

SECTION XI.—CHANGES IN RATES OF WAGE.

1. **General.**—The collection of information regarding changes in rates of wage throughout the Commonwealth dates from the 1st January, 1913, and the statistical results for the first complete year (1913) were published in Labour Report No. 5. The annual figures for the year 1914, together with complete figures for the year 1915, were published in Labour Report No. 6, while particulars regarding changes in rates of wage during the years 1916, 1917, and 1918, are given in detail in Labour Reports Nos. 7, 8, and 9, respectively. Details relating to all changes in rates of wage recorded for each quarter of the years 1913, 1914, 1915, 1916, and the first two quarters of the year 1917 were published in Labour Bulletins Nos. 5 to 18 respectively. The annual figures for the year 1919 are given in the following tables.

(i.) *Definition of a Change in Rate of Wage.*—For the purpose of these statistics a change in rate of wage is defined as a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of changes are excluded, such, for example, as (a) changes in rates of pay due to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which higher paid classes of workers bear to lower paid classes. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes any and all changes to workers in that industry, irrespective of the different number of separate occupations or trades affected. Further, it should be observed that in some instances a change may relate to the employees of a single employer or to those of a number of employers, according to the instrument or method operating to bring about the change. In a few instances a number of separate instruments, all of which have not necessarily affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course is adopted in order to obviate a multiplicity of changes affecting only a small number of workers in each instance.

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

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

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

(iv.).—*Summary of Particulars Tabulated.*—The particulars thus obtained are summarised under the following headings:—(a) Number of workpeople affected; (b) the total net amount of increase‡ in the weekly wage distribution; (c) the consequential average increase per week to each of the workpeople affected; (d) the method by which the change was brought about; and (e) if effected with or without a stoppage of work. As regards the number of persons affected, the particulars summarised refer to the total number of persons ordinarily engaged in the specific industry or calling. As to the total net amount of increase in wages, this is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling, and includes particulars of any decreases effected. In cases of changes in the minimum rates of wage payable under awards or determinations of industrial tribunals, it has ordinarily been assumed (in the absence of any definite information to the contrary) that the whole of the workers in each designated occupation received the minimum rates of wage before and after the change.

It should be clearly understood that *the computations* (amount of increase per week) *do not relate to the increase each week*, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during that week. It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

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

† After making allowance for any decreases involved.

Further, it may be pointed out that the aggregate of the particulars given in the Labour Bulletins and Quarterly Summaries relating to each of the four quarters of any year, will not necessarily agree with those given in the annual figures published for that particular year. This is due to the inclusion, as far as possible, in the annual figures of particulars of all changes effected within the year. In some instances the advice of a change is not received in time to allow the full particulars relating thereto being collected and included in the quarterly figures.

2. Number and Effect of Changes in each State for the Years, 1913 to 1919.—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act 1904-18 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, set out, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913 to 1919.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	*All States	C'wealth
No. of Changes	1913	140	81	41	26	20	12	..	329
	1914	185	69	50	18	42	19	..	384
	1915	169	87	60	31	25	24	3	401
	1916	1331	168	131	92	42	37	4	870
	1917	201	106	142	78	55	39	16	637
	1918	229	201	246	113	64	46	4	896
1919	457	218	218	136	112	129	13	4	1,284
No. of Persons Affected	1913	89,618	49,254	16,645	4,574	3,036	3,005	..	166,132
	1914	56,489	29,876	20,198	5,624	3,399	4,262	..	390
	1915	109,260	39,087	22,864	10,206	2,661	3,147	185	10,000
	1916	242,721	119,878	72,079	40,925	5,848	7,232	258	3,546
	1917	101,158	68,272	72,643	20,209	12,937	5,288	1,143	11,000
	1918	146,399	110,027	74,174	16,249	9,871	3,611	624	616
1919	280,031	128,693	116,627	35,377	26,673	16,108	1,287	2,095	603,891
Total Net Amount of Increase per Week	1913	21,789	9,880	3,702	1,279	428	635	..	37,713
	1914	13,568	6,689	5,128	1,941	2,423	894	..	143
	1915	29,525	8,078	6,398	3,539	562	778	87	2,938
	1916	56,875	30,566	40,451	9,930	1,440	1,980	88	1,693
	1917	28,896	15,129	20,083	6,070	3,407	1,987	635	4,800
	1918	32,194	25,514	19,649	3,865	2,133	1,323	273	239
1919	127,642	43,930	43,718	11,989	10,249	7,350	618	949	
Average Increase per Head per Week	1913	4 10	4 0	4 5	5 7	2 10	4 5	..	4 6
	1914	4 10	4 6	5 1	6 11	5 9	3 9	..	4 11
	1915	5 5	4 9	5 7	6 11	4 3	4 11	9 5	5 11
	1916	4 8	5 1	11 3	4 10	4 11	5 6	6 10	9 0
	1917	4 5	4 5	5 4	6 0	5 3	7 6	11 1	8 9
	1918	4 5	4 4	5 4	4 4	4 4	7 3	8 9	7 9
1919	9 10	7 6	7 6	6 9	7 8	9 2	9 7	9 1	

* Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. † Including four changes which affected 157 workpeople in the Federal Capital Territory.

