

Estimated Relative Productive Activity in Commonwealth for the Years specified, 1871 to 1918.

Year.	I.		II.	III.		IV.
	Estimated Value of Production.			Wholesale Price-Index-Number Year 1911=1,000.	Production Price-Index-Number Year 1911=1,000.		Estimated Relative Productive Activity per head Index-Numbers Year 1911=1,000.
	(a) Total. (000 omitted.)	(b) Per Head of Population.	1911=1,000.			1911=1,000.
1871 ..	£ 46,700	£ 27.46	665	1,229	..	* 541 †
1881 ..	71,116	30.83	747	1,121	..	666 ..
1891 ..	96,087	29.65	718	945	..	760 ..
1901 ..	114,585	29.96	726	974	..	745 ..
1906 ..	147,043	35.94	871	948	..	919 ..
1907 ..	166,042	39.90	967	1,021	..	947 ..
1908 ..	164,934	38.97	944	1,115	1,070	847 883
1909 ..	174,195	40.29	976	993	995	933 931
1910 ..	187,741	42.43	1,028	1,000	973	1,028 1,057
1911 ..	188,595	41.28	1,000	1,000	1,000	1,000 1,000
1912 ..	206,748	43.68	1,058	1,170	1,101	904 961
1913 ..	218,103	44.77	1,085	1,088	1,050	997 1,033
1914 ..	209,495	42.40	1,027	1,149	1,266	894 811
1915 ..	251,620	51.02	1,236	1,604	1,426	771 867
1916 ..	270,411	55.47	1,344	1,504	1,498	894 897
1917 ..	283,629	57.47	1,392	1,662	1,604	838 868
1918 ..	298,669	59.37	1,438	1,934	1,763	744 816

* Relative Production per head if computed by application of Wholesale Price Index-numbers.
 † Relative Production per head (computed by application of Production Price Index-numbers, the basis being indicated in Production Bulletin No 13).

SECTION X.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, shewing the number of boards authorised and constituted, also those which had and which had not made any award or determination in each State; the number and territorial scope of awards or determinations, and the number of industrial agreements, in force, were first compiled to the 31st December, 1913.*

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1919. Information has also been compiled and included in the later issues of the Labour Bulletin and Quarterly Summary respecting the estimated number of workpeople affected by awards or determinations and industrial agreements in each State. The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1914 to 1919:—

* Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 12, pages 990 to 993.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1915 to 1919.

State.	1st Quarter.		2nd Quarter		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1915.										
N.S. Wales	28	9	40	6	38	6	39	4	145	25
Victoria	3	..	2	..	17	..	31	..	53	..
Queensland	1	1	7	..	13	2	14	7	35	10
S. Australia .. .. .	..	..	..	1	2	..	6	4	8	6
W. Australia	1	7	4	6	2	6	11	3	18	21
Tasmania	1	..	..	..	7	..	..	..	8	..
Commonwealth	1	..	2	113*	2	18	2	51†	7	182
TOTAL	35	17	55	126	81	31	103	69	274	243
1916.										
N.S. Wales	28	7	53	14	53	14	66	14	200	49
Victoria	34	..	21	..	18	..	13	..	86	..
Queensland	11	9	26	27	18	8	14	5	69	42
S. Australia	5	3	7	2	10	..	7	1	29	6
W. Australia	3	2	6	3	3	3	4	5	14	13
Tasmania	3	..	7	..	3	..	1	..	14	..
Commonwealth .. .. .	..	2	5	3	4	5‡	5	11	14	21
TOTAL	84	16	125	49	107	30	110	36	426	131
1917.										
N.S. Wales	35	14	23	11	31	7	19	11	108	43
Victoria	13	..	19	..	22	..	6	..	85	..
Queensland	15	3	6	12	21	16	21	11	63	42
S. Australia	13	..	11	..	11	1	4	2	39	3
W. Australia .. .. .	..	1	2	11	8	..	2	8	4	28
Tasmania	1	..	..	..	3	..	3	..	7	..
Commonwealth	1	56§	10	5	12	9	10	56	33	135
TOTAL	83	83	71	39	100	41	65	38	319	261
1918.										
N.S. Wales	18	8	25	5	21	14	39	12	97	39
Victoria	13	..	12	..	30	..	31	..	76	..
Queensland	9	12	34	24	26	10	55	6	125	61
S. Australia	3	2	2	5	7	2	17	1	29	10
W. Australia	4	7	1	3	3	9	1	7	9	26
Tasmania	2	..	3	..	6	..	4	..	15	..
Commonwealth	3	5	5	6	4	151¶	10	51**	22	213
Total	52	34	83	43	87	105	151	77	373	340
1919.										
N. S. Wales	20	10	35	12	32	10	45	16	132	48
Victoria	21	..	17	..	13	..	18	..	69	..
Queensland	18	5	22	4	28	7	59	13	127	29
S. Australia	9	2	8	2	19	2	15	2	51	8
W. Australia .. .. .	..	3	3	7	1	10	2	11	6	37
Tasmania	6	..	4	..	5	..	6	..	21	..
Commonwealth	3	13	2	3	6	44††	10	100‡‡	21	160
TOTAL	77	33	91	28	104	79	155	142	427	282

