

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.

I. 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

to a specific industry or craft, are grouped and taken as a single change. This course is adopted in order to obviate a multiplicity of changes affecting only a small number of workers in each instance.

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

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

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

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

It should be clearly understood that the computations (amount of increase per week) do not relate to the increase each week, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by

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

† After making allowance for any decreases involved.

the change is employed during that week. It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

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

2. Numbers and Effect of Changes in each State for 1913, 1914, 1915, 1916 and 1917.—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act 1904-15 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, set out, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913, 1914, 1915, 1916, and 1917.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	C'wealth
No. of Changes	1913	149	81	41	26	20	12	..	329
	1914	185	69	50	18	42	19	..	384*
	1915	169	87	60	31	25	24	3	401†
	1916	377	168	134	98	42	37	4	870‡
	1917	201	106	142	78	55	38	16	637§
No. of Persons Affected	1913	89,618	49,254	16,645	4,574	3,036	3,005	..	166,132
	1914	56,469	29,876	20,198	5,624	3,399	4,262	..	125,218*
	1915	199,269	39,087	22,864	10,296	2,661	3,147	185	197,410†
	1916	242,564	119,878	72,079	40,925	5,848	7,232	258	157 492,487‡
	1917	101,158	68,272	72,843	20,209	12,907	5,288	1,143	292,910§
Total Net Amount of Increase per Week	1913	£ 21,789	£ 9,880	£ 3,702	£ 1,279	£ 428	£ 635	£ ..	£ 37,713
	1914	13,558	6,688	5,128	1,941	2,423	804	..	30,685*
	1915	29,525	8,078	6,398	3,539	562	778	87	51,905†
	1916	56,835	30,566	40,451	9,330	1,440	1,930	88	40 142,923‡
	1917	28,896	15,129	20,083	6,070	3,407	1,957	635	.. 81,007§
Average Increase per Head per Week	1913	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
	1914	4 10	4 0	4 5	5 7	2 10	4 3	..	4 6
	1915	5 5	4 2	5 7	6 11	4 3	4 11	9 5	4 11*
	1916	4 8	5 1	11 3	4 10	4 11	5 6	6 10	5 1 †
	1917	5 9	4 5	5 6	6 0	5 3	7 6	11 1	.. 5 6§

* Including one change (common to all States) of £143 per week to 390 workpeople, brought about by agreement made pursuant to Section 24 of the Commonwealth Conciliation and Arbitration Act. † Including two changes (common to all States) which resulted in an increase in wages of £2938 per week to 10,090 workpeople. ‡ Including six changes (common to all States), which resulted in an increase in wages of £1593 per week to 3546 workpeople. § Including one change (common to all States) which resulted in an increase in wages of £4900 per week to 11,000 workpeople. The particulars relating to the numbers of workpeople who were affected by these changes, and the net amount of increase per week in each State were not ascertainable.

In point of number of changes in each State, New South Wales has been first, Victoria second, and Queensland third, in each of the years specified, with the exception that, during the year 1917, the number of changes in Queensland exceeded the number recorded in Victoria. Some little variation has occurred in the position of the remaining States. The relative position of the States in point of the numbers of workers affected in each year is, of course, largely due to the magnitude of the different industries and callings in which changes took place.

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

The number of changes in rates of wage, the number of workpeople affected and the net amount of increase per week recorded throughout the Commonwealth during the year 1917, were considerably lower than those recorded for the previous year. The figures for the year 1917, however, were higher than those for the years prior to 1916. The total number of changes during the period under review was 637 as compared with 870 during the previous twelve months. The workpeople affected during these periods were 292,910 and 492,487 respectively, and the net amounts of increase per week were £81,007 and £142,923. The average increase per head per week did not show a marked difference; the average during the year 1917 being 5s. 6d., and during the year 1916, 5s. 10d.

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

Changes in Rates of Wage, Number and Effect of Changes in each State and Territory, classified according to Industrial Groups, 1917.