In point of number of changes in each State, New South Wales was first, Victoria second, and Queensland third, in each of the years 1913 to 1916. During the year 1917 the number of changes in Queensland exceeded the number recorded in Victoria, while during the year 1918, the number of changes in Queensland was greater than the number recorded

as having taken place in New South Wales. It will be seen from the table that, with the exception of New South Wales, the number of changes in rates of wage recorded during the year 1918 is higher in each State than during any previous year. In the year 1919 the number of changes recorded for New South Wales was greatly in excess of the number for any other State. In all States, with the exception of Queensland, the numbers of changes for which particulars were collected during the year 1919, are higher than those recorded during the year 1918, the most noticeable increases occurring in New South Wales, Western Australia and Tasmania. The relative position of the States in point of the numbers of changes effected, and also in regard to the numbers of workers affected in each year is, of course, largely due to the magnitude of the different industries and callings in which changes took place.

Included in the particulars contained in the foregoing table are those relating to five decreases during the year 1914, seven during the year 1915, eight during the year 1916, eleven during the year 1917, four during the year 1918, and six during the year 1919. The States in which these decreases were recorded were in 1914, New South Wales three, Victoria one, and Tasmania one, affecting 272 persons in all, with a decrease of £59 per week; in 1915 New South Wales two, Tasmania two, and in Victoria, South Australia, and Western Australia one each, affecting in all 494 workers to the extent of a decrease of £81 per week. Of the eight decreases recorded during 1916 in rates of wage, six affected workpeople in New South Wales, one in Victoria and one in Western Australia. The total number of persons affected was 1730, and the amount of decrease per week was £286. In 1917 eleven decreases, affecting 12,828 workpeople, were recorded. Seven of these decreases occurred in New South Wales, two in Queensland, and one each in Victoria and South Australia. The total amount of decrease per week was £3267. In 1918, four decreases, affecting 1525 workpeople to the extent of £284 per week, were recorded. Of these four decreases two occurred in Queensland and one each in New South Wales and Victoria. The six decreases in rates in 1919 affected 4,293 workpeople to the extent of £886 per week. Three decreases were recorded in Queensland, two in South Australia and one in Victoria.

The number of changes in rates of wage during the year 1919 was 1284, which is the highest number recorded since the systematic collection of these particulars by the Bureau was instituted. It will be observed, also, that in addition to the number of separate changes being higher in the year 1919, the number of workpeople who were affected by changes in rates of wage during that year was higher than the number affected during any previous year. The total net amount of increase per week was also higher than for any prior period.

The number of workpeople who were affected by changes in rates of wage during the year 1919 was 603,891, and the total net amount of increase per week was £256,445. The corresponding figures for the year 1918 were 361,581 workpeople and £85,260, net amount of increase per week. Only six decreases in rates of wage were recorded during 1919, so that 1278 of the changes recorded gave increased rates of pay. The number of workpeople affected by the six decreases was 4293.

The average increase per head per week during the year 1919 was 8s. 6d., as compared with 4s. 9d. during the previous year, 5s. 6d. during the year 1917, and 5s. 10d. during 1916.

3. Changes in Rates of Wage in Male and Female Occupations, Number and Effect of Changes in each State, 1913-1919.—Included in the changes in rates of wage recorded in the tables on pages 115 to 128 are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of male and female workers affected, etc., are set out hereunder.

In the following tables particulars are given of the effect of changes in rates of wage to male and female workers, as recorded for each State during the years 1913 to 1919 inclusive :—

Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes in each State and Territory, 1913-1919.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'WLTH.
-------	--------	------	---------	------	------	------	------	--------------	---------

NUMBER OF MALE EMPLOYEES AFFECTED.

