

These figures shew that the estimated relative productivity per head of population increased by no less than 86 per cent. from 1871 to 1911, and by nearly 33 per cent. from 1891 to 1911. The increase was not uniform during the whole of the years specified, slight decreases occurring in 1901 and 1911, and a heavy fall in 1908, which was a year of severe drought. The figures further shew that there has been a considerable falling-off in productive activity since 1913.

The above table furnishes the necessary indication of variations in productive activity, based on prices corresponding to the time at which the valuations were made, and obviously the prices used should be "wholesale prices." There is, however, some doubt as to how far the weights, or mass units, *i.e.*, relative quantities of the commodities used for the purpose of weighting prices in order to compute price-indexes which refer to the consumption of those commodities in Australia can be legitimately used. The relative quantities produced for export and home consumption combined, that is, for the whole production, probably varies appreciably from the relative quantities (mass units, or weights) used for home consumption, and the price-indexes for wholesale and retail prices may not be the same as price-indexes of the value production, if such could be computed according to the relative quantities of commodities produced.*

Index-numbers of productive activity computed by the application of retail price index-numbers are included in the table for comparative purposes, though obviously retail price variations cannot be applied to correct apparent variations in productivity with the same degree of accuracy as wholesale price index-numbers.

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

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, shewing the number of boards authorised, constituted, and in existence 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. Information has also been compiled and included in the later issues of the Labour Bulletin, respecting the estimated number of workpeople 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

* Further, it should be observed that the variations in wholesale prices may vary considerably even during the course of a year. (See Labour Report No. 6, page 52).

‡ Information as to the main provisions of the various Acts in force was given in "Labour Bulletin" No. 1, pages 57 to 60.

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 1914, 1915, 1916, and 1917.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of 1914, 1915, 1916 and 1917.

State.	1st Quarter.		2nd Quarter		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1914.										
N. S. Wales	15	8	32	28	38	10	12	4	97	50
Victoria	15	..	14	..	15	..	3	..	47	..
Queensland	9	..	11	3	16	1	5	..	41	4
S. Australia	1	3	1	..	..	..	6	..	2	9
W. Australia	2	10	2	5	3	7	2	3	9	25
Tasmania .. .. .	..	..	2	..	4	..	..	..	6	..
Commonwealth .. .. .	..	5	4	10	2	6	..	21*	6	42*
TOTAL	42	26	66	46	78	24	22	34	208	130
1915.										
N.S. Wales	28	9	40	6	38	6	39	4	145	25
Victoria	3	..	2	..	17	..	31	..	53	..
Queensland	1	1	7	..	13	2	14	7	35	10
S. Australia .. .. .	..	..	1	..	2	..	6	4	8	5
W. Australia	1	7	4	6	2	6	11	3	18	21
Tasmania	1	..	..	..	7	..	..	..	8	..
Commonwealth	1	..	2	11†	2	13	2	51‡	7	182
TOTAL	35	17	55	126	81	31	103	69	274	243
1916.										
N. S. Wales	28	7	53	14	53	14	66	14	200	40
Victoria	34	..	21	..	18	..	13	..	86	..
Queensland	11	2	26	27	18	8	14	5	69	43
S. Australia	5	3	7	2	10	..	7	1	29	6
W. Australia	3	2	6	3	3	3	4	5	14	13
Tasmania	3	..	7	..	3	..	1	..	14	..
Commonwealth .. .. .	..	2	5	3	4	5‡	5	11	14	21
TOTAL	84	16	125	49	107	30	110	36	426	131
1917.										
N.S. Wales	35	14	23	11	31	7	19	11	108	43
Victoria	18	..	19	..	22	..	6	..	65	..
Queensland	15	3	6	12	21	16	21	11	63	42
S. Australia	13	..	11	..	11	1	4	2	39	3
W. Australia .. .. .	..	1	2	11	..	8	2	8	4	28
Tasmania	1	..	..	..	3	..	3	..	7	..
Commonwealth	1	65	10	5	12	9	10	56	33	185
TOTAL	83	83	71	39	100	41	86	88	319	251

* Of this number 18 agreements were made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an Award of the Commonwealth Court.