Particulars.	INDUSTRIAL GROUP.														COMMONWEALTH.
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	
New South Wales—															
Number of Changes	3	15	14	7	15	28	13	15	18	7	7	3	5	51	201
Number of Persons affected ..	4,590	2,229	2,096	9,910	2,324	4,091	5,650	15,374	7,644	1,090	498	540	8,317	36,305	101,158
Amount of Increase per week £	1,155	564	431	1,863	936	1,423	1,732	8,716	1,100	147	296	(*18)	1,289	9,262	28,896
Victoria—															
Number of Changes	3	15	15	5	6	10	2	3	7	4	2	3	3	29	106
Number of Persons affected ..	2,180	11,115	5,236	10,090	997	6,170	290	1,590	2,559	3,858	489	680	5,050	18,058	68,272
Amount of Increase per week £	394	1,933	858	2,562	352	1,702	69	826	241	1,116	113	140	1,315	3,618	15,129
Queensland—															
Number of Changes	3	17	24	5	4	8	10	6	6	4	7	..	2	46	142
Number of Persons affected ..	865	2,216	20,239	3,637	1,325	1,170	3,920	4,643	15,858	1,331	384	..	1,790	14,905	72,843
Amount of Increase per week £	285	487	129	1,124	488	455	1,023	1,917	8,374	507	186	..	1,025	4,083	20,083
South Australia—															
Number of Changes	1	9	10	4	1	8	4	1	5	2	2	2	4	23	78
Number of Persons affected ..	130	1,061	2,059	2,015	700	780	640	1,833	5,130	2,332	96	95	187	3,151	20,209
Amount of Increase per week £	19	340	378	555	145	338	220	550	1,702	684	130	39	87	883	6,070
Western Australia—															
Number of Changes	3	3	4	..	4	5	2	5	8	1	1	2	..	17	55
Number of Persons affected ..	1,780	361	545	..	240	223	290	660	5,634	600	17	1,800	..	937	12,997
Amount of Increase per week £	315	66	123	..	64	68	90	268	1,146	220	3	715	..	330	3,407
Tasmania—															
Number of Changes	1	..	2	..	1	3	2	5	4	1	..	..	1	18	33
Number of Persons affected ..	950	..	340	..	300	151	320	923	241	550	..	..	15	1,499	5,288
Amount of Increase per week £	400	..	94	..	96	60	120	270	85	380	..	..	4	478	1,987
Northern Territory—															
Number of Changes .....	..	1	..	..	..	..	5	..	2	..	5	1	..	2	16
Number of Persons affected ..	..	12	..	..	..	..	436	..	198	..	129	325	..	43	1,143
Amount of Increase per week £	..	4	..	..	..	..	233	..	63	..	101	220	..	14	635
Commonwealth—															
Number of Changes	14	60	566	21	31	553	88	328	50	119	10	15	144	1574	
Number of Persons affected ..	10,495	16,994	30,315	25,632	6,386	12,585	11,426	25,022	37,264	10,261	12,613	3,440	15,359	74,898	292,910
Amount of Increase per week £	2,568	3,394	2,015	6,104	1,981	4,046	3,477	12,544	12,711	3,054	5,629	1,096	3,720	18,668	81,007

* Decrease. † Including one change effected by an Industrial Agreement under the Commonwealth Conciliation and Arbitration Act, the particulars of which, in respect to the numbers affected in each State, are not ascertainable. ‡ Including particulars of changes which involved a decrease in rates of wage. § See paragraph on page 109.

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

Of the 574 changes recorded during the year 1917, no less than 144 affected workpeople engaged in occupations and industries classified in Group XIV. (Miscellaneous). The principal changes, according to the number of workpeople affected, included in this group were those which affected senior assistants in Commonwealth Public Service, letter carriers, telephonists, theatrical employees, musicians, journalists and storemen and packers in Defence Department stores in all States; shop assistants, engine-drivers, municipal and shire council employees, clerks and office assistants, fire brigade employees, water supply and sewerage workers, surveyors' employees, and storemen and packers in New South Wales; shop assistants, storemen and packers, engine-drivers, fuel and fodder employees, commercial clerks and sewerage and waterworks labourers in Victoria; shop assistants, municipal employees, warehouse workers, fire brigade employees, school teachers, clerks, typists and others in the employ of the State Government and Savings Bank, State School caretakers, storemen and packers in wool, hide and oil warehouses, and engine-drivers in Queensland; shop assistants, employees of the Supply and Tender Board, engine-drivers, municipal employees and storemen and packers in South Australia; fire brigade employees, engine-drivers and firemen, and shop assistants in Western Australia; and school teachers, police, municipal employees and engine-drivers in Tasmania.