1913	83,470	44,692	16,095	3,616	3,036	1,525	..	..	152,434
1914	48,773	25,844	19,628	5,624	7,616	4,232	..	390	111,907
1915	97,672	36,022	21,831	9,807	2,588	2,787	185	10,000	180,892
1916	†225,806	99,667	68,125	39,586	5,669	6,885	249	3,546	449,533
1917	82,601	48,136	63,066	16,844	12,788	4,759	1,143	11,000	240,337
1918	128,728	91,857	59,909	12,889	8,452	3,487	624	616	306,562
1919	253,077	106,389	99,167	32,162	24,185	13,906	1,287	2,025	532,198

NET AMOUNT OF INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	20,682	9,317	3,647	1,127	428	512	..	..	35,713
1914	12,158	6,146	5,055	1,941	2,157	797	..	143	28,397
1915	26,975	7,572	6,250	3,431	545	730	87	2,938	48,528
1916	53,395	26,877	39,874	9,774	1,414	1,937	82	1,593	134,946
1917	25,773	11,080	17,106	5,244	3,329	1,878	635	4,800	69,845
1918	29,410	22,574	16,186	3,311	1,889	1,284	273	239	75,166
1919	132,237	38,115	38,200	10,690	9,560	6,560	618	920	236,900

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	4 11	4 2	4 6	6 3	2 10	6 9	..	..	4 8	5 1
1914	5 0	4 10	5 2	6 11	5 8	3 9	..	7 4	5 1	4 8
1915	5 6	4 2	5 9	7 0	4 3	5 3	9 5	5 11	5 4	6 0
1916	4 9	5 5	11 8	4 11	5 0	5 8	6 7	9 0	6 0	5 10
1917	6 3	5 7	5 5	6 3	5 2	7 11	11 1	8 9	5 10	4 11
1918	4 7	4 11	5 5	5 2	4 6	7 4	8 9	7 9	4 11	8 11
1919	10 5	7 2	7 8	6 8	7 11	9 5	9 7	9 1	8 11	

* Changes recorded in this column are common to all States as the particulars relating to number of workpeople affected and the net amount of increase per week in each State were not ascertainable. † Including 4 changes which affected 157 workpeople in the Federal Capital Territory.

**Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes
in each State and Territory, 1913-19—cont.**

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'wlth.
NUMBER OF FEMALE EMPLOYEES AFFECTED.									
1913	6,148	4,562	550	958	..	1,480	..	..	13,698
1914	7,696	4,232	570	..	783	30	..	..	13,311
1915	11,588	3,065	1,033	399	73	360	..	..	16,518
1916	16,915	20,211	3,954	1,330	179	347	9	..	42,954
1917	18,557	20,136	9,777	3,365	209	529	..	..	52,573
1918	17,671	18,170	14,265	3,350	1,419	144	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	70	71,693

NET AMOUNT OF INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	..	..	2,000
1914	1,400	542	73	..	266	7	..	..	2,288
1915	2,550	506	148	108	17	48	..	..	3,377
1916	3,480	3,689	577	156	20	43	6	..	7,977
1917	3,123	4,049	2,977	826	78	109	..	..	11,162
1918	2,784	2,940	3,513	574	244	39	..	..	10,094
1919	5,405	5,815	5,518	1,299	689	790	..	29	19,545

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	3 7	2 6	2 0	3 2	..	1 8	..	..	..	2 11
1914	3 8	2 7	2 7	..	6 9	4 8	..	..	..	3 5
1915	4 5	3 4	2 10	5 5	4 8	2 8	..	..	..	4 1
1916	4 1	3 8	2 11	2 4	2 11	2 6	13 4	..	..	3 9
1917	3 4	4 0	6 1	4 11	7 6	4 1	..	..	..	4 3
1918	3 2	3 3	4 11	3 5	3 5	5 5	..	..	..	3 8
1919	4 0	6 0	6 4	8 1	5 6	7 2	..	8 3	..	5 5

* See footnote on preceding page.

4. Number and Effect of Changes in Rates of Wage in each State, Classified according to Industrial Groups, 1919.—(i.) *Changes in Rates of Wage according to Industrial Group, 1919.*—In the following table particulars are given as to the number and effect of changes in rates of wage in 1919, in each State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wage, industrial disputes, etc. Particulars concerning changes in rates of wage during the years 1913, 1914 and 1915, classified according to industrial groups, were published in Labour Report No. 6, pp. 88-91, particulars for the year 1916, were given in Labour Report No. 7, pp. 452-3, similar particulars for the year 1917 were published in Labour Report No. 8, p. 108, and for the year 1918, in Labour Report No. 9, p. 125.

Changes in Rates of Wage, Number and Effect of Changes in each State and Territory, classified according to Industrial Groups, 1919.