† Of this number, 108 agreements were made between the Federated Engine Drivers' and Firemen's Association and various employers, in terms of an award of the Commonwealth Court

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

§ Including 1 agreement varied in respect to wages only.

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

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.* It will be seen from the records for the fourth quarter of 1914 and the first quarter of 1915, that those restrictions were apparently most effective in New South Wales, Victoria, and Queensland. There is, however, a fundamental difference between the various systems as regards the period for which awards, determinations, and industrial agreements remain in force. In New South Wales awards of industrial boards may be made for any period not exceeding three years, and industrial agreements with a currency not exceeding five years. At the end of the period specified in the award or agreement the instrument lapses unless revised or renewed.† In Western Australia, awards of the Industrial Court may be made for (a) "any specified period not exceeding three years from the date of the award; or (b) for one year, and thenceforward from year to year,"‡ and industrial agreements for a term not exceeding three years. Notwithstanding, however, the expiry of the term for which an award or an industrial agreement has been made, they remain in force in respect of all parties thereto until the expiration of thirty days after notice of intention to retire therefrom has been filed in the office of the Clerk of the Court.§ In Queensland|| awards of the Industrial Court remain in force for a period not exceeding twelve months and thereafter shall, unless the Court otherwise orders, continue in force until a new award is made. In Victoria, South Australia, and Tasmania, determinations by wages boards are not made for any specified period and remain in operation until superseded by another determination. In South Australia, however, awards made under the Industrial Arbitration Act 1912 remain, subject to any variation ordered by the Court, in force for a period of three years, and thenceforward until a new award is made, but are binding only on those parties to the industrial matter or industrial dispute, who are summoned to appear before the court as parties, except in those cases in which the award is declared by the Court to be a common rule.¶ Awards made under the Commonwealth (Public-Service) Arbitration Act 1911 are not limited in operation to any period. Awards under the Commonwealth Conciliation and Arbitration Act 1904-1915 may be made for any period to be specified in the award, not exceeding five years from the date of the award and, after the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award is made.** An Industrial Agreement made subsequent to a compulsory conference convened under Section 24 of the Commonwealth Act, has the same effect as an award, and thus remains in force until superseded by an award of the Court or by

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

† It is understood that the provisions of these instruments, in so far as they relate to wages and hours of labour, are generally observed, although the period for which they are made has expired.

‡ W.A. Industrial Arbitration Act 1912 Sec. 81.

§ Ibid with respect to Awards, Sec. 83 (1) (2); and with respect to industrial agreements, Sec. 85 (5), (6).

|| The Industrial Arbitration Act of 1910, was assented to on the 18th December, and the Industrial Peace Act 1912 was repealed. The new Act came into force on the 12th January, 1917.

¶ S.A. Industrial Arbitration Act, 1912, Sec. 18 (a) (b) (c).

** See Commonwealth Conciliation and Arbitration Act, 1904-1915, Section 28 (1) (2). Awards under this Act are only operative and binding on the parties named in the plaint.

a further agreement. An Industrial Agreement under Part VI. of the Act may be made for any period not exceeding five years (Sec. 75), but (Sec. 81) in default of any express agreement to the contrary therein contained shall, unless rescinded, and subject to any variation, continue in force after the expiration of the term specified therein, until the expiration of one month after some party thereto has given written notice to the Registrar and to the other parties of his desire to determine it.

It will thus be seen that the restrictive measures adopted affected workers in New South Wales to a greater degree than in the other States. In order to overcome that difficulty and to assist in maintaining the legal minimum wage, a number of awards, extending for varying short periods the operation of expired awards, were made by Industrial Boards during the last quarter of 1914 and the first quarter of 1915. Notwithstanding these awards there were during that period at different times upwards of 50 industries for which awards had expired and in which no legal wage was in force.