* Of this number, 103 agreements were made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an award of the Commonwealth Court.

† Including 49 agreements made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an award of the Commonwealth Court.

‡ Including 1 agreement varied in respect to wages only.

§ Including 55 separate agreements made between the Australian Saddlery and Leather Workers Trades Employees' Federation and various employers.

¶ Including 140 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers.

** Including 37 separate agreements made between the Federated Coopers' Association and various employers.

†† Including 29 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers.

‡‡ Including 68 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers.

Owing to the prevailing drought conditions and the advent of war during the year 1914, varying restrictive measures were introduced either for the suspension or curtailment of the operations of industrial tribunals in each of the States.* These restrictions were most effective in New South Wales, Victoria, and Queensland during the fourth quarter of 1914 and the first quarter of 1915. During the second quarter of 1915 the restrictions referred to were somewhat relaxed in New South Wales and Queensland, and early in the third quarter operations gradually assumed normal conditions in all the States. During the third and fourth quarters of 1915 greater activity was evidenced in each State, and the number of awards and determinations made by industrial tribunals exceeded those made during any similar period of the two years.

Industrial tribunals were very active during the years 1916, 1917 and 1918, due mainly to applications for a review of existing awards and determinations, owing to the continued increase in the cost of living.

During the year 1919 this activity continued, the number of awards and determinations made exceeding the number for any other year. As compared with 1918, the number of agreements filed shewed a decrease, although the number was greater than that during any year prior to 1918. The numbers of awards and determinations made in Queensland, South Australia and Tasmania, and of agreements filed in Western Australia, are the highest that have been recorded. It will be noticed that a reduction occurred in the number of agreements filed in Queensland. It is pointed out, however, that certain industries in which wages and conditions were regulated by industrial agreements are now covered by State Awards.

2. Boards Authorised and Awards, Determinations, and Agreements in Force.—In the following table particulars are given for all States, excepting Western Australia, of the number of boards authorised and constituted, and, including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at approximately quarterly intervals during the succeeding six years :—

* A brief account of the effect of these restrictions was given in "Labour Bulletin" No. 9 (pp. 62-4)

Particulars of Boards and of Awards, Determinations and Industrial Agreements in Force at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1919.*

Dates.	Boards Authorised.	Boards Constituted.	Boards which had made Awards or Determinations	Awards or Determinations in Force†	Industrial Agreements in Force.
31st Dec., 1913	505	501	387||	575‡	401
30th April, 1914	525	509	422||	575	415
30th June, 1914	537	523	457||	584	429
30th Sept., 1914	549	539	474	599	409
31st Dec., 1914	553	544	478	576‡	369
31st March, 1915	560	551	486	589‡	371
30th June, 1915	568	557	495	638	481
30th Sept., 1915	582	570	495	644	498
31st Dec., 1915	573¶	554¶	498	663	546
31st March, 1916	580	558	495	651	553
30th June, 1916	589	571	512	678	581
30th Sept., 1916	591	573	519	683	596
31st Dec., 1916	594	572	525	706	609
31st March, 1917	475**	470**	529	722	666
30th June, 1917	476	471	530	714	663
30th Sept., 1917	478	473	441††	734	666
31st Dec., 1917	478	473	442	744	732
31st March, 1918	478	473	444	767	722
30th June, 1918	478	473	445	799	722
30th Sept., 1918	480	475	445	843	812
31st Dec., 1918	267††	260††	445	866	833
31st March, 1919	488	483	453	888	848
30th June, 1919	489	484	456	915	845
30th Sept., 1919	492	485	463	932	739
31st Dec., 1919	505	498	465	942	843

* Details for each quarter have already been published in Labour Bulletins, in Labour Reports Nos. 5 to 8, and in Quarterly Summaries.