Railway employees in New South Wales, Queensland, Western Australia and Northern Territory received increases in wages during the year. The rates of wage for tramway employees and carters and drivers in all States were reviewed during the twelve months. In the manufacturing industries the principal changes affected workpeople following the undermentioned occupations:—In New South Wales, timber workers, ironmoulders, blast furnace workers, electroplaters, farriers, agricultural implement makers, ham and bacon curers, butter, biscuit, sugar, vinegar and sauce makers, pastrycooks, millers, tailors, tailoresses, dressmakers, printers, glass-founders, coke workers, coachmakers, gas workers, brick-makers, broommakers, soap and candle makers, jewellers, tanners, small arms and ammunition makers and rubber workers. In Victoria, woodworkers, coopers, ironmoulders, ovenmakers, nailmakers, engineers, brassworkers, electricians, farriers, electroplaters, agricultural implement makers, boiler-makers, cycle and motor builders, bakers, biscuit makers,

pastrycooks, jammakers, meat preservers, millers, teapackers, cold storage employees, woollen mill employees, dressmakers, waterproof clothing makers, underclothing makers, employees at the Government Printing Office, glassfounders, coachmakers, gasmeter makers, rubberworkers, fellmongers and tanners; in Queensland, furniture makers, coopers, engineers, boilermakers, ironworkers and assistants, electrical engineers, tinsmiths, confectioners, millers, ham and bacon curers, meatworks employees, bakers, pastrycooks, biscuit makers, sugarmill workers, woollen mill employees, tailors and tailoresses, shirt, collar and pyjama makers, printers, bookbinders, coachmakers, gasworkers, brick and pottery makers, fellmongers and tanners; in South Australia, timber workers, iron and steel moulders, boilermakers, blacksmiths, agricultural implement makers, electrical workers, fruit preservers, millers, salt workers, slaughtermen, tailors and tailoresses, shirtmakers, white-workers, milliners, dressmakers, printers, bookbinders, glassfounders, gasworkers, brushmakers, jewellers and tanners; in West Australia, timber and sawmill workers, furniture makers, engineers, brewery employees, wine and spirit employees, printers, bookbinders, shipwrights, lime operatives, tanners and 'superphosphate' and 'chemical workers'; in Tasmania, timber and sawmill workers, brewery employees, bakers, pastrycooks, printers, bookbinders, leather workers, tanners and gasworkers.

Other important changes during the year gave increased rates of wages to plumbers and gasfitters, bricklayers, plasterers and other building employees, metalliferous miners, colliery employees, Sulphide Corporation employees, dredge miners, sugarcane cutters, wheat baggers, hairdressers, and restaurant and hotel employees in New South Wales; gardeners and nurserymen, Harbour Trust employees, hotel employees, office cleaners, night watchmen, lift attendants, coal miners, quarrymen, motor drivers, slaters and tilers and tuckpointers in Victoria; carpenters and joiners, bricklayers, plumbers, coal miners, metalliferous miners, quarrymen, coal lumpers and lightermen, marine engineers and restaurant employees in Queensland; miners, wheat stackers, hairdressers, restaurant employees, plasterers, masons and bricklayers in South Australia; employees in coal and metalliferous mines, shearers, wool pressers, cooks, builders' labourers and painters in West Australia; coal and metalliferous miners and hairdressers in Tasmania, and railway employees, wharf labourers, seamen, marine engineers, carpenters, and joiners, builders' labourers, plasterers, bricklayers, station hands, clerical workers and shop assistants in the Northern Territory. One change, common to all States, affecting the rates of wage for seamen and others employed on vessels engaged in Interstate trade came into force during the twelve months under review.

¶ 4. **Changes in Rates of Wage in Female Occupations. Number and Effect of Changes in each State, 1913-1917.**—Included in the changes in rates of wage recorded in the tables on pages 106 to 115, are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of female workers affected, etc., are set out hereunder.