Particulars.	INDUSTRIAL GROUP.														ALL GROUPS.
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	
New South Wales—															
Number of Changes ..	9	46	52	11	20	64	3	7	35	25	27	3	18	187	
Number of Persons affected ..	2,380	20,951	20,075	11,635	4,941	22,473	2,450	17,638	64,664	12,269	14,343	2,400	16,128	58,686	
Amount of Increase per week £	645	14,797	8,752	4,720	3,018	10,081	915	11,668	38,942	6,070	6,886	1,663	4,891	24,591	
Victoria—															
Number of Changes ..	7	13	44	8	4	40	3	6	9	3	11	4	6	60	
Number of Persons affected ..	2,295	6,600	18,371	6,796	1,141	20,955	1,625	4,510	18,021	4,470	6,492	3,270	3,245	27,902	
Amount of Increase per week £	910	1,934	5,668	2,935	358	5,558	443	2,940	6,383	1,273	3,366	2,165	1,081	9,807	
Queensland—															
Number of Changes ..	10	9	33	6	8	19	14	7	8	6	10	..	17	69	
Number of Persons affected ..	4,043	5,153	25,201	4,470	2,085	2,534	8,494	6,175	10,040	1,842	4,496	..	4,460	28,634	
Amount of Increase per week £	1,698	2,715	5,686	1,785	557	811	5,006	2,815	6,571	654	2,657	..	923	11,840	
South Australia—															
Number of Changes ..	4	14	22	3	2	19	6	4	6	4	10	4	5	33	
Number of Persons affected ..	1,495	1,616	4,650	2,150	260	3,122	2,512	3,085	3,736	1,110	4,223	1,650	1,025	4,730	
Amount of Increase per week £	582	583	1,647	1,104	107	901	933	622	1,142	350	2,580	838	312	1,543	
Western Australia—															
Number of Changes ..	6	3	14	5	6	11	9	3	12	1	2	1	6	33	
Number of Persons affected ..	2,879	690	1,928	1,284	528	837	2,422	700	7,171	480	1,700	250	941	4,913	
Amount of Increase per week £	802	236	661	460	271	225	1,111	470	3,026	124	1,122	110	413	1,168	
Tasmania—															
Number of Changes ..	3	1	9	2	1	8	5	5	2	2	3	2	..	85	
Number of Persons affected ..	524	40	1,733	620	380	605	1,490	2,555	1,585	700	930	1,130	..	3,076	
Amount of Increase per week £	253	26	845	304	138	253	506	1,056	732	250	593	795	..	1,599	
Northern Territory—															
Number of Changes ..	..	3	2	..	..	..	2	..	12	..	1	2	..	1
Number of Persons affected ..	..	83	636	..	..	..	60	..	118	..	15	330	..	15
Amount of Increase per week £	..	40	202	..	..	..	25	..	76	..	6	165	..	14
All States—															
Number of Changes ..	..	..	..	..	..	..	..	..	..	..	4	..	..	4
Number of Persons affected ..	..	..	..	..	..	..	..	..	..	..	2,035	..	..	2,095
Amount of Increase per week £	..	..	..	..	..	..	..	..	..	..	949	..	..	949
Commonwealth—															
Number of Changes ..	39	89	156	131	41	118	42	129	74	157	159	111	119	1,273	
Number of Persons affected ..	13,616	44,133	72,003	26,905	9,335	50,530	19,033	34,501	114,365	20,871	34,294	9,020	25,799	128,856	
Amount of Increase per week £	4,330	20,361	23,551	11,308	4,449	17,829	8,941	17,434	56,872	8,701	18,165	5,739	7,620	50,562	

* Decrease. † See paragraph on page 122. ‡ Including particulars of changes which involved decreases in rates of wage.

It should be observed that industrial awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act, which extend in their operation to more than one State, are counted as a change in each State affected. This is necessary in order that the total number of changes in each State may be obtained. The particulars for the whole Commonwealth, however, record each award and agreement once only. For example, an award affecting a section of the Commonwealth Public Service is operative in each State, and is accordingly included in the State table as a change in each State, but in the total for the Commonwealth the award is recorded as one change only. The totals of the changes recorded as operating in each State are, therefore, in some cases in excess of the totals given for the Commonwealth. On the other hand an award or agreement affecting marine cooks, stewards or engineers, where the persons affected are not working solely in any one State, the award or agreement is not recorded as a change operating in each State, but is added to the number of changes for all States.

The total number of changes during the year 1919, according to State distribution, was 1284, but on classifying the changes according to occupation and industry, and taking into consideration the fact that awards and agreements made and filed under the provisions of the Commonwealth Conciliation and Arbitration Act cover, in the majority of cases, more than one State, the number of separate changes was reduced to 1168. Of this number no less than 373 changes affected workpeople engaged in occupations and industries classified in Group XIV. (Miscellaneous). The number of employees who were affected by these changes was 128,856, and the amount of increase per week in wages was £50,562. Seventy-four changes, affecting 114,365 workpeople, were classified in Group IX. (Railway and Tramway Services); 156 changes affecting 72,603 employees were classified in Group III. (Food, Drink, etc.), while the groups next in order according to workpeople affected were:—Group VI. (Other Manufacturing), with 138 changes affecting 50,530 workpeople; Group II. (Engineering, Metal Works, etc.) with 89 changes, affecting 44,133 workpeople; Group VIII. (Mining, etc.) with 29 changes affecting 34,501 employees; Group XI. (Shipping, etc.) with 59 changes affecting 34,294 workpeople; Group IV. (Clothing, Hats, Boots, etc.) with 31 changes affecting 26,905 employees; and Group XIII. (Domestic, Hotels, etc.) with 49 changes affecting 25,799 workpeople.