† Including awards made by Arbitration Courts.

‡ Owing to certain restrictions being imposed on the operations of Industrial Boards in each State, a number of awards which expired in New South Wales during these periods were not immediately reviewed.

§ Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913.

|| Owing to a number of Awards made under the N.S.W. Industrial Disputes Act (1908) being still in force, the Boards constituted for such industries under the Industrial Arbitration Act (1912) had not made any awards.

¶ See remarks with respect to re-authorisation of Boards in New South Wales, Labour Bulletin No. 12, p. 47.

** Reduction in the number of Boards authorised and constituted, is due to the dissolution of all Boards appointed under the Queensland Industrial Peace Act 1912.

†† Exclusive of Queensland Boards appointed under the Industrial Peace Act 1912. The work of these Boards is now undertaken by the Court of Arbitration constituted under the Industrial Arbitration Act of 1916.

‡‡ On the 13th December, 1918, an order was made by the New South Wales Court of Industrial Arbitration recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 19th February, 1919, such Boards were constituted.

It will be observed from the particulars set out in the foregoing table that considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions took place during the six years ending 31st December, 1919. Including the operations under the Commonwealth Arbitration Acts* and of the Western Australian Industrial Arbitration Court, 367 additional awards or determinations were in force at the end of 1919. The number of industrial agreements† made and in force under the various Acts increased during the six years under review by 442.

The total number of awards of Industrial and Arbitration Courts and determinations of Wages Boards in force throughout the Commonwealth at the end of December, 1919, was 942, while the number of industrial agreements filed under the provisions of the various State and Commonwealth Acts at the same date was 843. In the following paragraphs information is furnished in regard to the terms for which awards, determinations, and agreements are made. It will be seen that there is a fundamental difference between the various systems in the several States, so far as the period for which awards, etc., remain in force.

In New South Wales awards of the Court of Industrial Arbitration or of industrial boards come into operation fourteen days after publication in the "Government Gazette." It is provided, however, in Act No 50, of 1919, that (a) any award made in respect of persons employed under the Public Service Acts who have not prior to the making thereof, been bound by an Award, shall take effect from such day, whether before or after the commencement of the Industrial Arbitration (Amendment) Act, 1919, as the Court may direct; (b) that in all other cases an award shall take effect from such day, subsequent to the lodging or filing of the application therefor as the court may direct. It is further provided in the same Act that (a) the Court may in exercising its powers under the last proviso, attach such terms, conditions, or restrictions as may appear to it to be just; and (b) that no employer shall be bound to pay any wages fixed by an award made by the court in exercise of such powers until fourteen days after publication of the award as aforesaid, but the first payment of wages under any such award shall include all arrears which have accrued due from the date upon which the award is directed to take effect. Awards are binding on all persons engaged in the industries or callings, and within the locality, and for the period not exceeding three years specified therein, and after such period until varied or rescinded by the court or board. Industrial agreements filed under the provisions of the Arbitration Act in this State may be made for a term specified

* The Commonwealth Conciliation and Arbitration Act 1904-18, and the Commonwealth (Public Service) Arbitration Act 1911.

† The registration of industrial agreements is not provided for under the Acts in force in Victoria and Tasmania, but such agreements may be registered and filed under the provisions of the Commonwealth Conciliation and Arbitration Act to operate in any or in all States.

therein, not exceeding five years. These agreements must be filed at the office of the Registrar, and are binding on the parties, and on all persons for the time being members of the union, but may be rescinded or varied in writing by the parties. Any such industrial agreement may be enforced under the Act.

In Victoria, South Australia, and Tasmania determinations of wages boards are not made for any specified period, and remain in operation until superseded by another determination. The registration of industrial agreements is not provided for under the Acts in force in Victoria or Tasmania, but the Act in South Australia provides for the filing of such agreements, which may be made for a period specified therein not exceeding three years. These agreements continue in force after the expiration of the term specified therein, until the expiration of one month after some party thereto has given written notice to the Registrar and to the other parties thereto of his desire to determine same.