(i.) *Changes in Rates of Wage according to States.*—In the following table particulars are given of the effect of changes in rates of wage to female workers, as recorded for each State during the years 1913 to 1917 inclusive:—

Changes in Rates of Wage.—Female Occupations.—Effect of Changes in each State, 1913-1917.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'WLTH.
NUMBER OF PERSONS AFFECTED.							
1913	6,148	4,562	550	958	..	1,480	13,698
1914	7,696	4,232	570	..	783	30	13,311
1915	11,588	3,065	1,033	399	73	360	16,518
1916	16,915	20,211	3,954	*1,348	179	347	42,954
1917	18,557	20,136	9,777	3,365	209	529	52,573

NET AMOUNT OF INCREASE PER WEEK.							
	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	2,000
1914	1,400	542	73	..	266	7	2,288
1915	2,550	506	148	108	17	48	3,377
1916	3,480	3,689	577	*162	26	43	7,977
1917	3,123	4,049	2,977	826	78	109	11,162

AVERAGE INCREASE PER HEAD PER WEEK.							
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	3 7	2 6	2 0	3 2	..	1 8	2 11
1914	3 8	2 7	2 7	..	6 9	4 8	3 5
1915	4 5	3 4	2 10	5 5	4 8	2 8	4 1
1916	4 1	3 8	2 11	2 5	2 11	2 6	3 9
1917	3 4	4 0	6 1	4 11	7 6	4 1	4 3

* Including effect of one change which affected 9 female employees in the Northern Territory.

It will be seen that the number of females affected by changes in rates of wage during the year 1917 is greatly in excess of the number recorded during any previous year.

The figures for Queensland and South Australia shew comparatively large increases. In Victoria the number of persons is slightly lower, while in the remaining States there are small increases. In all States, with the exception of New South Wales, the amounts shewing the net amount of increase per week and the average increase per head per week are higher than those for the year 1916. The average increase per head per week for all changes throughout the Commonwealth during the year 1917 was 4s. 3d. per week, which is higher than the average increase for any previous year.

(ii.) *Changes in Rates of Wage in Female Occupations according to Industrial Groups.*—The particulars set out in the immediately preceding table are further analysed and classified according to the industrial groups in which the changes took place in each State. Similar information for the years 1913, 1914 and 1915 was published in Labour Report No. 6, and for the year 1916 in Labour Report No. 7.

Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1917.

PARTICULARS.	INDUSTRIAL GROUP.												
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Hats, Books, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	IX. Rail and Tram Services.	X. Other Land Transport.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	All Groups.		
New South Wales—													
Number of Persons affected	..	..	219	8,810	..	326	106	50	5,010	4,036	18,557
Amount of Increase per week £	..	..	36	1,556	..	53	19	(*40)	672	827	3,123
Victoria—													
Number of Persons affected	..	6	1,255	9,370	317	240	..	..	4,050	4,898	20,136
Amount of Increase per week £	..	1	83	2,440	46	18	..	..	1,012	449	4,049
Queensland—													
Number of Persons affected	50	..	540	3,025	385	..	730	..	1,250	3,797	9,777		
Amount of Increase per week £	7	..	143	837	87	..	170	..	575	1,158	2,977		
South Australia—													
Number of Persons affected	..	..	45	1,910	200	23	..	..	..	1,187	3,365
Amount of Increase per week £	..	..	7	523	40	6	..	..	..	250	826
Western Australia—													
Number of Persons affected	20	..	..	..	..	..	8	..	..	181	209
Amount of Increase per week £	4	..	..	..	..	..	2	..	..	72	78
Tasmania—													
Number of Persons affected	..	..	..	..	60	10	..	..	..	459	529
Amount of Increase per week £	..	..	..	..	12	1	..	..	..	96	109
Commonwealth—													
Number of Persons affected	70	6	2,059	23,115	962	599	844	50	10,310	14,558	52,573		
Amount of Increase per week £	11	1	269	5,356	185	78	191	(*40)	2,259	2,852	11,162		

* Decrease.

Of the total number of female employees (52,573) who were affected by changes in rates of wage during the year, 23,115 were engaged in the manufacture of clothing, hats, etc. (Group IV.); 14,558 in various occupations classified in Group XIV. (Miscellaneous); 10,310 were working in hotels, restaurants, etc. (Group XIII.); 2059 were engaged in the preparation or distribution of food and drink (Group III.), while 962 were employed in printing and bookbinding establishments (Group V.). In the other groups, with the exception of Groups VI. (Other Manufacturing), and IX. (Rail and Tram Services), the number who received increased wages during the year was comparatively small.

