

SECTION XXVII.

INDUSTRIAL UNIONISM AND INDUSTRIAL LEGISLATION.

§ 1. Development of Trade Unions in Australia.

1. **Historical Development of Trade Unionism in Australia.**—A special article, reviewing the development of trade unionism since its inception, appeared in Year Book No. 9, pp. 937-41.

2. **Registration under Trade Union Acts.**—The benefits conferred by registering trade unions under the Trade Union Acts in force in the various States are not held in much repute; consequently the statistics of registered trade unions of employees not only do not represent the position of unionism, but, in addition, the statistics themselves for past years are so defective as to be practically valueless. The particulars furnish no reliable indication of the numerical and financial position of trade unions. Some of the registered unions fail to supply returns; this non-supply may lead to cancellation of the registration. Some of the unions have obtained the cancellation of their certificates of registration, the apparent reason being that they proposed registering under the Commonwealth Conciliation and Arbitration Act or a State Arbitration Act. In Queensland, some of the largest labour unions withdrew from registration during 1911, mainly on account of the necessity for closer restriction of their objects as set forth in their rules, consequent on legal decisions affecting trade unions. In Victoria and in South Australia very few of the existing unions are registered under the Trade Union Acts. It will be seen, therefore, that the available information is too meagre for statistical purposes.

3. **Registration under Industrial Arbitration Acts.**—Western Australia and New South Wales up to 30th June, 1908, were the only States with Industrial Arbitration Acts under which industrial associations could be, and actually were, registered. The number of registered unions in New South Wales shewed a gradual increase from 1902 to 1907, the figures in the latter year being 109 unions of employers, with 3,165 members, and 119 unions of employees, with 88,075 members. Under the Industrial Disputes Act, which succeeded the Arbitration Act of 1901, it was not necessary to furnish this information. Since the Act of 1908, industrial organisation proceeded rapidly, owing to a general desire on the part of the workers to obtain the status necessary to entitle them to the advantages offered by the Act. The Act of 1908 was repealed by the Industrial Arbitration Act of 1912, and in 1912 there were 117 industrial unions of employers and 192 industrial unions of employees on the register. On the 26th April, 1921, there were 126 industrial unions of employers, and 160 industrial unions of employees on the register. Registration had been granted to 3 of the 160 employees' unions subject to amendment of rules. In the Queensland Industrial Arbitration Act of 1916 provision is made for the registration of any industrial association or trade union of employees. The Act does not provide for the registration of employers' associations. On the 30th June, 1917, 50 unions of employees were registered, and the number on the register at the 31st December, 1920, was 74. In South Australia, provision is made in the Industrial Code 1920 for the registration of industrial unions. This Act came into operation on 1st January, 1921. In Western Australia, the employers' unions numbered 45, with 441 members, in 1904; and 46, with 968 members, in 1920. From 1904 to 1908 unions of employees were in a fairly stationary condition. At the end of 1904 and 1905 there were 140 unions, with 15,743 and 15,461 members respectively, and in 1920, 114 unions, with 35,607 members. Registration under Commonwealth

legislation began in 1906. In that and the four following years, there was but one union of employers; another was registered in 1911. The unions of employees registered were 20 in 1906, with 41,413 members. On the 31st December, 1920, there were on the register 6 organisations of employers, with 6,170 members, and 122 organisations of employees, with 549,285 members.

4. *Types of Trade Unions in Australia.*—The trade unions in Australia are very diverse in character, and range from the small independent association to the large interstate organisation, which, in its turn, may be merely a branch of a British or international union. Broadly speaking, there are four distinct classes of labour organisations, viz. :—(i) the *local independent*, (ii), the *State*, (iii) the *interstate*, and (iv) the *Australasian or International*, but a number of variations occur from each of these classes. The leading characteristics of each of these types were briefly outlined in Labour Report No. 2 (pp. 7 to 9) issued by this Bureau.

5. *Total Number of Unions, 1920.*—As already stated, the figures for trade unions registered under the Acts do not represent the position of unionism in Australia. In 1912 the Labour and Industrial Branch of the Commonwealth Bureau of Census and Statistics was established, and by the cordial co-operation of the officials of the labour organisations, comprehensive figures relating to the development of organised labour are now available. The following table gives particulars of the number of trade unions, the number of branch unions, and the number of members in each State, the Northern Territory and the Commonwealth at the end of 1920 :—

TRADE UNIONS, BRANCH UNIONS, AND MEMBERS, STATES, NORTHERN TERRITORY, AND COMMONWEALTH, 1920.

State or Territory.	Number of Separate Unions.	Number of Branches.	Number of Members.
New South Wales	214	871	277,519
Victoria	158	453	187,100
Queensland	115	340	103,784
South Australia	104	139	55,958
Western Australia	121	172	44,054
Tasmania	81	81	15,220
Northern Territory	3	..	815
Total	796	2,056	684,450
Commonwealth(a)	388(b)	2,464(b)	684,450

(a) Allowing for interstate excess. (b) Number of distinct organisations and interstate groups of organisations in the Commonwealth—not the total number of organisations, which are practically independent and self-governing. (See next page).

In the preceding table the number of separate unions in each State refers to the number of unions which are represented in each State, exclusive of branches within a State. That is to say, each union represented in a State is only counted once, regardless of the number of branches in that State. Except in the last line, the number of branches indicates the number of branches of State head offices, which may, of course, themselves be branches of an interstate or larger organisation. In taking the total number of separate unions in the Commonwealth (see last line but one), it is obvious that, in the case of interstate and similar unions, there will be duplication, since each such union is counted once in each State in which it has any branches. In the figures given in the last line allowance has been made for this duplication. State branches of interstate or federated unions, as well as sub-branches within a State, are included under the heading "Branches"

in the third column—last line. It should be observed, however, that the scheme of organisation of these interstate or federated unions varies greatly in character, and the number of separate Commonwealth unions does not fairly represent the number of practically independent organisations in Australia. In some of these unions the State organisations are bound together under a system of unification and centralised control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes. It may be seen, therefore, that there are 388 distinct organisations and interstate groups of organisations in the Commonwealth, having 2,464 State branches and sub-branches, and a total of 684,450 members.

6. Number and Membership of Unions in the Commonwealth in Industrial Groups, at the end of the years 1912 to 1920.—The following table shews the number of unions and members thereof in the Commonwealth at the end of the years 1912 to 1920. The number of unions specified refers to the number of different unions represented in each State; that is to say, interstate or federated unions are counted once in each State in which they are represented, but sub-branches within a State are not counted.