During the second quarter of 1915 the restrictions referred to were somewhat relaxed in New South Wales and Queensland, and early in the third quarter operations gradually assumed normal conditions in all the States. During the third and fourth quarters of 1915 greater activity was evidenced in each State, and the number of awards and determinations made by industrial tribunals exceeded those made during any similar period of the two years under review.

Industrial tribunals were very active during the year 1916. The number of awards and determinations made were greatly in excess of the number made during either of the two preceding years. This increased activity was mainly due to applications for a review of existing awards and determinations, owing to the increase in the cost of living. In all States, with the exception of Western Australia, the numbers of awards, etc., made during 1916 exceeded those made during 1915. The Commonwealth Conciliation and Arbitration Court made 14 awards during 1916, as compared with 7 during the previous twelve months.

During the year 1917 industrial tribunals in the various States continued their activity. The number of awards and determinations (319) made during the year was lower than the number made during the previous twelve months, when 426 awards and determinations were issued. The number of industrial agreements entered into during 1917 was 251, as compared with 131 during the year 1916. The number of awards issued by the Commonwealth Conciliation and Arbitration Court was 33, as compared with 14 during the previous year. The number of industrial agreements filed under the provisions of the Commonwealth Act also shewed a large increase in comparison with the number filed during the previous year, the number filed during 1917 being 135, as against 21 during the year 1916.

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, constituted, and in existence, and including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at approximately quarterly intervals during the succeeding four years.

Particulars of Boards and of Awards, Determinations and Industrial Agreements in Force at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1917.*

Dates.	Boards Authorised.	Boards Constituted.	Boards in Existence.	Boards which had made Awards or Determinations	Awards or Determinations in Force†	Industrial Agreements in Force.
31st Dec., 1913	505	501	484	387||	575§	401
30th April, 1914	525	509	492	422||	575	415
30th June, 1914	537	523	504	457||	584	429
30th Sept., 1914	549	539	517	474	599	409
31st Dec., 1914	553	544	522	478	576‡	369
31st March, 1915	560	551	526	486	589‡	371
30th June, 1915	568	557	532	495	638	481
30th Sept., 1915	582	570	536	495	644	498
31st Dec., 1915	573¶	554¶	546	498	663	546
31st March, 1916	580	568	542	495	651	553
30th June, 1916	589	571	555	512	678	581
30th Sept., 1916	591	573	557	519	683	596
31st Dec., 1916	594	572	554	525	706	609
31st March, 1917	475**	470**	470**	529	722	666
30th June, 1917	476	471	471	530	714	663
30th Sept., 1917	478	473	473	441††	734	666
31st Dec., 1917	478	473	473	442	744	732

* Details for each quarter have already been published in Labour Bulletins, and in Labour Reports Nos. 5 to 7.

† Including awards made by Arbitration Courts.

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

§ Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1915.

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

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

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

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

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 four years ending 31st December, 1917. Including the operations under the Commonwealth Arbitration Acts* and of the Western Australian Industrial Arbitration Court, 169 additional awards or determinations were in force at the end of 1917. The number of industrial agreements† made and in force under the various Acts increased during the four years under review by 331.

* The Commonwealth Conciliation and Arbitration Act 1904-15, and the Commonwealth (Public Service) Arbitration Act 1911.

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

Boards Authorised and Constituted, Awards, Determinations and Agreements in Force at 31st December, 1913, 1914, 1915, 1916 and 1917.