In New South Wales the occupations of the workpeople affected by changes in rates during the year 1917 comprised, amongst others, tailoresses, dressmakers, biscuit makers, pastrycooks, vinegar and sauce makers, rubber workers, railway rest house attendants, packers, theatrical employees, waitresses, hospital employees, hotel and restaurant employees, shop assistants, clerks, cashiers, office assistants and telephonists; in Victoria, jam makers, biscuit makers, tea packers, pastrycooks, employees in the Government Printing Office, bookbinders, folders, textile workers, dressmakers, underclothing makers, waterproof clothing makers, rubber workers, hotel employees, office cleaners, hospital employees, clerks, theatrical employees, packers, journalists and telephonists; in Queensland, meatworks employees, pastrycooks, biscuit makers,

confectioners, textile workers, tailoresses, shirt and collar makers, bookbinders, printing employees, waitresses, cooks and others employed in restaurants, office cleaners, journalists, clerks, theatrical employees, school teachers, railway employees and telephonists; in South Australia, jam and preserve makers, shirtmakers, whiteworkers, tailoresses, dress-makers, milliners, wickerworkers, bookbinders, paint makers, shop assistants, journalists, theatrical employees and telephonists; in Western Australia, upholstresses, theatrical employees, shop assistants and telephonists; and in Tasmania, leather workers, bookbinders, school teachers, shop assistants, theatrical employees and telephonists.

5. Changes in Rates of Wage classified according to Methods by Effected, Commonwealth, and States, 1915-1917:—

(i.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1915-1917.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods:—

Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth, 1915-1917.

Methods by which Changes were Effected.	Number of Changes.			Number of Work-people Affected.			Total Net Amount of Increase per wk.		
	1915	1916	1917	1915	1916	1917	1915	1916	1917
By voluntary action of employers	21	51	24	17,727	55,560	9,531	£	£	£
By direct negotiations	63	175	75	11,593	46,633	15,827	3,941	10,831	3,097
By negotiations, intervention or assistance of third party	20	9	14	2,587	4,984	19,500	593	1,518	10,996
By award of Court under Commonwealth Act	9	17	35	16,386	40,978	20,759	4,317	14,005	7,654
By agreement registered under Commonwealth Act	14	30	28	11,620	25,081	16,443	3,080	6,800	5,579
By award or determination under State Act	202	467	310	128,531	306,340	193,723	34,290	94,005	44,477
By agreement registered under State Act	36	72	88	8,066	13,911	12,127	2,812	2,600	3,775
Total*	365	821	574	197,410	492,487	292,910	51,905	142,923	81,007

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act or an Order of the War Precautions Coal Board is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. See also remarks on page 104 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only.

The total number of changes recorded during the year 1917 was 574, of which 310, or 57 per cent. of the total number, were brought about by award or determination under State Industrial Act. The number of changes brought about by this method was considerably lower in 1917 than in 1916, but the percentage of the total for each year was 57 per cent. The number of awards made by the Commonwealth Court of Conciliation and Arbitration shews an increase compared with previous years. The number of changes brought about by direct negotiations between employers and employees is considerably lower than those settled by this method during the previous twelve months.

(ii.) *Changes in Rates of Wage and Methods by which Effected in each State and Territory, 1917.*—The following tables, set out particulars of the results of all changes in rates of wage which were recorded for the year 1917, according to the method by which the changes were

effected. The particulars relating to changes effected with or without a stoppage of work are given separately, and include those involving any decrease in rates of wage. For comparative information for the year 1913, see Labour Report No. 5; for the years 1914 and 1915 see Labour Report No. 6; and for the year 1916 see Labour Report No. 7.