NUMBER AND MEMBERSHIP OF UNIONS IN THE COMMONWEALTH IN INDUSTRIAL GROUPS, AT THE END OF THE YEARS 1912 TO 1920.

Industrial Groups.	1912.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
NUMBER OF UNIONS.								
I. Wood, Furniture, etc. ..	24	20	20	20	19	20	20	19
II. Engineering, Metal Works, etc. ..	71	76	77	76	75	77	77	76
III. Food, Drink, Tobacco, etc. ..	70	70	72	69	74	80	77	71
IV. Clothing, Hats, Boots, etc. ..	33	30	31	28	26	28	27	26
V. Books, Printing, etc. ..	30	29	30	29	29	30	29	26
VI. Other Manufacturing ..	80	80	78	78	84	84	84	84
VII. Building ..	60	67	63	63	60	58	57	56
VIII. Mining, Quarrying, etc. ..	28	27	27	26	25	26	20	18
IX. Railway and Tramway Services ..	25	32	31	28	34	40	43	43
X. Other Land Transport ..	19	25	24	23	22	23	23	22
XI. Shipping, etc. ..	41	63	66	65	73	72	71	69
XII. Pastoral, Agricultural, etc. ..	14	11	12	10	10	9	8	9
XIII. Domestic, Hotels, etc. ..	27	22	20	22	19	20	20	23
XIV. Miscellaneous ..	99	160	162	168	197	200	215	254
Total	621	712	713	705	747	767	771	796

NUMBER OF MEMBERS.

I. Wood, Furniture, etc. ..	18,569	19,071	16,172	14,762	16,365	18,953	21,156	23,691
II. Engineering, Metal Works, etc. ..	29,953	42,108	47,104	49,230	47,023	47,135	49,043	53,870
III. Food, Drink, Tobacco, etc. ..	28,132	39,763	38,504	41,515	41,229	40,953	46,569	49,447
IV. Clothing, Hats, Boots, etc. ..	16,691	17,593	21,885	25,962	29,150	31,856	38,620	40,325
V. Books, Printing, etc. ..	8,214	9,821	10,784	11,079	11,401	11,972	13,259	15,136
VI. Other Manufacturing ..	24,838	29,002	30,648	32,119	30,017	30,673	34,901	39,710
VII. Building ..	25,609	36,593	37,739	36,255	34,772	35,761	37,301	40,348
VIII. Mining, Quarrying, etc. ..	39,203	39,733	33,024	33,515	34,029	35,519	40,278	41,777
IX. Railway and Tramway Services ..	56,005	71,260	76,482	75,896	79,520	74,813	83,183	89,069
X. Other Land Transport ..	14,550	17,687	17,208	15,719	14,728	14,487	15,903	17,862
XI. Shipping, etc. ..	35,000	44,536	42,903	45,868	51,746	50,433	48,598	41,668
XII. Pastoral, Agricultural, etc. ..	52,180	44,593	38,334	37,679	40,735	44,176	46,794	42,923
XIII. Domestic, Hotels, etc. ..	14,289	11,135	9,269	9,907	10,163	11,169	14,702	19,353
XIV. Miscellaneous ..	69,991	100,376	107,975	117,050	123,309	133,555	137,378	169,271
Total	433,224	523,271	528,031	546,556	564,187	581,755	627,685	684,450

Particulars are given in Labour Report No. 11 (pp. 13-14) of the number of male and female members of unions and the percentage of such members on the total number of adult wage earners. Other tables in the same Report shew the classification of unions according to number of members and the number of central labour organisations. Information is also given below as to the development of trade unionism since 1901.

7. Development of Trade Unions in Australia, 1901 to 1920.—The following table shews for the years specified the total number of trade unions in the Commonwealth, and the number and membership of those unions for which returns are available.

**NUMBER AND MEMBERSHIP OF TRADE UNIONS IN COMMONWEALTH,
1901 TO 1920.**

Particulars.	1901.	1906.	1911.	1914.	1915.	1916.	1917.	1918.	1919.	1920.
Total number of unions ..	198	302	573	712	713	705	747	767	771	796
Number of unions for which membership available ..	139	253	542	712	713	705	747	767	771	796
Membership of these unions ..	63,218	147,049	344,999	523,271	528,031	546,556	564,187	581,755	627,685	684,450

These figures shew that while the number of unions in 1920 was more than double the number in 1906, the estimated membership during the same period increased nearly fourfold. During the last nine years the annual increase in membership was greatest in the year 1912, when it amounted to no less than 68,492, and least in 1915, when it was only 4,760.

8. Interstate or Federated Unions, 1920.—The following table gives particulars as to the number and membership of interstate or federated unions in 1920 :—

**NUMBER AND MEMBERSHIP OF INTERSTATE OR FEDERATED UNIONS IN THE
COMMONWEALTH, 1920.**

Particulars.	Unions Operating in—					Total.
	2 States.	3 States.	4 States.	5 States.	6 States.(a)	
Number of Unions ..	15	14	14	16	40	99
Number of Members ..	19,494	52,556	53,448	123,253	294,622	543,378

(a) Certain Unions in this Group have, in addition to Branches in each of the six States, a Branch in the Northern Territory.

It appears, therefore, that 99 out of the 388 separate associations and groups of associations in the Commonwealth are organised on an interstate basis. The membership of these 99 unions amounts to 543,378, or no less than 79.4 per cent. of the total membership (684,450) of all unions.

9. Central Labour Organisations.—In each of the metropolitan towns, as well as in a number of other industrial centres, delegate organisations, consisting of representatives from a group of trade unions, have been established. Their revenue is raised by means of a per capita tax on the members of each affiliated union. In most of the towns where such central organisations exist, the majority of the local unions are affiliated with the central organisation, which is usually known as the Labour or the Trades Hall Council or the Labour Federation. In Western Australia a unified system of organisation extends over the industrial centres throughout the State. In this State there is a provincial branch of the Australian Labour Party, having a central council and executive, and metropolitan and branch district councils, to which the local bodies are affiliated. The central council, on which all district councils are represented, meets periodically. In the other five States, however, the organisation is not so close, and though provision usually exists in the rules of the central council at the capital town of each State for the organisation of district councils or for the representation on the central council of the local councils in the smaller industrial centres of the State, the councils in each State are, as a matter of fact, independent bodies.

The table below shows the number of metropolitan and district or local labour councils, together with the number of unions and branches of unions affiliated therewith, in each State at the end of the year 1920 :—

CENTRAL LABOUR ORGANISATIONS.—NUMBER, AND UNIONS AFFILIATED, 1920.