Particulars.	At 31st Dec.	C'wth.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
Boards authorised	1913	..	216†	135	75	56	..	23	507
	1914	..	230†	139	101	56	..	27	553
	1915	..	228	147	112§	56	..	32	573
	1916	..	234	147	122	57	..	34	594
	1917	..	237	149	2	57	..	33	478
Boards constituted	1913	..	223†	132†	74	51	..	21	501
	1914	..	238†	135†	94	51	..	26	544
	1915	..	226	142†	104	51	..	31	554
	1916	..	231	143†	111	51	..	33	572
	1917	..	237	147†	2§	55	..	32	473§
Boards which have made Awards or Determinations	1913	..	123	123	74	47	..	19	386
	1914	..	186	130	92	47	..	23	478
	1915	..	196	133	96	47	..	26	498
	1916	..	211	137	97	49	..	31	525
	1917	..	219	140	1§	50	..	32	442§
<i>Awards and Determinations—</i>									
Awards and Determinations in force	1913	17	265||	127	73	54	18	21	575
	1914	18	242	133	89	55	46	26	609
	1915	20	261	137	103	56	57	29	663
	1916	30	253	141	120	62	64	34	706
	1917	64	251	145	125	71	56	32	744
<i>State Awards and Determinations—</i>									
Applying to Whole State	1913	..	32	8	3	..	..	15	58
	1914	..	17	10	4	..	..	19	50
	1915	..	26	12	7	..	..	20	65
	1916	..	8	12	8	..	..	21	49
	1917	..	17	16	14	..	..	25	72
Applying to Metropolitan area	1913	..	58	..	28	53	13	1	153
	1914	..	63	..	30	64	25	1	173
	1915	..	75	..	30	54	32	1	192
	1916	..	74	1	33	58	37	2	205
	1917	..	80	1	31	62	30	1	205
Applying to Metropolitan and Country areas	1913	..	49	105	1	..	1	5	161
	1914	..	41	109	12	..	5	6	173
	1915	..	38	111	17	..	7	8	181
	1916	..	49	114	20	..	7	8	198
	1917	..	89	118	26	2	5	6	246
Applying to Country areas	1913	..	126	14	41	1	4	..	186
	1914	..	121	14	43	1	16	..	195
	1915	..	122	14	49	2	18	..	205
	1916	..	127	14	59	4	20	..	224
	1917	..	65	10	54	7	21	..	157
<i>Commonwealth Awards</i>									
Awards in force in each State	1913	..	13	17	15	16	9	13	..
	1914	..	16	17	15	15	8	12	..
	1915	..	17	19	15	16	10	14	..
	1916	..	25	25	18	22	13	18	..
	1917	..	41	41	30	37	25	34	..
<i>Industrial Agreements</i>									
In force	1913	228	75	..	5	11	82	..	401
	1914	179	78	..	10	17	85	..	369
	1915	361	78	..	15	16	83	..	548
	1916	374	85	..	49	18	83	..	609
	1917	465	82	..	75	18	02	..	732
C'wealth Agreements in force in each State	1913	..	132	129	68	62	57	61	..
	1914	..	96	76	28	34	29	30	..
	1915	..	119	229	29	36	30	33	..
	1916	..	125	236	32	40	37	39	..
	1917	..	137	281	43	50	36	37	..
Number of Persons working under State Awards and Determinations (estimated)									
	1917	..	260,000	150,000	90,000	25,000	32,000	12,000	569,000

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

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

‡ Including one board subsequently superseded by three boards.

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

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

From the particulars set out in the above table, ready comparison can be made with respect to the progress in each of the States during the years 1913, 1914, 1915, 1916, and 1917, as to the number of Boards operating, and the number of Awards, Determinations, and Industrial Agreements in force at the end of each annual period.

Information as to the main provisions of the various Industrial Acts in force throughout the Commonwealth was given in Labour Bulletin No. 1. In later issues brief reviews have also been furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals and any special application or conditions of the terms of awards or determinations. In this report, brief particulars regarding special pronouncements by Industrial Courts during the year 1917 are given. It is proposed, however, to embody in a future publication a special section dealing at greater length with the various awards and judgments. Special attention will be given to decisions relating to cost of living, minimum wage, equal pay for the sexes, preference to unionists, strikes and lock-outs, and other matters of industrial interest.

