

These figures shew that the estimated relative productivity per head of population increased by no less than 86 per cent. from 1871 to 1911, and by nearly 33 per cent. from 1891 to 1911. The increase was not uniform during the whole of the years specified, slight decreases occurring in 1901 and 1911, and a heavy fall in 1908, which was a year of severe drought. It may also be seen that the increase in productive activity per head has relatively been far greater than the increase in nominal wages and still greater than the increase in effective wages.

## SECTION IX.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

1: **General.**—Particulars have been compiled regarding operations under the various Commonwealth and State Acts for the regulation of wages and hours and conditions of labour shewing the number of boards authorised and constituted, and the number of awards, determinations, and industrial agreements in force on the 30th September, 1914. Information as to the main provisions of the various Acts in force was given in "Labour Bulletin" No. 1, pages 57 to 60.

The number of industrial boards in existence in New South Wales on the 30th September, 1914, was 213, while the total number of awards of Boards and of the Court in force on that date was 262. In Victoria there were on the same date 135 Wages Boards in existence, affecting about 150,000 employees. Of these, 129 Boards had made 133 determinations which were in force. All the Boards authorised, with the exception of three, had met for the purpose of fixing wages, hours, etc. The Court of Appeal in Victoria had heard fifteen appeals from determinations of Wages Boards. In one case the decision was upheld; in twelve cases decisions were reversed or amended; in one case the Board, unable to come to a determination, referred the matter to the Court, which exercised its power of fixing a proper wage where the average wage paid by employers did not afford a living wage. Of these decisions six were in force on the 30th September, 1914, the others having been superseded by amended determinations. The Court also heard an appeal for a modification of its determination with respect to a trade, and decided to amend such determination by reducing the working hours and increasing the wages in certain cases. The number of Wages Boards authorised in Queensland up to the 30th September, 1914, was 99, the employees affected numbering about 90,000. In 89 cases determinations were in force, but fifteen had been varied on Appeal to the Industrial Court. Under the Industrial Peace Act 1912, all Boards established continued in existence, and their determinations were recognised. In South Australia there were, at the end of September, 1914, 57 trades under Boards, covering about 25,000 employees. Fifty-five determinations were in force, including six made by the Industrial Court, in lieu of Wages Boards, on the Minister for Industry reporting the inability to appoint Boards as authorised, or the failure of the constituted Boards to discharge the duties required under their appointment. In Western Australia awards have been made under "The Industrial Arbitration Act 1912" for 38 Industrial Unions, but only sixteen re-

remained in force on the 30th September, 1914,\* owing to the fact that twenty-two awards had expired between 4th December, 1912, and the 30th September, 1914, and had not been reviewed by the Court at the latter date. The Wages Boards system was inaugurated in Tasmania in 1911. Up to 30th September, 1914, resolutions authorising the appointment of 27 Boards had been carried in Parliament, and 23 Boards had made determinations, one remained to be constituted, while the other three had not made any determination. The number of Commonwealth Conciliation and Arbitration Court Awards in force on the 30th September, 1914, was 20.

**2. Boards Authorised, and Awards, Determinations and Agreements in Force, 30th September, 1914.**—The following tabular statement gives particulars of operations under the various Acts up to the end of September, 1914:—

**Boards Authorised and Constituted, Awards, Determinations and Agreements in Force, 30th September, 1914.**

Particulars.	C'with.	N.S.W.	Vic.	Q'ld.	S.A.	W.A.	Tas.	Total
<b>1. Boards Authorised, Constituted, and in Force—</b>								
Number of Boards authorised ...	...	227*	139	90	57	...	27	549
" " constituted ...	...	234*	135	93	51	...	26	539
" " dissolved or superseded† ...	...	21	1	...	...	...	...	22
" " in existence ...	...	213*	134	93	51	...	26	517
<b>2. Boards Constituted which have made Awards or Determinations—</b>								
Number of Boards which had made or varied awards or determinations ...	...	183	129	91	48	...	23	474
" " which had not made any award or determination ...	...	30	5	2	3	...	3	43
<b>3. Number of Awards and Determinations in Force:</b> ...	20	262	183	89	55	16	24	599
<b>4. Scope of State Awards and Determinations:—</b>								
Number applying to the whole State ...	...	23	9	4	...	...	17	53
" " Metropolitan area only ...	...	71	...	30	54	11	1	167
" " Metropolitan and Country towns ...	...	42	110	14	...	1	6	173
" " Country areas ...	...	126	14	41	1	4	...	186
<b>5. Number of Commonwealth Awards in Force in each State</b> ...	...	16	19	17	17	9	13	...
<b>6. Industrial Agreements in Force</b> ...	217	89	...	6	13	64	...	409
<b>7. Number of Commonwealth Agreements in Force in each State</b> ...	...	106	103	34	36	36	34	...
<b>8. Number of Persons working under State Awards and Determinations (estimated).</b> ...	\$	\$	\$	150,000	90,000	25,000	\$	\$

\* Excluding Special Demarcation Boards. † Boards constituted and subsequently dissolved or superseded. In New South Wales 21 Boards were dissolved owing to alteration in the sectional arrangement of industries and callings. In Victoria one Board was superseded by three Boards. ‡ In addition, 8 awards and determinations had been made, but had not come into operation on the 30th September, 1914. Of that number 6 were in Queensland and 2 in Tasmania. The figures are exclusive of awards and determinations which had expired by effluxion of time, and had not been renewed on the 30th September, 1914. § Not available.

The total number of Boards authorised up to the 30th September, 1914, in the five States in which the Board system is in force was 549; the total number constituted being 539, of which 22 had been dissolved or superseded. The number of Boards in existence at that date

\* Including an Industrial Agreement, which was subsequently declared by the Industrial Court to be a Common-Rule and to have the force and effect of an award.

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