In South Australia, awards under the Industrial Arbitration Act 1912-16 continue in force, subject to any variation ordered by the Court, for a period to be specified in the award, not exceeding three years, and thenceforward until a new award is made, but are binding only on those parties to the industrial matter or industrial dispute who are summoned to appear before the Court as parties, except in those cases in which the award is declared by the Court to be a common rule.

The determinations of a wages board in this State applies to all employers and employees who are engaged in the particular process, trade, business, or occupation, etc., within the metropolitan area or within any other locality specified by the Governor in an order published in the "Government Gazette." Determinations come into force on the fourteenth day after publication in the "Government Gazette," or on a later date (if any) fixed by the board, of which date notice is given in the "Gazette." Determinations remain in force until suspended or altered pursuant to an order of the Industrial Court or until a new determination has been made by the board.

In Queensland awards of the Industrial Court have the force of law within the locality specified in the award, and remain in force for a specified period not exceeding twelve months, unless sooner rescinded or varied, and continue in force until a new award has been made. Provision is made in the Act for the constitution of industrial boards, and such boards may, when empowered by the Court, make an award which shall have effect as an award of the Court. Industrial agreements may be filed in this State under the provisions of the Act. Such agreements shall be for a term specified therein, not exceeding three years,

and notwithstanding the expiry of the term shall, subject to any award, continue in force in respect of all parties thereto, except those who retire therefrom. An agreement shall be limited in its effect to the particular locality therein specified. The Court may declare that any industrial agreement shall have the effect of an award, and be a common rule of any calling or callings to which it relates, within the locality specified in the agreement. Notice of the Court's intention to extend the operation of such agreement shall be given to all parties likely, in its opinion, to be affected, and the Court shall hear any parties desiring to be heard in opposition.

In Western Australia awards of the Industrial Court may be made for (a) any specified period not exceeding three years from the date of the award; or (b) for one year, and thenceforward from year to year. Industrial agreements may be made for a term to be specified therein, not exceeding three years. Notwithstanding, however, the expiry of the term for which an award or an industrial agreement has been made it remains in force in respect of all parties thereto, until the expiration of thirty days after notice of intention to retire therefrom has been filed in the office of the Clerk of the Court. The Industrial Court may, after giving notice of its intention to extend the operation of an industrial agreement to all parties likely to be affected, declare that any industrial agreement shall have the effect of an award, and be a common rule in the industry within the locality specified in such agreement.

Awards made under the Commonwealth (Public Service) Arbitration Act 1911 are not usually limited in operation to any period. Awards under the Commonwealth Conciliation and Arbitration Act, 1904-18, may be made for any period to be specified in the award, not exceeding five years from the date of the award, and, after the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made. An industrial agreement made subsequent to a compulsory conference convened under Section 24 of the Commonwealth Act has the same effect as an award, and thus remains in force until superseded by an award of the Court or by a further agreement. An industrial agreement under Part VI. of the Act may be made for any period not exceeding five years (Sec. 75), but in default of any express agreement to the contrary therein contained shall, unless rescinded, and subject to any variation, continue in force after the expiration of the term specified therein, until the expiration of one month after some party thereto has given written notice to the Registrar and to the other parties of his desire to determine it. (Sec. 81.)

Boards Authorised and Constituted, Awards, Determinations and Agreements in Force at 31st December, in each of the Years 1913 to 1919.**