(i.) *New South Wales.*—In this State Industrial Boards made 66 awards during the year, while 42 new awards were made by the Industrial Court. Variations and amendments of existing awards, numbering 168, were made by the Industrial Court and Boards during the twelve months. The number of Industrial Boards in existence at the end of the year was 237. Awards and industrial agreements in force at that date numbered 251 and 82 respectively. The difference between the number of Boards which had made awards and the number of awards in force is due to certain Boards making separate awards for the same industry, but operative in different areas, or separate awards for branches of the same industry.

The work of the Arbitration Court in this State having increased, it was considered necessary to appoint two additional judges, and such appointments were made during February in accordance with the provisions of the Industrial Arbitration (Amendment) Act 1916.

During the month of April the Western Colliery District Conciliation Committee was re-constituted for the purpose of dealing with industrial disputes which occur within the district.

The Workmen's Compensation Act 1916 came into operation on the 1st July, 1917.

The industrial dispute which originated at the Government Railway Workshops in August was the cause of emergency legislation being enacted, regarding the control of the coal mines and also of gas and electricity. The Acts which were brought into operation were the Coal Mines Regulation Act 1917 and the Electric Lighting and Gas Emergency Act 1917. The latter act was passed to provide for the control of the supply, consumption and use of electricity and gas, and also to relieve the various producers of these utilities from the obligations imposed upon them by the statutes under which they operated. The restrictions placed upon the community in regard to the using of coal, gas and electricity are referred to in more detail in Section XII. of this Report.

The registration as industrial unions under the Industrial Arbitration Act 1916 of over twenty unions was ordered to be cancelled, owing to such unions having participated in the industrial upheaval caused by the introduction of the "card system" into the railway workshops.

The Industrial Arbitration (Amendment) Act, No. 16, 1918, was assented to on the 22nd March, 1918. This Act amends the law for the regulation of the conditions of industries and industrial arbitration; to provide for the establishment of a Board of Trade; to provide for the better organisation of the labour market; to modify the provisions for the repression of lock-outs and strikes; to establish special and deputy Courts of Industrial Arbitration; to provide for secret compulsory ballots in certain cases; to enlarge the powers of trade unions, and to extend the rights and responsibilities of their members; to amend the Industrial Arbitration Act 1912, Industrial Arbitration (Amendment) Act 1916, the Trade Union Act 1881, the Apprentices Act 1901, and the Apprentices (Amendment) Act 1915, and certain other Acts; and for purposes consequent thereon or incidental thereto.

(ii.) *Victoria*.—In this State Wages Boards were authorised and constituted for *Hospital Attendants*, and employees in *Dispensaries* and *Chemists' Shops* during the year. The scope of the *Dressmakers' Board* was extended. The name of the *Milliners' Board* was altered to *Headwear Board*, and the powers of the Board were extended to determine the lowest prices or rates which may be paid to any persons employed in the trade of—(a) making males or females' hats, caps or bonnets; (b) trimming females' hats, caps or bonnets; provided that persons subject to the *Felt Hatters' Board*, or the *Knitters' Board* and persons making machine-made straw hats shall not be subject to the *Headwear Board*.

The *Hospital Attendants'*, the *Tilelayers'* and the *Stationery* Boards issued their first determinations during the year.

The Court of Industrial Appeals was constituted during the period under review to hear appeals against the determinations of the *Commercial Clerks*, *Quarrymen's*, *Stonecutters'*, *Hotel Employees'*, and *Underclothing* Boards, and also to deal with appeals against the order and determination of the Court fixing the wages of confectioners.

After an exhaustive enquiry the Railways Classification Board, which was appointed during March 1917 to consider the claims of the railway employees for increased rates of wage, submitted their report to the Commissioners. Their recommendations were forwarded to the Government, but, owing to the large amount of money involved, payment of the increased rates of wage was deferred, and at the date of this report, the matter of paying part or whole of the increases was under consideration by the Cabinet. The total amount of increased expenditure, should the recommendations of the Board be adopted, is estimated to amount to approximately £180,000, while about 18,000 employees will receive increased rates of pay.