(ii.) *Changes in Rates of Wage in Female Occupations according to Industrial Groups, 1919.*—The particulars set out in the immediately preceding table shew the total number of workpeople (male and female) affected by changes in rates of wage. In the following table the number of female employees is shewn, classified according to the industrial groups in which the changes took place in each State during the year 1919. Similar information for the years 1913, 1914 and 1915 was published in Labour Report No. 6; for the year 1916 in Labour Report No. 7, for the year 1917 in Labour Report No. 8, and for the year 1918 in Labour Report No. 9.

Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1919.

PARTICULARS.	INDUSTRIAL GROUP.													
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Books, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Rail and Tram Services.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	All Groups.		
New South Wales—														
Number of Persons affected	40	..	1,278	6,256	118	1,439	811	28	150	8,383	8,451	28,954		
Amount of Increase per week £	8	..	314	3,195	32	302	155	10	52	1,202	1,119	5,405		
Victoria—														
Number of Persons affected	220	110	4,691	5,196	163	1,302	..	..	450	1,575	5,596	19,304
Amount of Increase per week £	73	16	924	2,140	27	276	..	..	293	339	1,727	5,815
Queensland—														
Number of Persons affected	50	..	1,161	3,365	655	11	488	..	..	3,637	7,989	17,460
Amount of Increase per week £	14	..	340	1,278	199	3	132	..	..	566	2,946	5,515
South Australia—														
Number of Persons affected	20	50	290	1,550	120	78	..	..	200	470	437	3,215
Amount of Increase per week £	4	7	61	779	60	12	..	..	130	84	162	1,299
Western Australia—														
Number of Persons affected	20	..	..	916	160	10	39	..	..	365	94	2,488
Amount of Increase per week £	2	..	..	298	85	4	9	..	..	104	127	689
Tasmania—														
Number of Persons affected	35	..	476	340	80	15	..	..	50	..	1,207	2,202
Amount of Increase per week £	14	..	103	172	18	4	..	..	15	..	374	790
All States—														
Number of Persons affected	..	..	..	..	..	..	..	70	..	..	..	98
Amount of Increase per week £	..	..	..	..	..	..	..	29	..	..	..	33
Commonwealth—														
Number of Persons affected	115	160	7,895	17,617	1,296	2,080	1,338	98	850	14,430	24,664	71,693		
Amount of Increase per week £	115	23	1,832	6,562	411	641	276	39	536	2,355	6,455	19,545		

It will be seen from the above table that 71,693 female employees were affected by changes in rates of wage during the twelve months under review. The total net amount of increase per week received by these employees was £19,545. In Victoria 19,304 females received increased wages during the year as compared with 26,954 in New South Wales, 17,460 in Queensland, and 3215 in South Australia. Employees engaged in the manufacture of clothing, hats, boots, etc. (Group IV.), to the number of 17,617, were granted higher rates of pay during the year. The group in which the largest number of females who were affected by changes in rates of wage was Group XIV. (Miscellaneous), no less than 24,664 employees being classified under this heading. The number of female employees in hotels and restaurants, etc. (Group XIII.) who received increased rates of wages during the year was 14,430, and employees numbering 7,895, engaged in preparation and manufacture of food, drink, etc. (Group III.) were granted increases during the year. In the other groups the numbers of workpeople who received increased rates during the year were not large.

(iii.) *Changes in Rates of Wage in the Commonwealth, classified according to Industrial Groups, 1913-1919*—In the following table particulars are shewn relating to the number of changes, number of workpeople affected, and the total amount of increase per week resulting from such changes in the Commonwealth, classified according to industrial groups during the seven years 1913-1919. It must be borne in mind that the numbers of changes shewn in the following table are subject to the qualifications mentioned on page 122 in regard to the awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act.

Changes in Rates of Wage in the Commonwealth according to Industrial Groups, 1913-1919.