Particulars.	At 31st Dec.	C'withh.	N.S.W.	Vic.	Q'tand.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
Boards authorised	1913 ..		216†	135	75	56	..	23	605
	1914 ..		230†	139	101	56	..	27	653
	1915 ..		226	147	112	56	..	32	673
	1917 ..		237	149	112	57	..	33	678
	1918 ..		17¶	153	225	58	..	37	267¶
	1919 ..		241	158	225	58	..	46	505
	1913 ..		223†	132†	74	51	..	21	601
	1914 ..		233†	135†	94	51	..	26	644
	1915 ..		226	142†	104	51	..	31	654
	1917 ..		237	147†	104	55	..	32	673
	1918 ..		17¶	149	225	56	..	36	260¶
	1919 ..		241	154	225	56	..	45	498
	1913 ..		123	123	74	47	..	19	388
	1914 ..		188	130	92	47	..	23	478
	1915 ..		196	133	96	47	..	26	498
	1917 ..		219	140	115	50	..	32	442‡
	1918 ..		219	142	225	50	..	32	447
	1919 ..		226	147	225	53	..	37	465
<i>Awards and Determinations—</i>									
Awards and Determinations in force	1913 ..	17	265¶	127	73	54	18	21	575
	1914 ..	18	242	133	89	55	46	26	609
	1915 ..	20	261	137	103	56	57	29	663
	1917 ..	64	251	145	125	71	56	32	744
	1918 ..	85	234	147	184	80	54	32	866
	1919 ..	90	316	151	206	88	48	37	942
<i>State Awards and Determinations—</i>									
Applying to Whole State	1913 ..		32	8	3	..	..	15	58
	1914 ..		17	10	4	..	..	19	50
	1915 ..		26	12	7	..	..	20	65
	1917 ..		17	16	14	..	..	25	72
	1918 ..		24	16	23	..	5	26	94
	1919 ..		23	19	20	..	5	38	113
	1913 ..		58	..	28	53	13	1	163
	1914 ..		63	..	30	54	25	1	173
	1915 ..		75	..	30	54	32	1	192
	1917 ..		80	1	31	62	30	1	205
	1918 ..		86	1	46	64	32	..	231
	1919 ..		94	1	54	70	30	..	249
	1913 ..		49	105	1	..	..	5	161
	1914 ..		41	109	12	..	5	6	173
	1915 ..		39	111	17	..	7	8	181
	1917 ..		89	118	26	2	5	6	246
	1918 ..		108	120	39	4	3	6	280
	1919 ..		120	121	40	5	2	1	289
	1913 ..		128	14	41	1	4	..	186
	1914 ..		121	14	43	1	16	..	195
	1915 ..		122	14	49	2	18	..	205
	1917 ..		65	10	54	7	21	..	157
	1918 ..		68	10	76	10	14	..	174
	1919 ..		70	10	82	13	11	..	195
<i>Commonwealth Awards</i>									
Awards in force in each State	1913 ..		13	17	15	18	9	13	..
	1914 ..		16	17	15	15	8	12	..
	1915 ..		17	19	15	16	10	14	..
	1917 ..		41	41	30	37	25	34	..
	1918 ..		63	62	48	57	41	51	..
	1919 ..		71	70	49	63	44	50	..
<i>Industrial Agreements</i>									
In force	1913 ..	223	75	..	5	11	82	..	401
	1914 ..	179	78	..	10	17	85	..	369
	1915 ..	361	73	..	15	16	83	..	543
	1917 ..	465	82	..	75	18	92	..	732
	1918 ..	569	79	..	71	20	88	..	833
	1919 ..	570	89	..	45	28	91	..	843
	1913 ..		132	129	68	62	57	61	..
	1914 ..		96	76	28	34	29	30	..
	1915 ..		119	229	29	36	30	37	..
	1917 ..		137	231	43	50	36	37	..
	1918 ..		145	359	74	93	54	54	..
	1919 ..		141	282	58	50	26	91	..
Number of Persons working under State Awards and Determinations (estimated)	1919 ..		275,000	150,000	90,000	27,000	35,000	15,000	592,000

* The figures for New South Wales are exclusive of demarcation boards.

† Including boards which were subsequently dissolved, owing to alteration in the sectional arrangement of industries and callings.

‡ Including one board subsequently superseded by three boards.

§ In pursuance of the provisions of the Industrial Arbitration Act of 1916, all Industrial Boards appointed under the Industrial Peace Act of 1912 were dissolved on the 12th January, 1917, with the exception of those Boards which had matters pending or partly heard. At the 31st December, 1917, these Boards had also been dissolved. The work of the Boards appointed under the old Act is being undertaken by a Court of Arbitration constituted under the new Act.

¶ Omitting a number of awards which expired on the 31st December, 1913.

‡ On the 13th December, 1918, an order was made by the N. S. Wales Court recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 19th February, 1919, such Boards were constituted.