Particulars.	N.S.W.	Victoria.	Q'land.	S. Aust.	W. Aust.	Tasmania.	C'wealth.
Number of Councils	3	5	4	3	10	1	26
Number of Unions and Branch Unions affiliated	144	183	50	67	181	27	652

The figures given in the preceding table as to number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated to the local trades councils in the several towns in which they are represented.

Between the trade union and the central organisation of unions may be classed certain State or district councils, organised on trade lines and composed of delegates from separate unions, the interests of the members of which are closely connected by reason of the occupations of their members, such, for example, as delegate councils of bakers, bread carters, and mill employees, or of unions connected directly or indirectly with the iron, steel, or brass trades, or with the building trades.

§ 2. Laws Relating to Conditions of Labour.

1. Tabular Statement of Statutes affecting Labour.—The statutes in force at the end of 1920 in the several States of the Commonwealth, which, more or less directly, affect the general conditions of labour, are shewn in the table hereunder :—

LABOUR LAWS.—TABLE OF STATUTES IN FORCE IN AUSTRALIAN STATES, 1920.

New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.
<p>1. <i>General.</i> Factories and Shops 1912 Early Closing 1899, 1900, 1906, 1910, 1915 and 1919 Saturday Half-Holiday 1910 Eight Hours 1916, 1920 Sunday Trading (Refreshment Rooms) 1916</p>	Factories and Shops 1915, 1919, 1920 (2)	Factories and Shops 1900, 1908, 1914, 1916 (2), 1920	Industrial Code 1920 Early Closing 1911, 1912	Factories and Shops 1920	Factories 1910, 1911, 1917 Shops Closing 1911, 1913
<p>2. <i>Prevention of Strikes and Regulation of Rates of Wages—</i> Industrial Arbitration 1912, 1916, 1918 (2), 1919, 1920</p>	Factories and Shops 1915, 1919, 1920 (2)	Industrial Arbitration 1916	Industrial Code 1920	Industrial Arbitration 1912, 1920	Wages Boards 1920
<p>3. <i>Mining Industry—</i> Mines Inspection 1901, 1904 Coal Mines Regulation 1912, 1913, 1917</p>	Mines 1915 .. Coal Mines Regulation 1915	Mining 1898, 1901, 1902, 1912, 1914, 1915, 1920 Mines Regulation 1910, 1912, 1916	Mining 1893, 1895, 1900, 1911, 1918	Mining 1904, 1919, 1920 Mines Regulation 1906, 1911, 1915 Coal Mines Regulation 1902, 1915	Mining 1917, 1918, 1920 Mines and Works Regulation 1915
<p>4. <i>Security of Wages to Wage Earners—</i> Contractors' Debts 1897 Attachment of Wages Limitation 1900 Truck 1900, 1901, 1918 Bankruptcy 1898 (preference to wages)</p>	Employers and Employees 1915 Insolvency 1915	Contractors' and Workmen's Lien 1906 Wages 1918 Wages 1918 .. Factories and Shops (as above) Insolvency 1874, 1876	Workmen's Liens 1893, 1896 Wages Attachment 1898 Industrial Code 1920 Insolvency 1886, 1887, 1896, 1914, 1915, 1918	Workmen's Wages 1898 .. Truck 1899, 1900, 1904 Bankruptcy 1892, 1898	.. Wages Attachment 1900 .. Bankruptcy 1870, 1899
<p>5. <i>Accommodation, Homes, etc.—</i> Shearers' Accommodation 1901 </p>	Shearers' Hut Accommodation 1915 Closer Settlement (Workers' Homes) 1915 ..	Workers' Accommodation 1915 Miners' Homestead Leases 1913 (2) Workers' Homes 1919	Shearers' Accommodation 1905, 1916 	Shearers' Accommodation 1912 .. Workers' Homes 1911, 1912, 1914	.. .. Homes 1920
<p>6. <i>Inspection of Machinery, etc.—</i> Scaffolding and Lifts 1912 Boiler Inspection Regulations (under Factories and Shops 1912)</p>	Boilers' Inspection 1915 Lifts Regulation 1915	Inspection of Machinery 1915 Inspection of Scaffolding 1915	Steam Boilers and Engine Drivers 1911, 1913 Lifts Regulation 1908 Scaffolding Inspection 1907, 1908	Inspection of Machinery 1904, 1911	Inspection of Machinery 1902, 1909, 1913

LABOUR LAWS—TABLE OF STATUTES—*continued.*

New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.
7. <i>Trade Unions</i> — Trade Unions 1881 Trade Unions Re-registration 1920	Trade Unions 1915	Trade Union 1915	Trade Unions 1876	Trade Unions 1902	Trade Unions 1889
8. <i>Relations of Masters and Servants</i> — Masters and Ser- vants 1902 Apprentices 1901 Apprentices (Amendment) 1915	Employers and Employees 1915 Masters and Ap- prentices 1915 Servants' Regis- try Offices 1915	Apprentices 1828, 1844 Wages 1913 Labour Ex- changes 1915	Masters and Ser- vants 1878 Employees' Registry Office 1915	Masters and Ap- prentices 1873 Masters and Ser- vants 1892 Employment Brokers 1909, 1912, 1913	Master and Ser- vant 1856, 1882, 1884, 1887 ..
9. <i>Liability in case of Accidents</i> — ..	Employers and Employees 1915	..	Employers' Li- ability 1884, 1889	Employers' Li- ability 1894	Employers' Li- ability 1895, 1898, 1903
Workmen's Com- pensation 1916, 1920 (3)	Workers' Com- pensation 1915	Workers' Com- pensation 1916 (2)	Workmen's Compensation 1911, 1918, 1919, 1920	Workers' Com- pensation 1912, 1920	Workers' Com- pensation 1918, 1920

2. **Registered Factories.**—The number of establishments registered under *Factories Acts* is shown below :—

FACTORIES REGISTERED UNDER ACTS, 31st DECEMBER, 1919.

State.	Number of Registered Factories.	Numbers Employed.		
		Males.	Females.	Total.
New South Wales	9,003	84,474	32,431	116,905
Victoria	8,221	75,999	40,370	116,369
Queensland(a)	3,180	21,980	7,847	29,827
South Australia	1,833	14,512	6,026	20,538
Western Australia	1,216	10,158	3,009	13,167
Tasmania(b)	963	7,048	1,513	8,561
Commonwealth	24,416	214,171	91,196	305,367

(a) At 31st March.

(b) At 30th June.

FACTORIES REGISTERED UNDER ACTS, 31st DECEMBER, 1920.