The total number of determinations in force in this State at the end of the year 1917 was 145, of which number 65 were made during the year. The State Act makes no provision for the filing of industrial

agreements. The number of Wages Boards constituted is 147, while the number which have made determinations is 140. The Furniture Board has made five distinct determinations for separate branches of the industry.

(iii.) *Queensland.*—The number of awards which were made during the year in this State was 63, while the number of industrial agreements filed under the provisions of the State Industrial Act was 42. The two industrial Boards constituted under the Industrial Peace Act 1912, and which had not been dissolved at the beginning of the year 1917, completed their work, and were accordingly dissolved. Only two industrial Boards have been constituted under the provisions of the Industrial Arbitration Act of 1916. The Industrial Court is now practically undertaking the work previously performed by Industrial Boards. In a number of instances during the year the terms of industrial agreements have been made "Common Rules" throughout the localities for which the agreements were made.

The Industrial Arbitration Act 1916 came into operation on the 12th January, 1917. The main provisions of this Act were set forth in Labour Report No. 7, p. 446. Under Part VII. of the Act employees in the State railways, police, and other Government departments were brought under the Act. Awards, granting increased rates of pay to Government railway employees, have already been made by the Court, and industrial agreements, filed under the provisions of the Act, have been made on behalf of the Public Service General Officers' Association and the Queensland Teachers' Union.

After a strike of the employees of the Mount Morgan Gold Mining Co., owing to the employment of non-unionists, the Arbitration Court awarded absolute preference of employment to members of the Australian Workers' Union, or of other unions recognised by it. By a Full Arbitration Court judgment on a reference to the Court of an industrial matter by the Federated Storemen's and Packers' Union, it was decided that the Court has general power under the provisions of The Industrial Arbitration Act 1916, to order or award preference of unionists.

In December, after hearing a claim by the Queensland Branch of the Printing Industry Employees' Union for preference to unionists in Brisbane Newspaper Printing Offices, the President of the Industrial Court decided that preference should not be granted.

Early in November, a Bill to amend the Industrial Arbitration Act 1916, passed its third reading in the Legislative Council of this State.

The Bill provides that there shall be no preference to unionists or non-unionists, and that all subsisting awards or orders made under the principal Act awarding preference to unionists are, to the extent to which they award such preference, rescinded. The Bill was forwarded to the Legislative Assembly.

During the twelve months under review, the Arbitration Court in this State was very active, and many interesting judgments and awards were gazetted, dealing with the cost of living, preference to unionists, equal pay for the sexes, the minimum wage and other cognate matters. The decisions regarding these subjects will be included in a special section which will appear in a future publication.

(iv.) *South Australia*.—The number of awards and determinations made by the Industrial Court and Wages Boards in this State during the year 1917 was 39, and three industrial agreements were filed under the provisions of the State Act during the same period. Awards in respect to chemists' assistants at Adelaide, moulders at Crystal Brook, employees of wine and spirit merchants and wine-growers, and employees in chaff mills, came into force for the first time during the period under review.

In June, the President of the Industrial Court, when delivering judgment in the first case brought before him under section 39 of the Industrial Arbitration Act 1912, against an employee of the Australian Glass Manufacturers' Company Limited for unlawfully doing an act in the nature of a strike, gave utterance to some interesting remarks regarding the industrial law of the State, and also in regard to lock-outs and strikes considered in relation to various classes of the community, and to the common good.

In giving judgment in the matter of an appeal against the determination of the Wages Board for Carpenters and Joiners, the President dealt exhaustively with the question of the fixation of rates of wage, the cost of living, restrictions on employers in the conduct of their business and other matters relating to the work of the Industrial Court. The above judgments are too lengthy to be detailed in this report, but are mentioned to direct attention to the special features contained therein.