Particulars.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tramway Services.	X. Other Land Transport	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	ALL GROUPS.*
1913.															
Number of Changes ..	10	20	45	15	11	55	21	17	16	19	3	9	59	312	
Number of Persons affected ..	7,975	6,594	17,428	11,727	4,602	17,110	19,237	6,112	20,046	7,335	1,839	828	6,481	38,818	166,132
Amount of Increase per week £	1,569	1,607	4,255	2,062	1,128	3,480	5,696	1,210	3,219	2,324	543	436	1,922	8,264	37,713
1914.															
Number of Changes ..	14	30	53	10	17	41	19	25	13	23	2	4	94	365	
Number of Persons affected ..	10,762	9,582	22,692	14,970	2,686	9,061	8,350	7,776	5,313	4,020	16,758	590	939	11,689	125,218
Amount of Increase per week £	2,516	1,834	4,958	2,461	523	2,181	2,471	1,581	1,334	716	6,933	120	188	2,869	30,685
1915.															
Number of Changes ..	18	51	48	7	7	61	13	37	19	15	21	3	11	54	365
Number of Persons affected ..	4,912	32,322	18,214	1,023	1,724	15,451	6,616	19,925	27,140	5,468	13,154	2,800	5,011	44,150	197,410
Amount of Increase per week £	1,131	8,835	4,204	339	539	2,921	1,173	5,507	4,629	2,082	3,702	862	1,095	14,896	51,905
1916.															
Number of Changes ..	35	74	107	21	27	108	37	63	64	31	44	11	13	186	821
Number of Persons affected ..	16,111	27,412	38,171	30,918	10,210	34,037	37,536	63,308	83,528	19,232	12,898	16,286	9,882	92,980	492,487
Amount of Increase per week £	4,255	6,894	16,383	6,558	2,270	9,172	12,400	17,827	17,450	5,282	3,411	10,858	2,016	21,847	142,923
1917.															
Number of Changes ..	14	60	66	21	31	53	38	28	50	19	25	10	15	144	574
Number of Persons affected ..	10,495	16,994	30,515	25,652	6,386	12,585	11,426	25,022	37,264	10,261	12,613	3,440	15,359	74,898	292,910
Amount of Increase per week £	2,568	3,394	2,015	6,104	1,981	4,046	3,477	12,544	12,711	3,054	5,629	1,096	3,720	18,068	81,007
1918.															
Number of Changes ..	61	42	93	26	24	78	30	25	38	25	38	6	23	270	779
Number of Persons affected ..	14,651	31,804	32,411	23,215	8,707	15,160	17,419	14,285	59,625	12,782	1,990	1,717	9,230	118,585	361,581
Amount of Increase per week £	4,343	10,565	9,025	5,252	1,804	3,944	5,420	2,988	10,320	2,185	719	350	2,167	26,178	85,260
1919.															
Number of Changes ..	30	89	156	31	41	138	42	29	74	37	59	11	49	373	1,168
Number of Persons affected ..	13,616	44,183	72,603	26,905	9,335	50,530	19,053	34,501	114,365	20,871	34,294	9,030	25,799	128,856	603,391
Amount of Increase per week £	4,890	20,381	23,551	11,308	4,440	17,829	8,911	17,434	56,372	8,701	18,168	5,739	7,620	50,562	256,445

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act or an Order of the War Precautions Coal Board is counted as one change only, although such Award, Agreement or Order may be operative in more than one State.

5. Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth and States, 1913-1919:—

(i.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1913-1919.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods:—

Changes in Rates of Wage, classified according to Methods by which Effected, Commonwealth, 1913-1919.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act.	By Agreement Registered under C'wealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	TOTAL.*
1913.								
Number of Changes	2	30	4	3	24	213	36	312
Number of Workpeople affected	12,011	4,336	101	4,487	3,387	136,702	5,108	166,132
Amount of Increase per week £	1,543	1,120	20	1,679	831	31,328	1,192	37,713
1914.								
Number of Changes	12	57	1	5	31	197	62	365
Number of Workpeople affected	3,042	8,357	60	21,412	3,180	87,131	2,036	125,218
Amount of Increase per week £	478	2,503	18	7,451	953	18,719	563	30,686
1915.								
Number of Changes	21	63	20	9	14	202	36	365
Number of Workpeople affected	17,727	11,593	2,587	16,388	11,620	128,531	8,966	197,410
Amount of Increase per week £	3,941	2,872	593	4,317	3,080	34,200	2,812	51,905
1916.								
Number of Changes	51	175	9	17	30	467	72	821
Number of Workpeople affected	55,560	46,633	4,034	40,978	25,081	305,340	13,911	492,487
Amount of Increase per week £	10,831	12,114	1,518	14,965	8,800	94,005	2,890	142,923
1917.								
Number of Changes	24	75	14	35	28	310	88	574
Number of Workpeople affected	9,531	15,827	10,500	20,750	16,443	108,723	12,127	292,910
Amount of Increase per week £	3,097	5,429	10,996	7,654	5,579	44,477	3,775	81,007
1918.								
Number of Changes	14	128	3	39	142	354	95	779
Number of Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,603	361,581
Amount of Increase per week £	2,396	9,473	334	4,484	1,633	64,642	2,351	85,260
1919.								
Number of Changes	36	238	29	42	141	582	100	1,168
Number of Workpeople affected	10,285	84,535	45,049	67,741	27,244	397,625	31,412	603,891
Amount of Increase per week £	4,373	28,937	21,283	29,584	10,017	148,632	10,669	256,115

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act or an Order of the War Precautions Coal Board is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. See also remarks on page 115 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only.