** For particulars relating to the year 1916, see Labour Report No. 9, p. 113.

From the particulars set out in the previous table, ready comparison can be made with respect to the progress in each of the States during the years 1913 to 1919, as to the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agreements in force at the end of each annual period.

Information as to the main provisions of the various Industrial Acts in force throughout the Commonwealth was given in Labour Bulletin No. 1. In later issues brief reviews have also been furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals and any special application or conditions of the terms of awards or determinations. In this report, brief particulars regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1919 are given.

(i.) *New South Wales*.—During the year 1919 four awards and one variation were made by Industrial Boards, while 128 awards and 213 variations were made by the Court of Industrial Arbitration. Of the 213 variations no less than 159 were made during the fourth quarter of the year. The majority of these variations were the result of applications to the Court to vary awards in accordance with the declaration of the Board of Trade, which fixed the male living wage at 77s. per week. From 1917 onward the work of the Court increased considerably, as in accordance with the provisions of Section 14 of the Industrial Arbitration Act 1912, as amended, the Court has been exercising the functions of Boards. This section provides that upon any reference or application being made to a Board, under the provisions of Section 31, the jurisdiction and functions of such Board thereupon may be exercised by the Court, and shall not be exercised by the Board until a direction to that effect shall be given by the Court.

At the end of the year, 1919, 241 Boards were in force. Four new Boards were authorised and constituted during the period under review for the following industries or callings :—Milk carters in the County of Northumberland; mining, Broken Hill; colliery mechanics, etc., employed in or about coal and shale mines, west of Sydney; and biograph operators and assistants in the State, excluding the County of Yancowinna. The constitutions of 54 Boards were varied during the year.

New legislation of industrial import enacted during the year 1919, includes the following measures :—“The Early Closing (Amendment) Act, 1919”; “the Industrial Arbitration (Amendment) Act, 1919”; and “the Returned Soldiers’ and Sailors’ Employment Act, 1919.” The Industrial Arbitration (Amendment) Act, 1919, provides, amongst other matters, for the extension of arbitration to employees under the Public Service Acts, receiving a salary of not more than £525 per annum; for the registration as industrial unions of unions of employees of the Crown; for variation by the Court of the wage provisions of industrial agreements to conform to any declaration of the Board of Trade in respect to the living wage; for the continuance in force of agreements after expiration of term, until varied, rescinded or notice of termination has been given; for retrospective effect to be given to wage provisions of awards; for application to the Court by any party to an award during the currency of the award to vary the wage provisions whenever a declaration as to the living wage has been made by the Board of Trade.

Provision is also made in the Act in respect to the inquiry by the Board of Trade into conditions in rural industries.

During the year, 1919, the Board of Trade which was constituted during the previous year continued its activities, making two pronouncements with respect to the living wage. For adult male employees within the Metropolitan area a wage of 77s. per week, 12s. 10d. per day, or 1s. 7½d. per hour, was prescribed. The declaration was gazetted on the 8th October. On the 23rd December the living wage for adult female employees within the Metropolitan area was fixed at 39s. per week, 6s. 6d. per day, or 9¼d. per hour. Although application has to be made to the Court of Industrial Arbitration to vary awards in accordance with the male living wage declaration, the female living wage operates automatically from the date on which the regulation is published in the Government Gazette.

The appointment of additional commissioners to the Board of Trade to represent rural industries was gazetted during May, 1919, and the inquiry into the cost of living in country districts was commenced. No pronouncement as to the rural wage had been made at the end of the year 1919. Other matters, which were investigated, included the housing conditions of employees in the coalmining industry, the regulation of the conditions of apprenticeship, and occupational diseases.

Conciliation committees were appointed under the Industrial Arbitration Act, 1912-19, for employees of Shire and Municipal Councils outside the boundaries of the City of Sydney, and for the employees of the Municipal Council of Sydney.