(v.) *Western Australia*.—In this State the Industrial Arbitration Court issued 4 awards during the year. Twenty-eight industrial agreements were filed during the same period. The number of awards in force at the 31st December, 1917, was 56, while at the same date 92 industrial agreements, filed under the provisions of the State Act, were in force.

(vi.) *Tasmania*.—Seven determinations were made by Wages Boards in this State during the year 1917. There is no provision in the State Act for the filing of industrial agreements. Thirty-two determinations were in force at the end of the year.

An Act entitled The Factories Act 1917 was assented to on the 22nd November, 1917. This Act further amends the principal Act, The Factories Act 1910, and every amendment thereof.

An Act to amend the Wages Boards Act 1910 was enacted on the 23rd February, 1917.

Section 4 of the principal Act was amended by extending the meaning of the term "apprentice" by adding the words, "or any person who, unable by reason of his age to complete his term of apprenticeship before reaching the age of twenty-one years, had obtained a license from the Minister to be indentured."

Section 5 (*Appointment of Wages Boards*) was amended by the addition of provisions regarding the dissolution of Boards, the period of office for which members of Boards were appointed, and the appointment by the Governor of new Boards to take the place of Boards which have been dissolved.

Section 9 (Constitution of Board) was amended in so far as the qualifications of representatives of employers and employees appointed on Boards were concerned.

Section 14 (Appointment of Chairman) was repealed and re-enacted. Provision was made amongst others that the Chairman of every Board shall be appointed by the Governor by proclamation, and shall be a person holding the office of Police Magistrate. The same person may be appointed Chairman of any number of Boards.

Section 20 (Objects and Duties of Boards) was amended and added to. Special clauses regarding the limitation of apprentices were inserted.

Other sections which were either repealed, amended or added to were:—*Sections 22 (Principles of Determination by Boards)*; *23 (Special Provisions for Apprentices)*; *30 (Duration and Publication of Determinations)*; *43 (Penalty for not paying Wages fixed)*. *Sections 44, 56, 57, 62 and 64* were also amended.

(vii.) *Commonwealth Arbitration Acts*.—During the twelve months under review the number of awards made by the Commonwealth Court of Conciliation and Arbitration under the provisions of the Commonwealth Conciliation and Arbitration Act and the Commonwealth (Public Service) Arbitration Act, was 33. Industrial agreements to the number of 135 were filed during the same period. At the 31st December, 1917, the number of awards in force under the above-mentioned Acts, was 64, while the terms and conditions of 465 industrial agreements regarding rates of wage and working conditions were in operation.

The awards made by the Court during the year under the provisions of the Commonwealth (Public Service) Arbitration Act cover employees engaged as telephonists, post and telegraph officers, assistants in the public service, and masters and marine engineers on Government vessels. Under the provisions of the Commonwealth Conciliation and Arbitration Act an important award which was made during the year gave substantial increases to shearers, and also prescribed rates of pay and working conditions for station hands, who were covered by award for the first time. Awards regulating the rates of wage, etc., of seamen, journalists, theatrical employees and tanners in all States came into force during the year. Other awards which were made during the twelve months covered employees engaged in gas works, glass bottle making, flour-milling, engine-driving, carting and driving and mining, while the wages of builders' labourers and storemen and packers were also regulated. Carpenters, engineers, builders' labourers, waterside workers, employees in the pastoral industry, clerks, and masters and marine engineers employed in the Northern Territory were brought under award during the twelve months under review.

The occupations of employees on whose behalf industrial agreements were filed under the provisions of the Commonwealth Act during the twelve months comprised, amongst others, the following:—Storemen and packers, saddlers, smelters, hairdressers, tramway employees, clothing trade employees in the Defence Department, engine-drivers, radio-telegraphists, masters and engineers, journalists, mining employees, manufacturing grocers, pastrycooks and builders' labourers.

