57	973	1,030	..	304	304	269
II. Engineering, Metal Works, etc.*	468	6,767	7,235	..	1,153	1,153	1,114
III. Food, Drink, Tobacco, etc.	4	334	338	..	144	144	116
IV. Clothing, Hats, Boots . . . . .	..	87	87	2	122	124	35
V. Books, Printing, Binding	20	342	362	..	62	62	44
VI. Other Manufacturing	11	145	156	..	39	39	36
VII. Building	346	7,410	7,756	2	4,470	4,472	4,387
VIII. Mining	2	844	846	..	969	969	738
IX. Rail and Tram Services†	611	15,865	16,476	..	6,689	6,689	6,689
X. Other Land Transport	10	402	412	..	96	96	88
XI. Shipping, Wharf Labour, etc.	16	157	173	..	29	29	23
XII. Agricultural, Pastoral, Rural, etc. ¶	84	9,145	9,229	201	8,894	9,095	7,816
XIII. Domestic, Hotels, etc.	67	4,974	5,041	212	5,332	5,544	2,947
XIV. General Labour and Miscellaneous §	824	31,036	31,860	4	11,448	11,452	11,010
TOTAL	2,520	81,356	83,876	421	39,751	40,172	35,312

* Including railway and tramway workshops. † Excluding railway and tramway workshops, but including construction and maintenance of permanent way and works. ¶ Including horticultural, viticultural and gardening. § Excluding railway and tramway employees and labourers employed on railway and tramway construction and maintenance. ‡ Including 2875 applications, in New South Wales comprised in Groups VII., IX., and XIV., but not distributed specifically in each of these Groups. || Including persons in New South Wales who received advances of travelling expenses from the Labour Bureau, but who were not directly engaged through the medium of that institution.

It will be seen that out of a total of 83,876 applicants for employment, 35,312, or 42 per cent., obtained positions, while there were 40,172 positions open, that is, 479 vacancies for every 1000 applicants. Of the 40,172 vacancies notified by employers, 35,312, or nearly 88 per cent., were filled. Attention has already been drawn to the fact that there is considerable diversity in the nature and scope of the work ordinarily carried out by the Bureaux in the various States. For example in the three States (viz., New South Wales, Victoria, and South Australia) in which certain Government Departments obtain workers from the Labour Bureaux, the number of applications for employment in some of the industrial groups is naturally large in comparison with the number in the same groups in the other three States. Thus, in Group IX. (Rail and Tram Services), practically all the positions filled were in New South Wales, Victoria, and South Australia, only 12

engagements out of the total of 6689 having been in the other States. Again, practically the whole of the 2947 positions filled in Group XIII. (Domestic, Hotels, etc.) were in the three States, New South Wales, Queensland, and Western Australia, only four having been filled in Victoria, seven in Tasmania, and none in South Australia. Of the positions filled in this group no less than 2358, or 80 per cent., were for female domestic workers, the whole of which were filled in Queensland and Western Australia. These are the only States which make special provisions for female domestics, while in the other States, with the exception of New South Wales, the services of the Labour Bureaux are not availed of to any considerable extent by either employers or employees for the class of labour. The New South Wales Labour Exchange, however, has, since the close of the year 1913, opened a women's branch.

4. **Applications and Positions Filled, Males and Females.**—Of the total number of registrations for employment during the year, 80,366, or 95.8 per cent., were by males, and 3570, or 4.2 per cent., by females. Of the latter, 3425 were registered in Group XIII. (Domestic, etc.), and of these 3126 were registered in Western Australia, and 299 in Queensland. Of the applications from employers, 35,228, or 87.7 per cent., were for males, and 4944, or 12.3 per cent., for females, and of the latter 413 were in Queensland and 4485 in Western Australia. During the year 32,936, or 93.3 per cent. of the positions filled were for males, and 2376, or 6.7 per cent., for females.

For every 1000 applications for employment from male workers, there were 438 vacancies and 410 positions filled, while for every 1000 applications from female workers there were as many as 1,409 vacancies, but only 677 positions filled. The following table gives particulars (for male and female workers separately) of the number of applications for employment and from employers, and the number of positions filled. Nearly the whole of the operations in connection with female labour were in Group XIII. (Domestic, Hotels, etc.):—

State Free Employment Bureaux.—Applications and Positions Filled, Males and Females, 1913.

Particulars.	Applications for Employment.			Applications from Employers.			Positions filled.
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Notified during Year.	Total.	
Males	2,520	77,846	80,366	212	35,016	35,228	32,936
Females .. .. .	..	3,510	3,510	209	4,735	4,944	2,376
TOTAL	2,520	81,356	83,876	421	39,751	40,172	35,312