It will be seen from the preceding table that, during each year for which particulars are furnished, the most frequent method by which changes in rates of wage were arranged was by award or determination under State Industrial Acts. Direct negotiations between employers and employees, or their representatives, were responsible for numerous changes during each of the years. Awards and agreements made and filed under the provisions of the Commonwealth Conciliation and Arbitration Act brought about large numbers of changes during the last four years. It must be mentioned that, so far as possible, the effect of awards or agreements are recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or

agreements are made retrospective as to the date on which the increased rate of wage has to be paid, while in others the particulars as to the number of workpeople affected and the effect of the change are difficult to ascertain.

(ii.) *Changes in Rates of Wage and Methods by which Effected in each State and Territory, 1919.*—The following tables set out particulars of the results of all changes in rates of wage which were recorded for the year 1919, according to the method by which the changes were effected. The particulars relating to changes effected with or without a stoppage of work are given separately, and include those involving any decrease in rates of wage. For comparative information for the year 1913, see Labour Report No. 5; for the years 1914 and 1915 see Labour Report No. 6; for the year 1916 see Labour Report No. 7; for the year 1917 see Labour Report No. 8; and for the year 1918 see Labour Report No. 9.

Changes in Rates of Wage—Methods by which Effected, 1919.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
New South Wales—			£			£			£
By voluntary action of employers	12	5,805	3,095	..	..	..	12	5,805	3,095
By direct negotiations ..	55	19,270	7,352	11	1,041	479	66	20,311	7,831
By negotiations, intervention or assistance of third party ..	8	17,422	11,876	2	3,845	1,577	10	21,267	13,453
By award of court under Commonwealth Act ..	21	21,013	9,356	1	375	370	22	21,388	9,726
By agreement registered under Commonwealth Act ..	39	5,942	2,351	..	..	..	39	5,942	2,351
By award under State Act ..	271	187,955	95,125	..	..	..	271	187,955	95,125
By agreement registered under State Act ..	37	17,355	6,061	..	..	..	37	17,355	6,061
TOTAL	443	274,770	135,216	14	5,261	2,426	457	280,031	137,642
Victoria—									
By voluntary action of employers	15	3,262	667	..	..	..	15	3,262	667
By direct negotiations ..	52	36,883	12,816	11	3,592	1,258	63	40,475	14,074
By negotiations, intervention or assistance of third party ..	4	13,842	5,846	3	3,145	1,160	7	16,987	7,006
By award of court under Commonwealth Act ..	26	23,690	9,242	2	80	47	28	23,770	9,289
By agreement registered under Commonwealth Act ..	43	13,343	4,679	1	160	48	44	13,503	4,727
By determination under State Act ..	60	27,476	8,132	1	220	35	61	27,696	8,167
TOTAL	200	118,498	41,382	18	7,197	2,548	218	125,693	43,930
Queensland—									
By voluntary action of employers	1	640	384	..	..	..	1	640	384
By direct negotiations ..	13	1,706	*14	1	7	8	14	1,713	17
By negotiations, intervention or assistance of third party ..	1	2,070	1,560	1	850	350	2	2,920	1,910
By award of court under Commonwealth Act ..	13	7,457	3,664	..	..	..	13	7,457	3,664
By agreement registered under Commonwealth Act ..	7	811	189	..	..	..	7	811	189
By award under State Act ..	154	99,990	34,027	1	600	510	155	94,590	34,537
By agreement registered under State Act ..	24	8,496	3,017	..	..	..	24	8,496	3,017
TOTAL	213	116,170	42,855	3	1,457	863	216	116,627	43,718

* Including effect of decrease.