Changes in Rates of Wage—Methods by which Effected, 1917.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
New South Wales—									
By voluntary action of employers	5	581	282	..	..	..	5	581	282
By direct negotiations	9	735	297	8	1,197	367	17	1,932	664
By negotiations, intervention or assistance of third party	6	2,508	1,146	3	12,372	7,567	9	14,880	8,713
By award of court under Commonwealth Act	15	3,549	1,168	..	..	..	15	3,549	1,168
By agreement registered under Commonwealth Act	5	824	127	..	..	..	5	824	127
By award under State Act	121	77,304	17,373	1	250	(112*)	122	77,554	17,261
By agreement registered under State Act	28	1,838	681	..	..	..	28	1,838	681
TOTAL	189	87,339	21,074	12	13,819	7,822	201	101,158	28,896
Victoria—									
By voluntary action of employers	5	2,047	497	..	..	..	5	2,047	497
By direct negotiations	12	944	215	2	120	58	14	1,064	273
By negotiations, intervention or assistance of third party	3	335	143	2	2,150	925	5	2,485	1,068
By award of court under Commonwealth Act	14	8,553	3,270	..	..	..	14	8,553	3,270
By agreement registered under Commonwealth Act	10	3,160	346	..	..	..	10	3,160	346
By determination under State Act	57	50,513	9,540	1	450	135	58	50,963	9,675
TOTAL	101	65,552	14,011	5	2,720	1,118	106	68,272	15,129
Queensland—									
By voluntary action of employers	2	77	20	..	..	..	2	77	20
By direct negotiations	7	7,788	2,548	7	487	285	14	8,275	2,833
By negotiations, intervention or assistance of third party	2	190	85	1	1,250	780	3	1,440	865
By award of court under Commonwealth Act	9	2,261	780	..	..	..	9	2,261	780
By award under State Act	71	51,876	12,834	1	56	13	72	51,932	12,847
By agreement registered under State Act	41	8,598	2,658	1	260	80	42	8,858	2,738
TOTAL	132	70,790	18,925	10	2,053	1,158	142	72,843	20,038
South Australia—									
By voluntary action of employers	5	6,001	2,123	..	..	..	5	6,001	2,123
By direct negotiations	11	259	67	4	105	130	15	364	197
By negotiations, intervention or assistance of third party	1	40	18	..	..	..	1	40	18
By award of court under Commonwealth Act	13	2,483	738	..	..	..	13	2,483	738
By agreement registered under Commonwealth Act	2	1,012	163	..	..	..	2	1,012	163
By award or determination under State Act	36	9,542	2,640	1	26	2	37	9,568	2,642
By agreement registered under State Act	4	651	153	1	90	36	5	741	189
TOTAL	72	10,983	6,902	6	221	168	78	20,209	6,070

* Decrease.

Changes in Rates of Wage—Methods by which Effected, 1917—continued

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
Western Australia—									
By direct negotiations ..	10	3,673	1,184	3	116	63	13	3,789	1,247
By negotiations, intervention or assistance of third party ..	2	480	228	..	..	..	2	480	228
By award of court under Commonwealth Act ..	8	1,495	535	..	..	..	8	1,495	535
By agreement registered under Commonwealth Act ..	5	157	56	..	..	..	5	157	56
By award under State Act ..	14	6,386	1,174	..	..	..	14	6,386	1,174
By agreement registered under State Act ..	13	690	167	..	..	..	13	690	167
TOTAL	52	12,881	3,344	3	116	63	55	12,907	3,407
Tasmania—									
By voluntary action of employers ..	6	642	125	..	..	..	6	642	125
By direct negotiations ..	3	208	75	..	..	..	3	208	75
By negotiations, intervention or assistance of third party ..	1	30	14	1	145	90	2	175	104
By award of court under Commonwealth Act ..	15	1,653	718	..	..	..	15	1,653	718
By agreement registered under Commonwealth Act ..	5	290	87	..	..	..	5	290	87
By determination under State Act ..	7	2,320	878	..	..	..	7	2,320	878
TOTAL	37	5,143	1,897	1	145	90	33	5,288	1,987
Northern Territory—									
By voluntary action of employers ..	1	183	50	..	..	..	1	183	50
By direct negotiations ..	2	120	79	2	75	61	4	195	140
By award of court under Commonwealth Act ..	11	765	445	..	..	..	11	765	445
TOTAL	14	1,068	574	2	75	61	16	1,143	635
All States—									
By agreement registered under Commonwealth Act ..	1	11,000	4,800	..	..	..	1	11,000	4,800
TOTAL	1	11,000	4,800	..	..	..	1	11,000	4,800
Commonwealth*—									
By voluntary action of employers ..	24	9,531	3,097	..	..	..	24	9,531	3,097
By direct negotiations ..	49	13,727	4,465	26	2,100	964	75	15,827	5,429
By negotiations, intervention or assistance of third party ..	7	3,583	1,634	7	15,917	9,362	14	19,500	10,996
By award of court under Commonwealth Act* ..	35	20,759	7,654	..	..	..	35	20,759	7,654
By agreement registered under Commonwealth Act* ..	28	16,443	5,579	..	..	..	28	16,443	5,579
By award or determination under State Acts ..	306	197,941	44,439	4	782	38	310	198,723	44,477
By agreement registered under State Acts ..	86	11,777	3,659	2	350	116	88	12,127	3,776
TOTAL*	535	273,761	70,527	39	19,149	10,480	574	292,910	81,007

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