State.	Number of Registered Factories.	Numbers Employed.		
		Males.	Females.	Total.
New South Wales	9,745	92,566	33,479	126,045
Victoria	8,631	76,672	40,174	116,846
Queensland(a)	3,282	24,167	8,547	32,714
South Australia	1,960	15,455	5,208	20,663
Western Australia(c)	1,216	10,158	3,009	13,167
Tasmania(b)	1,004	7,869	1,739	9,608
Commonwealth	25,838	226,887	92,156	319,043

(a) At 31st March. (b) At 30th June. (c) Particulars for 1919. Figures for 1920 not available.

3. **Comparative Statement of Factories Law in Australia.**—The tables on pp. 994 to 999 of Year Book No. 11 shew at a glance the chief provisions of the Factories and Shops Acts in the Commonwealth. Since the issue of that edition, new Acts have been passed in some States and Amending Acts in others, the effect being briefly as follows :—

(i) *New South Wales.* Early Closing (Amendment) Act 1919. Tobacconists' and hairdressers' shops are to close on 4 days at 7 p.m., on one day (Wednesday or Saturday optional) at 1 p.m., and on Fridays at 10 p.m.

(ii) *Victoria.* Factories and Shops Act 1919. The hour for closing shops on Friday nights is altered from 10 p.m. to 9 p.m.

(iii) *South Australia.* Industrial Code 1920. This Code consolidates the previous Factories Acts, and makes some important alterations, the principal being that the minimum wage to be paid to any employee in a factory is 10s. per week, and the total number of hours of employment as regards women and boys over 14, when overtime is worked, is limited to 55 per week.

(iv) *Western Australia.* Factories and Shops Act 1920. A considerable number of alterations have been made in the provisions relating to factories and shops, the more important of those which relate to factories being (a) the number of hands constituting a factory is now four or more, instead of six; (b) no premium whatever may be demanded; (c) the age of admission of girls into factories is raised to 15 years; (d) the maximum number of working hours for boys under 16 years and females is reduced to 44 per week and 8½ per day, with not more than 4½ hours continuous for children under 14 years and women; (e) overtime is limited to two hours per day, on two days per week, which must not be continuous, and 52 days in a year, while overtime pay must be at the rate of time and a half; (f) the employment of women is prohibited for six weeks before or after childbirth; (g) girls under 16 must not be engaged in typesetting, nor persons under 16 in dry-grinding or match-dipping, nor girls under 18 in melting or annealing glass, nor persons under 18 in charge of a lift; (h) all factories must be registered annually.

In shops the maximum number of hours which may be worked is reduced to 48 for male adults and to 44 for boys under 16 and women, while the latter may not be employed for longer than 8½ hours per day, except on one day a week when 9½ hours may be worked. There must also be at least one seat for every three women employed.

4. **Mining Acts.**—Under the Mining Acts the employment underground of all females and of boys under fourteen years is prohibited. A minimum age, usually seventeen, is fixed for employment as lander or bracedman at plats and landing places; no lander, bracedman, underground worker, or man in charge of motive power may be employed more than eight hours a day. A large number of scientific provisions for the protection of the lives and health of miners is also inserted in the Acts. Engine drivers must hold certificates of competency. Persons may be licensed to certify to the condition of boilers. Provision is made to enable injured persons or the relatives of persons killed to recover damages if the injury or death results from a breach of the regulations referred to above. Inspection of mines is fully provided for. Sunday labour is forbidden. In New South Wales and (since 1st February, 1910) Victoria still more advanced mining legislation exists; numerous sections are designed to ensure the well-being of the workers, such as limitation of hours, etc.

5. **Employers' Liability and Workmen's Compensation Acts.**—In each of the States, Acts have been passed allowing compensation to workers who have been killed or injured while engaged in industrial occupations. In the Commonwealth, one Act provides for compensation to all workers employed by the Commonwealth, and another to all seamen working on ships registered in Australia. In New South Wales, amendments of the Workmen's Compensation Act made provision for workmen exposed to dust and for Broken Hill miners. A conspectus of these Acts is given in the pages immediately following.

CONSPECTUS OF WORKMEN'S

HEADING.	NEW SOUTH WALES.	VICTORIA.	QUEENSLAND.	SOUTH AUSTRALIA.
<i>Name of Act</i> ..	Workmen's Compensation Act 1916 and 1920 (3).	Workmen's Compensation Act 1915	The Workers' Compensation Act 1916 (2) and 1918.	The Workmen's Compensation Act 1911, 1918, 1919, and 1920
<i>Definition of Employer</i>	Includes any body of persons, corporate or incorporate, and the legal representative of a deceased employer.	Includes any body of persons, corporate or incorporate.	Includes persons, firms, companies and corporations employing workers.	Includes any body of persons, corporate or incorporate.
<i>Nature of work to which Act applies.</i>	Any person who is under contract of service or apprenticeship, whether by way of manual labour, clerical work or otherwise.	Manual workers. Other workers with incomes up to £250.	Any person (including a domestic servant) who works under a contract of service or apprenticeship, whether by way of manual labour, clerical work or otherwise, including tributers in mines and jockeys.	Manual only, with incomes up to £5 a week.
<i>Workers expressly excluded.</i>	Casuals, outworkers, persons whose remuneration exceeds £525 per annum, and members of the employer's family dwelling in his house.	Workers other than manual earning over £250. Police, outworkers, members of employer's family.	Persons earning over £400. Casuals, police, subscribers to superannuation fund, members of employer's family, salesmen, canvassers, collectors, or persons in receipt of commission.	Persons earning over £8 a week. Outworkers, members of employer's family, seamen whose injury occurs outside jurisdiction, agricultural, horticultural, viticultural, dairying or pastoral workers where machinery is not used, clerks, domestic servants.
<i>Employer not liable to pay compensation for</i>	Injury disabling for less than one week.	Injury incapacitating for less than a week.	Injury incapacitating for less than three days.	First week of injury if disabled for less than two weeks.
<i>In event of insolvency maximum amount of compensation admitted as first charge on assets per individual.</i>	£200.	£200.	Insurance compulsory in State Accident Insurance Fund.	£100.
<i>Compensation in case of Death.</i>				
If dependents left ..	3 years' earnings, or £300, whichever larger; maximum, £500.	3 years' earnings, or £200, whichever larger; maximum, £500.	3 years' earnings, or £300, whichever larger; maximum, £600.	4 years' earnings, or £200, whichever larger; maximum, £300.
If no dependents, maximum amount for medical attendance and funeral expenses.	£20.	£50.	£50.	£20.
<i>Compensation in case of Incapacity.</i>				
Weekly payment ..	66½ % of average weekly earnings; maximum, £3.	Half average weekly earnings; maximum, 30s.	Half average weekly earnings; maximum, £2, minimum, £1.	Half average weekly earnings; maximum, single man 30s., married man £2.
Maximum total liability	£750.	£500.	£750	£500.
<i>Compensation for Workers over 60 years of age who have entered into an agreement.</i>				
Death, with dependents—Minimum ..	..	£50.	..	£50.
Incapacity—Minimum weekly payment ..	..	5s., or quarter of weekly earnings, whichever larger.	..	5s.
Maximum total liability .. ..	..	£50.	..	£50.