The Commonwealth Conciliation and Arbitration Court was busily engaged during the year, and in addition to issuing new awards, made many variations in awards which were already in force. Amongst the awards which were varied during the twelve months were those which covered telephone construction and maintenance men, miners in Victoria, hotel employees and carpenters in Northern Territory, waterside workers, felt hatters, employees in the Commonwealth Public Service, theatrical employees, manure and chemical trade employees, engine-drivers, and mining and pastoral employees.

During the year 1917 a number of interesting awards and judgments were delivered in the Commonwealth Arbitration Court. These dealt exhaustively with the cost of living; the purchasing-power of money; the basic wage; the question of the payment of different rates of wage to single and married men; the deduction from wages for sustenance and keep; preference of employment; the settlement of different rates of wage for the different States and localities, together with other questions of much industrial and economic interest. As mentioned in a previous paragraph in this section, it is proposed to deal with these various questions at greater length in a special section to be included in a future publication.

(viii.) *The War Precautions Coal Board*, appointed in November, 1916, to regulate the wages and working conditions of employees in the coal-mining industry, issued a number of orders during the year 1917. *Order No. 4* dealt with matters concerning the Muswellbrook, Curlewis, Gunnedah and Rosedale Collieries in New South Wales; *Order No. 5* regulated certain working conditions at the South Clifton and South Clifton New Tunnel Collieries; *Order No. 6* provided for the price to be charged for gas by certain gas companies in Sydney; *Order No. 7* provided for an increase in the price of refined oils supplied by John Fell and Company, Newnes and Sydney; *Order No. 8* agreed to the terms of an agreement regarding working conditions between the Australasian Coal and Shale Employees' Federation and the proprietors of the Rosedale, Muswellbrook, Curlewis & Gunnedah Coal Mines; *Order No. 9* dealt with the price to be charged for refined oils supplied by John Fell & Company, Newnes and Sydney; *Order No. 10*, issued on the 28th March, regulated the wages and working conditions of coal miners in Western Australia. A clause in this Order provided that the terms and conditions set out in the Order should be registered as an industrial agreement in the Arbitration Court of Western Australia, so that the compliance with the said terms and conditions might be enforced by that Court; *Order No. 11* requires the proprietors of certain Queensland collieries to submit records, books and other documents for examination; *Order No. 12* slightly varies an agreement made in 1912 relating to the Bellbird Colliery; *Order No. 13* increases the price of pig iron and steel made by the Broken Hill Proprietary Company Ltd. and G. and C. Hoskins Ltd.; *Orders Nos. 14 and 15* regulate wages and working conditions of cokeworkers in the employ of the above companies; *Order No. 16* prescribes certain rates of remuneration and other conditions at Stockton Borehole Colliery; *Order No. 17* provides for a resumption of work at the Richmond Main Colliery, and provides for certain sections in the mine similar rates and conditions as are contained in the Pelaw Main award; *Order No. 18* prescribes certain rates of remuneration

and other conditions for different classes of labour (engine-drivers, winchmen, firemen, trimmers, motor attendants and others) employed in or about the coal and shale mines in New South Wales, except in the case of John Fell & Co.; *Order No. 19* provides that McPherson Proprietary Limited may increase the price to be charged to their customers for pig-iron by a sum equivalent to the increase imposed by virtue of *Order No. 13* of the Coal Mining Board by G. and C. Hoskins Limited upon the said McPherson Proprietary Limited; *Order No. 20*, issued on the 28th September, 1917, regulated the wages and working conditions of coal miners and others employed in or about coal mines in Queensland.

Owing to the employees in the coal mining industry becoming involved in the industrial dispute which originated at the Government Railway Workshops in New South Wales during the month of August, the operations of the War Precautions Board were suspended.

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 year 1916 are given in detail in Labour Report No. 7. 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 1917 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. Bonuses to employees have not been taken into account in the tabulations. 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