Changes in Rates of Wage—Methods by which Effected, 1919—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
South Australia—									
By voluntary action of employers	2	58	£ 9	..	..	£	2	58	£ 9
By direct negotiations ..	31	10,482	2,361	4	846	263	35	11,328	2,624
By negotiations, intervention or assistance of third party ..	1	141	33	1	650	265	2	791	208
By award of court under Commonwealth Act ..	23	9,000	4,073	1	120	59	24	9,120	4,132
By agreement registered under Commonwealth Act ..	17	2,393	747	..	..	..	17	2,393	747
By award or determination under State Act ..	50	11,388	4,096	..	..	..	50	11,388	4,096
By agreement registered under State Act ..	6	234	62	1	70	21	6	304	83
TOTAL	129	38,691	11,381	7	1,686	608	136	36,377	11,986
Western Australia—									
By voluntary action of employers	2	166	49	..	..	..	2	166	49
By direct negotiations ..	25	5,063	1,730	7	940	375	32	6,003	2,105
By negotiations, intervention or assistance of third party ..	2	680	439	3	643	246	5	1,323	685
By award of court under Commonwealth Act ..	14	2,819	1,336	..	..	..	14	2,819	1,336
By agreement registered under Commonwealth Act ..	2	234	73	..	..	..	2	234	73
By award under State Act ..	24	10,871	4,493	..	..	..	24	10,871	4,493
By agreement registered under State Act ..	32	5,147	1,434	1	110	74	33	5,257	1,503
TOTAL	101	24,930	9,554	11	1,693	695	112	26,673	10,249
Tasmania—									
By voluntary action of employers	4	356	169	..	..	..	4	356	169
By direct negotiations ..	13	1,918	713	1	1,000	750	14	2,918	1,463
By negotiations, intervention or assistance of third party ..	2	1,561	799	1	200	82	3	1,761	881
By award of court under Commonwealth Act ..	18	2,507	1,132	..	..	..	18	2,507	1,132
By agreement registered under Commonwealth Act ..	68	3,441	1,491	..	..	..	68	3,441	1,491
By determination under State Act ..	21	5,125	2,214	..	..	..	21	5,125	2,214
TOTAL	126	14,908	6,518	2	1,200	832	128	16,108	7,360
Northern Territory—									
By direct negotiations ..	12	1,274	605	1	13	13	13	1,287	618
All States—									
By direct negotiations ..	1	500	205	..	..	..	1	500	205
By award of court under Commonwealth Act ..	2	675	305	..	..	..	2	675	305
By agreement registered under Commonwealth Act ..	1	920	439	..	..	..	1	920	439
TOTAL	4	2,095	949	..	..	..	4	2,095	949
Commonwealth*—									
By voluntary action of employers	36	10,235	4,373	..	..	..	36	10,235	4,373
By direct negotiations ..	202	77,096	25,796	36	7,439	3,141	238	84,535	28,937
By negotiations, intervention or assistance of third party ..	18	35,716	20,553	11	9,333	3,680	29	45,049	24,233
By award of court under Commonwealth Act*	38	67,166	29,108	4	575	476	42	67,741	29,584
By agreement registered under Commonwealth Act*	140	27,084	9,969	1	100	48	141	27,244	10,017
By award or determination under State Acts ..	580	336,805	148,037	2	820	545	582	337,625	148,622
By agreement registered under State Acts ..	98	31,232	10,574	2	180	95	100	31,412	10,669
TOTAL*	1,112	585,334	248,660	56	18,507	7,985	1,168	603,801	256,445

* In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, and the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State.

The total number of changes recorded during the year 1919, was 1,168, of which 582, or 50 per cent. of the total number, were brought about by award or determination under State Industrial Acts. The number of workpeople who were affected by these 582 changes was 337,625, and the total amount of increase per week was £148,632. The number of changes in New South Wales brought about by State award or variation of award was 271. The number of workpeople affected was 187,955 and the increase in wages per week was £95,125. In Victoria 61 Wages Board determinations were made, affecting 27,696 workpeople, as compared with 155 State awards or variations of awards in Queensland; 50 in South Australia; 24 in Western Australia, and 21 in Tasmania. The number of changes in rates of wage brought about by direct negotiations between employers and employees or their representatives was 238, the number of employees affected being 84,555, for an increase per week of £28,937. Twenty-nine changes were effected after negotiations with the assistance of a third party not connected with Commonwealth or State Industrial Courts. The number of changes in rates of wage which were recorded as having been made by awards or variations of awards by the Commonwealth Court of Conciliation and Arbitration was 42, while the number of industrial agreements affecting wages filed under the provisions of the Commonwealth Act was 141. Industrial agreements numbering 100 were filed under the provisions of State Industrial Acts. Included in the total number of changes were 56 changes which were arranged after stoppages of work.

SECTION XII.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) which occur in each State and Territory throughout the Commonwealth was initiated by this Bureau at the beginning of the year 1913, and particulars relating thereto, for the first complete year, were published in Labour Report No. 5. Section XI. (Strikes and Lock-outs). An examination of the available data contained in official reports, newspapers, and other publications during past years shewed that insufficient material existed, for the compilation of anything like complete or comprehensive statistics regarding industrial disputes in the Commonwealth for years prior to 1913. A considerable amount of information relating to strikes and lock-outs which took place in New South Wales after the 1st July, 1907, has been published in the New South Wales Industrial Gazette (April, 1913, January, 1914, and subsequent issues), but even these particulars are stated to be more or less incomplete until after March, 1912. With regard to the other States, very meagre information only can be obtained as to the numbers of industrial disputes, much less as to their duration or the number of persons involved.

(i) *Collection of Particulars.*—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) official notifications from heads of various Commonwealth