COMPENSATION ACTS IN AUSTRALIA.

WESTERN AUSTRALIA.	TASMANIA.	COMMONWEALTH. (Employees.)	COMMONWEALTH. (Seamen.)
Workers' Compensation Act 1912 and 1920.	The Workers' Compensation Act 1918.	Commonwealth Workmen's Compensation Act 1912.	Seamen's Compensation Act 1911.
Same as South Australia.	Same as South Australia.	The Commonwealth.	Same as South Australia.
Manual, clerical, or otherwise with income up to £300 a year.	Work under contract of service or apprenticeship by way of manual labour, clerical work, or otherwise, on land or water.	Manual, clerical, or otherwise.	Navigation or working of ships registered in Australia. Seamen shipped under Articles of Agreement in Australia while under Commonwealth law included.
Persons whose remuneration exceeds £400 a year. Casuals, police, outworkers, members of employer's family.	Casuals, outworkers, police force, domestic servants under 18 years and not working 8 hours per day, and persons whose weekly earnings do not exceed £4.	Persons not employed in manual labour earning over £500 a year. Outworkers, naval and military forces on active service.	Seamen on vessels ordinarily propelled by oars, and those in naval or military service.
Same as South Australia.	Injury incapacitating for less than three days.	..	Same as South Australia.
£150.	£100.	..	Full amount.
3 years' earnings, or £400, whichever larger; maximum, £500.	3 years' earnings, or £200, whichever larger; maximum, £400.	3 years' earnings, or £200, whichever larger; maximum, £500.	3 years' earnings, or £200, whichever larger; maximum, £500.
£100.	£30.	£30.	£30.
Medical attendance up to £1. Half average weekly earnings; maximum, £2 10s.	Half average weekly earnings; maximum, £2, minimum, £1.	Half average weekly earnings; maximum, £2.	Half average weekly earnings; maximum, 30s.
£500.	£500.	..	..
£100.	£100.	..	(If seamen entitled to Commonwealth Old-age pension, amount of compensation and pension together not to exceed 30s. weekly.)
10s.	20s.	..	..
£100.	£100.	..	..

CONSPECTUS OF WORKMEN'S

HEADING.	NEW SOUTH WALES.	VICTORIA.	QUEENSLAND.	SOUTH AUSTRALIA.
<i>Compensation for injured workers who have entered into an agreement.</i>				
Death, Minimum payment .. ..	..	£50.	..	£50.
Incapacity—Minimum weekly payment .. ..	..	5s., or quarter of weekly earnings, whichever larger.	..	5s.
Maximum total liability .. ..	..	£50.	..	£50.
<i>Compensation for workers under 21 years of age earning less than 20s. weekly.</i>				
Weekly payment ..	Average weekly earnings; maximum, 15s.	Average weekly earnings; maximum, 10s.	..	Average weekly earnings; maximum, 10s.
<i>Waiting time</i> ..	None.	One week.	Three days. Compensation from date of accident if incapacity lasts over three days.	One week. No compensation for first week unless incapacity lasts two weeks.
<i>Period after which lump sum can be substituted for weekly payment.</i>	Six months.	Six months.	Any time.	Six months.
<i>Tribunal, if claim not settled by agreement.</i>	Committee representative of employer and his workmen, if existing, or arbitration, or Judge of District Court or by an authorised Stipendiary or Police Magistrate.	Judge of County Court or Police Magistrate.	Insurance Commissioner, Industrial Magistrate, Supreme Court.	Arbitrator. If arbitrator not agreed on within one month, special Magistrate. Appeals to Supreme Court.
<i>Regulations for worker leaving the State in which he was injured.</i>	If permanent incapacity likely, quarterly substituted for weekly payments in case of worker ceasing to reside in the State.	Same as South Australia.	If permanent incapacity proved, 156 times weekly payments substituted for weekly payments in case of worker leaving Commonwealth.	If permanent incapacity likely, quarterly substituted for weekly payments in case of worker leaving State.
<i>Proceedings for compensation not maintainable unless commenced within</i>	Six months.	Six months.	Six months.	Six months.

6. *Other Acts.*—Other legislation regulating conditions of labour has been enacted by the States. The British *Conspiracy and Protection of Property Act* (38 and 39 Vic., c. 86) has been adopted in all the States except New South Wales and Queensland. Servants' registry offices are placed under administrative control, and the rates of commission chargeable are fixed by regulation. Power is given to workmen to attach moneys due to a contractor who employs them, in order to satisfy a claim for wages, such wages being made a first charge on moneys due to a contractor. Workmen are given a lien for wages over material whereon they are working, even if it becomes part of other property. This is in addition to the common law lien, which ceases when possession of the property is parted with. Workmen's wages are protected from attachment. In Victoria, provision is made for the compulsory resumption of suburban lands to provide workmen's homes.

7. *General Results of Industrial Legislation.*—The results of the legislation described must be sought in the Reports of the Inspectors of Factories of the several States, and in the Reports issued by the Labour and Industrial Branch of this Bureau.

COMPENSATION ACTS IN AUSTRALIA—*continued.*

WESTERN AUSTRALIA.	TASMANIA.	COMMONWEALTH. (Employees).	COMMONWEALTH. (Seamen).
£100.	£50, or 39 times average weekly earnings, whichever larger.	..	..
10s.	10s., or quarter of weekly earnings, whichever larger.	..	..
£100.	£100.	..	..
Average weekly earnings; maximum, 20s.	Average weekly earnings, maximum, 20s.	Same as New South Wales.	Same as New South Wales.
Three days.	None.	None.	One week. No compensation for first week unless incapacity lasts two weeks.
Six months.	Two months.	Six months.	Six months.
Local Court.	Commissioner (under Local Courts Act 1898) in Court of Requests.	Arbitrator or County Court.	Arbitrator or County Court.
Weekly payments continue in case of worker leaving State.	Same as South Australia.	If permanent incapacity likely, quarterly substituted for weekly payments in case of worker leaving Australia.	If permanent incapacity likely, quarterly substituted for weekly payments in case of worker leaving Australia.
Six months.	Six months.	Six months.	Six months, or 18 months if ship lost at sea.