During April a Royal Commission was appointed by the State Government to inquire into the coalmining industry and the coal trade in the State of New South Wales. Twelve questions were submitted to the commission concerning the coalmining industry, and, on the 7th November, 1919, a report was issued by the Commissioner covering the matters comprised in the first ten questions. Amongst the subjects dealt with in detail in the report are the following :—The output of collieries since January, 1914 ; average cost of production of coal per ton at pits mouth ; profits and losses upon production and sale of coal ; capital employed in the various mines, and wages or remuneration of employees. The two remaining questions to be considered were (1) " whether any, and if so what, alteration is desirable in the housing and working hours and conditions of miners or other workmen engaged in and about coalmines, or in the sanitation of coal mines, and what effect any proposed alteration would have (a) upon the output of coal, (b) the cost of production, and (c) the rate of wages or remuneration ? " and (2) " Whether any, and, if so, what, changes in the industry are desirable in the public interest ? "

An interesting report on industrial conditions in Great Britain and the United States of America as a result of the investigations of the Hon. G. S. Beeby, Minister for Labour and Industry of New South Wales, was issued during the year 1919. The matters investigated comprised, amongst others, the factors of industrial unrest, collective bargaining, the legal control of industrial relationships, industrial welfare, workmen's compensation, social and unemployment insurance, profit sharing, child and female labour, industrial research and methods of production. The report concludes with suggestions for reforms.

The following new regulation under the Industrial Arbitration Act, 1912-19, relating to preference of employment, was gazetted on the 8th August, 1919 :—

“ A Board may, in making an Award, declaring that preference of employment shall be given to the members of any trade union of employees, declare that such preference shall be given upon such terms and conditions as the justice of the particular case may seem to the Board to require.”

(ii.) *Victoria*.—In this State during the year 1919, four new Wages Boards were authorised for the following industries or callings, not previously under any Board :—(a) Sugar refining ; (b) employees of a seller of dairy produce or cooked meat ; (c) umbrella making and, (d) musicians. In addition, three other Boards were authorised for industries or callings for which Boards were already in force :—(a) The Charworkers' Board superseded the Office Cleaners Board ; and (b) a Restaurant Board and a Hotel Board superseded the Hotel Employees' Board. The constitutions of the undermentioned seven Boards were varied during the year :—Painters', Woodworkers', Country Woodworkers', Musical Instruments', Pottery, Printers', and Carpenters' Boards.

The Cement, Manufacturing Chemists, Cement Articles and Musical Instruments' Boards issued first determinations during the year.

On the 6th August, 1919, Mr. Justice Mann was appointed as President of the Court of Industrial Appeals for a period of two years. Two determinations were made by the Court during 1919, appeals having been lodged against the Determinations of the Builders' Labourers and the Plumbers' Wages Boards

A Board of Enquiry was appointed on the 12th August, 1919, to inquire into and report upon the rates of wages or pay that, in the opinion of such Board, should be paid to the different classes of persons employed by the State at Morwell in connection with mining for brown coal in that locality. The result of the Board's investigation was a recommendation that the rates of pay to brown coal miners at Morwell should be increased.

Towards the close of the year the Factories and Shops Act, 1915, was amended by the Factories and Shops Act, 1919. The amending measure provides, amongst other matters, for the following :—Closing time of shops ; power of Minister to require dining rooms, bath-rooms, etc., to be provided for use of employees ; shop holidays ; power of wages boards relating to bread baking to vary rates, etc., payable to employees according to time during day or night when work done : and also alteration, etc., of determination of Court by wages board concerned

A Railways Classification Board, constituted by a Judge of the County Court as Chairman, and two members representing the Victorian Railways Commissioners, and two representing the employees, was appointed during the year 1919, to determine the rates of salary and wages of all officers and employees (other than those whose remuneration is fixed by any Wages Board under the Factories and Shops Acts), up to a limit of £400 per year ; and to prescribe hours of duty, rates of payment for overtime, etc., for the railway staff generally. The Board was also given power to determine any disputes between employees and the Commissioners as to the application of Wages Board rates.

The Board commenced its sittings early in December, and in the same month submitted a recommendation that an interim payment should be made to increase the minimum wage of adult male employees to 10s. 6d. per day. This was given effect to, and after a further exhaustive investigation an award was made by the Board, on 11th March, 1920, increasing the basic rate of pay for adult employees of the Victorian Railway Service to 11s. 9d. per day. A corresponding increase was made in the wages and salaries of all grades of officers and employees within the scope of the Board's jurisdiction, the increased payment being made retrospective to 1st July, 1919.

A large number of disputes have been ventilated before the Board, which has issued Orders determining the matters.

The Board is now investigating claims for shorter hours of duty, increased overtime rates, etc.