Generally speaking, the perusal of these reports and of the reports of Royal Commissions which have inquired into the working of the Acts, affords satisfactory evidence that the Acts have, on the whole, effected their objects.

§ 3. Legislative Regulation of Wages and Terms of Contract.

1. General.—Two systems, based upon different principles, exist in Australia for the regulation of wages and general terms of contracts of employment. A "Wages Board" system exists in Victoria and Tasmania, and an Industrial Arbitration Court in Western Australia. In the industrial legislation of New South Wales, Queensland, and South Australia, both systems are embodied, Industrial or Wages Boards, as well as Industrial Courts, being instituted. In accordance with the provisions of the Acts in New South Wales and Queensland, the Industrial Courts in these States have been exercising the functions of Boards, and the work of the existing Boards has been greatly curtailed. Practically all the awards in these States during the last three years have been made by the Industrial Courts. In Victoria, Wages Boards' decisions may be reviewed by the Court of Industrial Appeals. In New South Wales, Industrial Arbitration Acts of 1901

and 1905 instituted an Arbitration Court. This court expired on 30th June, 1908, having delivered its last judgment on the previous day. Wages Boards were substituted under the Industrial Disputes Act 1908, and subsequent years; while the Act of 1912 introduced the mixed system. The Industrial Arbitration (Amendment) Act, assented to on 22nd March, 1918, amends the law for the regulation of the conditions of industries and industrial arbitration. The Act provides for the establishment of a Board of Trade and of special and deputy Courts of Industrial Arbitration, and also for the appointment of Industrial Boards on the recommendation of the Court. In South Australia the Industrial Code 1920 provides for the constitution of an Industrial Court, which may have the assistance of assessors. Provision is also made for the appointment of a Board of Industry having somewhat similar powers to the Board of Trade in New South Wales. There is also the Arbitration Court of the Commonwealth, which has power, however, to deal only with matters extending beyond the limits of a single State. The Arbitration (Public Service) Act was assented to on the 7th October, 1920. The Act provides for the appointment of an Arbitrator whose duties shall be to determine all matters submitted to him relating to salaries, wages, rates of pay, or terms or conditions of employment of officers or employees of the Commonwealth Public Service. The Industrial Peace Act 1920, which was assented to on 13th September, 1920, applies to industrial matters in relation to conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State. Provision is made that the Governor-General may appoint a special tribunal or tribunals for the prevention of and settlement of any industrial dispute or disputes.

The chief aims of the Wages Board system are to regulate hours, wages, and conditions of labour and employment, by the determination of a Board usually brought

TRIBUNALS FOR THE REGULATION OF

<i>Particulars.</i>	NEW SOUTH WALES.	VICTORIA.	QUEENSLAND.
<i>Name of Acts</i>	Industrial Arbitration Act 1912, 1916, 1918 (2), 1919, and 1920	Factories and Shops Act 1915, 1919, and 1920 (2)	Industrial Arbitration Act 1916
<i>Nature of Tribunals</i>	Court of Industrial Arbitration. Industrial Boards. Board of Trade	Court of Industrial Appeals. Wages Boards	Court of Industrial Arbitration. Industrial Boards.
<i>How Tribunals are brought into existence</i>	Court constituted by Act. Industrial Boards by the Minister on recommendation of Industrial Court. Board of Trade constituted by Act	Court constituted by Act. Wages Boards by Governor-in-Council	Court constituted by Act. Industrial Boards by Minister on recommendation of Court
<i>Scope of Acts</i>	To any industry, etc., as the Minister on the recommendation of the Court may direct. Includes Government servants. Board of Trade declarations re living wage, apprenticeship, etc.	To any process, trade, business, or occupation specified in a resolution of both Houses of Parliament or Order in Council (as the case may be). Government servants are not included (a)	To all callings and all persons (including Government servants) except (1) State children; (2) domestic servants; (3) persons engaged in farming operations on dairy, fruit and agricultural farms
<i>How a trade is brought under review</i>	Reference by Court or Minister, or by application to the Board by employers (having not less than 20 employees) or industrial unions	Usually by petition to Minister	Upon reference by an industrial union or employer, or any twenty employees in any calling, or the Minister, or of the Court

(a) "The Railways Classification Board Act" 1919 provides for a special tribunal to regulate wages and hours of employment of railway employees.

into existence for any specified industry or group of industries by petition or application. Under the Industrial Arbitration Court system an industry does not technically come under review until a dispute has actually arisen. Most of the Acts, however, have given the President of the Court power to summon a compulsory conference. In Victoria, where the Wages Board system is in force, there is no provision against strikes, but in Tasmania, where that system has also been adopted, penalties are provided for a lock-out or strike on account of any matter in respect of which a Board has made a determination.

Particulars were given as to the historical development, mode of constitution and general provisions of Wages Boards and Arbitration Courts in Year Book No. 9, pages 960 to 966. These refer to the regulation of wages and working conditions, and the prevention and settlement of industrial disputes.

2. Comparative Statement of Tribunals for Regulating Wages in Australia.—The table on pages 910 to 913 shews at a glance the Acts which operate in fixing wages, the constitution and function of tribunals enacted under them, and the effect and extent of the tribunals' decisions. It will be seen that in all the States there is machinery for the regulation of wages.

Under the authority of the Commonwealth Government a War Precautions Coal Board appointed in November, 1916, to regulate wages, working conditions and other matters in the coal mining industry issued "Orders" during 1916 and 1918, but was inactive during 1917. Special tribunals to deal with the coal industry and the coke industry were appointed by the Industrial Peace Act of 1920.

WAGES IN TRADES IN AUSTRALIA, 1920.

SOUTH AUSTRALIA.	WESTERN AUSTRALIA.	TASMANIA.	COMMONWEALTH.(a)
Industrial Code 1920	Industrial Arbitration Act 1912 and 1920	Wages Boards Act 1920	Conciliation and Arbitration Act 1904-1920. Arbitration (Public Service) Act 1911 and 1920. Industrial Peace Act 1920 (2)
Industrial Court. Industrial Boards. Board of Industry.	Court of Arbitration	Wages Boards	Court of Conciliation and Arbitration
Court constituted by Act. Industrial Boards by the Minister on the recommendation of the Board of Industry. Board of Industry constituted by the Act	Constituted by the Act	By Governor pursuant to resolutions of Parliament and by Proclamation of Governor when Parliament not in session	Court of Record constituted by the Act
To any business, trade, manufacture, or calling carried on by way of trade or for purposes of gain (except agriculture). Includes Government servants. Board of Industry declarations re living wage, etc.	All industrial occupations other than domestic service. Includes certain Government workers	To any process, industry, business, etc., except agricultural, horticultural, or pastoral pursuits	Industrial disputes extending beyond limits of any one State or in Federal Capital or Northern Territories
Court—Submission by Minister, President (after compulsory conference), employers or employers' association, by not less than 20 employees or employees' association. Industrial Boards—By petitions, etc.	Industrial disputes referred by President or by an Industrial Union or Association	Usually by petition to Minister	Industrial disputes either certified by Registrar, submitted by organisation, referred by a State Industrial authority or by President after holding abortive Compulsory Conference

(a) Particulars shewn relate to Conciliation and Arbitration Act 1904-20. A brief review of the Arbitration (Public Service) Act and the Industrial Peace Act is given in Labour Report, No. 11.

TRIBUNALS FOR THE REGULATION OF

<i>Particulars.</i>	NEW SOUTH WALES.	VICTORIA.	QUEENSLAND.
<i>President or Chairman Tribunal</i>	Court—Judge of Supreme Court, or a District Court Judge, or a barrister-at-law of 5 years' standing appointed by the Governor. Industrial Boards—Appointed by Minister on recommendation of Court. Board of Trade—Appointed by the Governor-in-Council	Court—Judge of Supreme Court appointed by Governor. Wages Boards—Appointed by Governor-in-Council on nomination of Board, or failing that on nomination by Minister	Court—Judge of Supreme Court or District Court or a barrister or solicitor of not less than 5 years' standing appointed by Governor. Industrial Boards—Appointed by Board, or failing that, by Minister
<i>Number of Members of Tribunal</i>	Court—Constituted by Judge or an additional or deputy judge or any two or more together. Industrial Boards—Chairman and 2 or 4 other members. Board of Trade—President, Deputy-President, 4 commissioners and 1 or more for rural industries	Court—President and 2 other persons. Wages Boards—Not less than 4 nor more than 10 members and a chairman	Court—Not exceeding 3, including president. Industrial Boards—Two or 4 in addition to chairmen
<i>How ordinary members are appointed</i>	Court—Appointed by Governor. Industrial Boards—Appointed by Minister on recommendation of Court. Board of Trade—By Governor-in-Council	Court—Nominated by representatives of employers and employees on Wages Board or failing that by Minister. Wages Boards—Nominated by Minister. But if one-fifth of employers or employees object, representatives are elected by them	Members of Court by Governor-in-Council. Members of Industrial Boards by Minister on nomination by employers and employees respectively, and on the recommendation of the Court
<i>Decisions—how enforced</i>	By Registrar and Industrial Magistrate	By Department of Labour in Courts of Petty Sessions before Police Magistrates	By Court of Industrial Arbitration on application of any party to the award or agreement, or of Registrar, or Industrial Inspector
<i>Duration of decision</i>	For period fixed by Tribunal, but not more than 3 years, and after such period until varied or rescinded	Until altered by Board or Court of Industrial Appeals	12 months and thereafter, unless sooner rescinded or varied
<i>Appeal against decision</i>	To Court of Arbitration against decision of Boards	To the Court of Industrial Appeals	To Court of Industrial Arbitration against decision of Boards. Case may be stated for opinion of Full Bench
<i>Can Preference to Unionists be declared?</i>	Yes	No	Yes
<i>Provision against strikes and lock-outs</i>	Fourteen days' notice of intention must be given. Secret ballot, two-thirds of members must vote. Penalty for illegal strike, £500; for lock-out, £1,000	Determination may be suspended by Governor-in-Council for any period not exceeding 12 months	Provision made for taking ballot; majority must vote in favour of strike or lock-out. Penalties for strikes or lock-outs, employer or industrial union, £100; other cases, £10
<i>Special provisions for Conciliation</i>	Special Commissioner. Conciliation Committees for colliery and other districts. Registered agreements	None	Compulsory Conference. Registered agreements

WAGES IN TRADES IN AUSTRALIA, 1920—continued.

SOUTH AUSTRALIA.	WESTERN AUSTRALIA.	TASMANIA.	COMMONWEALTH.
Court—Present President appointed by Act. On vacancy occurring, Governor to appoint person eligible for appointment as a Judge of Supreme Court. Industrial Boards—Appointed by Minister on nomination of Board, or failing such nomination, on selection by Board of Industry. Board of Industry—President or Deputy-President of the Industrial Court	A Judge of the Supreme Court appointed by Governor	Appointed by the Governor	President appointed by Governor-General from Justices of High Court for a term of 7 years.
Court—Constituted by President or a Deputy-President, or any 2 or more of them together. Industrial Boards—Chairman and 4, 6, or 8 other members. Board of Industry—President and 4 Commissioners	Three, including President	Chairman, and as many representative members as the Minister declares	President. Provision is made for appointment of Deputy-Presidents
Court—Deputy Presidents by Governor. Industrial Boards—By Minister on nomination of employers and employees respectively, failing that on selection of President. Board of Industry—Appointed by Governor	Appointed by Governor, one each on recommendation of unions of employers and workers respectively	By Minister on nomination by employers and employees. If less or more than required nominations, selected by Minister	Deputy-Presidents appointed by Governor-General from Justices of High Court or Judges of Supreme Court of a State
By Factories Department before Special Magistrate or Justices. Appeal to Industrial Court	By Arbitration Court on complaint of any party to the award or Registrar or an Industrial Inspector	By Chief Inspector under Factories Act with consent of the Minister	By proceedings instituted by Registrar, or by any organisation affected, or a member thereof
Court—Period specified, but not more than 3 years, and thereafter until new award or order made. Industrial Boards—Period specified, not exceeding 3 years, unless previously cancelled by Minister or varied or rescinded by Board or Court	For period fixed by Court, not exceeding 3 years, or for 1 year and thenceforward from year to year until 30 days' notice given	For 2 years, and thereafter until new determination made	For period fixed by award, not exceeding 5 years, and thereafter, unless the Court otherwise orders, until a new award has been made
To Industrial Court	No appeal except against imprisonment or a fine exceeding £20	To Supreme Court against validity of determination only	No appeal. Case may be stated by President for opinion of High Court
No	No	No	Yes; ordinarily optional, but mandatory if in opinion of Court preference is necessary for maintenance of industrial peace or welfare of society
Penalty £500, or imprisonment for 3 months	Employer or Industrial Union, £100; other cases, £10	Organisations, £500; individuals, £20	Penalty, £1,000
Compulsory Conference. Registered agreements	Special Commissioner. Compulsory Conference. Registered agreements	None	Compulsory Conference. Court may temporarily refer to Conciliation Committee. Registered agreements

§ 4. Operations under Wages Board and Industrial Arbitration Acts.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages, hours, and conditions of labour, shewing the number of boards authorised and constituted, and which had or 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 to the 30th June, 1917, and thereafter in the Quarterly Summaries to the 31st December, 1920. Information has also been compiled and included in the later issues of the Labour Bulletin and Quarterly Summary respecting the estimated number of work-people affected by awards or determinations and industrial agreements in each State. In addition, a brief quarterly epitome has been given of the number of awards and determinations made and industrial agreements filed under the Act in force in each State and the Commonwealth Conciliation and Arbitration and the Commonwealth (Public Service) Arbitration Acts. The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1919 and 1920 respectively :—

AWARDS AND DETERMINATIONS MADE AND INDUSTRIAL AGREEMENTS FILED IN EACH QUARTER OF 1919 AND 1920.