(iii.) *Queensland.*—During the year the Court of Industrial Arbitration continued its activity, issuing 127 new awards, and varying 61 existing awards. Several awards were made for industries and callings not previously subject to any award or agreement. Industrial agreements filed under the provisions of "The Industrial Arbitration Act of 1916" during the period under review, numbered 29.

It is worthy of note that in several awards issued during the year a lesser number of hours of labour than previously worked has been prescribed.

Many interesting judgments and awards were gazetted, dealing with the cost of living, preference to unionists, the minimum wage, hours of labour, and other cognate matters.

During November a consolidated award, covering carpenters, bricklayers, plasterers, stonemasons, painters, plumbers and builders' labourers, was gazetted. The Legislature has given power to the Court "to codify into one award, subject to such amendments as it may deem expedient to make, all awards binding or affecting any employer or class or section of a class of employers in any calling or callings, or the members of an industrial union employed by the same employer, or class or section of employers when such employer or class or section of employers or such members is or are subject to more than one award." This consolidated award repealed eight awards. Important awards made in this State during the year were those covering sugar mill and sugar field workers, and railway employees.

(iv.) *South Australia.*—In this State no new Wages Boards were authorised during the year, although the powers of the Boilermakers' Board were extended. Awards and determinations made during the year numbered 51, of which 31 were issued by Wages Boards and 20 by the Industrial Court.

Several awards for industries, not previously regulated, were made. These industries and callings were as follows:—Journalists (country); fibrous plasterers; cardboard box making; and bakers, Port Pirie.

Early in the year 1919 the Government Workers' Tribunal was constituted by the South Australian Government, the Chairman being

appointed a Commissioner to enquire into and report upon, and make recommendations to the Government upon:—

(a) Any claim affecting wages or conditions of employment presented to the Government or any Minister or any Department of the Government or the South Australian Railways Commissioner by or on behalf of any persons exclusively employed by or under the South Australian Government at daily wages (not being clerks), whether such persons are permanently or temporarily employed, which claim has been referred to the tribunal by the Minister of Industry; or

(b) Any matter affecting wages or conditions of employment of any such persons which has been referred to the Tribunal by the Minister of Industry.

In inquiring into and reporting and making recommendations upon any such claim or matter the Tribunal is not bound to take into consideration any award of the South Australian Industrial Court or of the Commonwealth Court of Conciliation and Arbitration or any Determination of a Wages Board fixing the basic living wage or fixing rates of wages to be paid to employees not employed by or under the Government doing substantially the same class of work as employees so employed, but shall take into consideration the fact that employment in the service of the Government is permanent and, any additional privileges allowed in the service of the Government.

In the work of the Tribunal the President is assisted by two assessors, one representing the employees and one representing the Department concerned in the investigations.

As a result of recommendations of the Tribunal, a large number of classes of daily paid employees have received increased wages. The payment of the increased rates of pay in most cases has been made retrospective to 1st July, 1919.

(v.) *West Australia*.—Six new awards were made by the Court of Arbitration in this State during the twelve months under review. The number of industrial agreements filed during the same period was 37, the largest number filed during any one year. Of these 37 agreements, 13 had been made common rule by the Court at the end of the year. Retirements from awards and agreements numbered 10 and 7 respectively.

(vi.) *Tasmania*.—Wages Boards in this State were particularly active during 1919, 21 determinations being issued. This number is greatly in excess of the total number issued during any prior year.

Nine new Wages Boards were authorised during the twelve months for the undermentioned industries or callings:—Engine-driving; dress-making, etc.; commercial clerks; bank clerks; municipal clerks; musicians; hairdressers; labourers; and engine-drivers in cool stores, etc.

(vii.) *Commonwealth Court*.—The number of awards made during the year was 21, and in addition 22 variations of existing awards were made. The number of industrial agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act during the year was 160.

Awards were made for the first time under the provisions of the above-mentioned Act to cover the following occupations:—Hotel employees; ham and bacon curers; employees engaged on sheep and cattle stations; certain mining employees; clothing trade employees; wheat lumpers; musicians; and municipal employees.

The undermentioned sections of the Commonwealth Public Service were brought under award for the first time under the provisions of the Commonwealth Arbitration (Public Service) Act, 1911:—Clerical officers, Department of the Navy; meat inspectors; note sorters; and clerical officers, Commonwealth Railways.