State and Commonwealth.	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Full 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.
1919.										
New South 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
South Australia	9	2	8	2	19	2	15	2	51	8
Western Australia	..	3	3	7	1	16	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
1920.										
New South Wales	19	17	52	6	38	12	30	29	139	64
Victoria ..	48	..	28	..	18	..	31	..	125	..
Queensland ..	42	14	44	6	46	..	36	3	168	23
South Australia	10	..	8	3	25	2	31	6	74	11
Western Australia	..	19	..	18	..	12	2	16	2	65
Tasmania ..	21	..	9	..	15	..	9	..	54	..
Commonwealth ..	5	66	8	87	2	9	17	21	32	183
Total ..	145	116	149	120	144	35	156	75	594	346

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. During the second quarter of 1915 these restrictions 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 this activity continued during the subsequent years. The number of awards and determinations (594) made by the Commonwealth Conciliation and Arbitration Court, the State Industrial Courts and Wages Boards, during the year 1920, was higher than the number made during the previous twelve months, when 427 awards and determinations were issued, while the number of industrial agreements entered into during 1920 was 346, as compared with 282 during the year 1919. The number of awards issued by the Commonwealth Conciliation and Arbitration Court was 32, as compared with 21 during the previous year. The number of industrial agreements filed under the provisions of the Commonwealth Act showed an increase in comparison with the number filed during the previous year, the number filed during 1920 being 183, as against 160 during the year 1919.

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 during the four quarters of 1920 :—

PARTICULARS OF BOARDS AND OF AWARDS, DETERMINATIONS, AND INDUSTRIAL AGREEMENTS IN FORCE AT 31st DECEMBER, 1913 AND DURING EACH QUARTER OF 1920.

Dates.	Boards Authorised.	Boards Constituted.	Boards which had made Awards or Determinations.	Awards or Determinations in Force.(a)	Industrial Agreements in Force.
31st December, 1913	505	501	387(b)	575(c)	401
31st March, 1920	508	502	471	935	923
30th June, 1920	523	518	490	970	1,011
30th September, 1920	527	521	486	1,008	1,005
31st December, 1920	475(d)	470(d)	440(d)	1,041	972

(a) Including awards made by Arbitration Courts. (b) Owing to a number of awards made under the New South Wales 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. (c) Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913. (d) Reduction in the number of Boards authorized, etc., is due to the dissolution on the 9th December, 1920, by the Industrial Code 1920 of Wages Boards in South Australia appointed under the Factories Acts 1907 to 1915. Provision is made in the Industrial Code 1920 for the appointment of Industrial Boards.

It will be observed from the particulars set out in the above 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 seven years ending 31st December, 1920. At the end of 1920, 466 additional awards or determinations were in force in the Commonwealth. The number of industrial agreements* made and in force under the various Acts increased during the seven years under review by 571.

* The registration of industrial agreements is not provided for under the Act in force in Victoria, 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.

In the following table particulars are given for each State and the Commonwealth of the number of Boards authorised, etc., at the 31st December of the years 1913 and 1920 :—

BOARDS AUTHORISED AND CONSTITUTED, AWARDS, DETERMINATIONS AND AGREEMENTS IN FORCE AT 31st DECEMBER, 1913 AND 1920.

Particulars.	At 31st Dec.	C'with.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.(a)—</i>									
Boards authorised ..	{ 1913 .. 1920 ..	(b) 216 265	135 161	75 (c) 74	56 (d) 2	.. ..	23 47	505 475
Boards constituted ..	{ 1913 .. 1920 ..	(b) 223 265	132 159	74 (c) 74	51 (d) 2	.. ..	21 44	501 470
Boards which have made Awards or Determinations	{ 1913 .. 1920 ..	123 245	123 150	74 (c) 74	47 (d) 2	.. ..	19 43	386 440
<i>Awards and Determinations—</i>									
Awards and Determinations in force ..	{ 1913 .. 1920 ..	17 106	(e) 265 359	127 455	73 212	54 100	18 64	21 45	575 1,041
<i>State Awards and Determinations—</i>									
Applying to whole State	{ 1913 .. 1920 ..	32 31	8 30	3 44	.. 1	.. 5	15 43	58 154	
Applying to Metropolitan area	{ 1913 .. 1920 ..	58 106	.. 1	28 56	53 72	13 46	1 ..	153 281	
Applying to Metropolitan and Country areas	{ 1913 .. 1920 ..	49 133	105 114	1 43	.. 5	1 2	5 2	161 299	
Applying to Country areas	{ 1913 .. 1920 ..	126 89	14 10	41 69	1 22	4 11	.. ..	186 201
<i>Commonwealth Awards—</i>									
Awards in force in each State ..	{ 1913 .. 1920 ..	13 71	17 77	15 50	16 69	9 48	13 62	.. ..
<i>Industrial Agreements—</i>									
In force ..	{ 1913 .. 1920 ..	228 673	75 107	.. 56	5 31	11 82	82 105	401 972
Commonwealth Agreements in force in each State ..	{ 1913 .. 1920 ..	132 220	129 305	68 57	62 71	57 37	61 107	.. ..
Number of Persons working under State Awards and Determinations (estimated) ..	1920 ..	275,000	165,000	100,000	27,000	35,000	15,000	617,000	

(a) The figures for New South Wales are exclusive of Demarcation Boards. (b) Including Boards which were subsequently dissolved owing to alteration in the sectional arrangement of industries and callings. (c) Reduction in the number of Boards is due to the repeal during 1917 by the Industrial Arbitration Act 1916 of Industrial Boards appointed under the Industrial Peace Act 1912. (d) Wages Boards appointed under the Factories Act 1907 to 1915, with the exception of those which had any matter part heard, were dissolved by the Industrial Code 1920 on the 9th December, 1920. Provision is made in the new Act for the appointment of Industrial Boards. (e) Omitting a number of awards which expired on the 31st December, 1913.