

These figures show 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 show 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 of 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 XI.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

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

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1918. Information has also been compiled and included in the later issues of the Labour Bulletin and Quarterly Summary respecting the estimated number of workpeople affected by awards or determinations and industrial agreements in each State. The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1914 to 1918.

* 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 may be found in the Official Year Book No. 11, pages 1004 and 1005.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1914 to 1918.

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	59
Victoria	16	..	14	..	15	..	9	..	47	..
Queensland	9	..	11	3	16	1	5	..	41	4
S. Australia	1	3	1	..	..	..	6	..	8	..
W. Australia	3	10	2	5	4	7	2	3	9	26
Tasmania	..	..	2	..	3	..	..	..	6	..
Commonwealth	..	5	4	10	4	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	..	..	..	..	2	..	6	4	8	5
W. Australia	1	7	4	6	2	5	11	3	18	21
Tasmania	1	..	..	..	7	..	..	..	8	..
Commonwealth	1	..	2	113†	2	18	2	51†	7	162
TOTAL	35	17	55	128	81	31	103	69	274	243
1916.										
N.S. Wales	28	7	53	14	53	14	66	14	200	49
Victoria	34	..	21	..	18	..	13	..	86	..
Queensland	11	2	26	27	18	8	14	5	69	42
S. Australia	5	3	7	2	10	..	7	1	29	6
W. Australia	3	2	6	3	3	3	4	5	14	13
Tasmania	3	..	7	..	1	..	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	..	25	..	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	7	8	2	8	4	23
Tasmania	1	..	..	..	3	..	3	..	7	..
Commonwealth	1	185	10	5	12	0	10	56	33	185
TOTAL	83	33	71	39	100	41	65	88	310	251
1918.										
N.S. Wales	18	8	25	5	21	14	33	12	97	39
Victoria	13	..	12	..	20	..	31	..	76	..
Queensland	9	12	35	24	26	19	55	6	125	61
S. Australia	3	..	2	..	7	2	17	1	29	10
W. Australia	4	..	1	3	3	9	1	7	9	29
Tasmania	2	..	3	..	6	..	4	..	15	..
Commonwealth	3	..	5	6	4	151**	10	51††	22	213
Total	52	34	83	43	87	195	151	77	379	340

* 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.

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

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

Owing to the prevailing drought conditions and the advent of war during the year 1914, varying restrictive measures were introduced either for the suspension or curtailment of the operations of industrial tribunals in each of the States.* These restrictions were most effective in New South Wales, Victoria, and Queensland during the fourth quarter of 1914 and the first quarter of 1915.

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

Industrial tribunals were very active during the year 1916. The number of awards and determinations made was 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.

During the year 1917 industrial tribunals in the various States continued their activity. The number of awards and determinations made during the year was lower than the number made during the previous twelve months, but the number of agreements shewed a large increase on the figures for the previous year.

During 1918 the activity of industrial tribunals continued. As compared with 1917 the number of awards and determinations made, and agreements filed, shewed increases. The increase is most noticeable in Queensland, the number of awards (125) made by the Court of Industrial Arbitration during the year being greatly in excess of the number made in that State during any previous year. The number of agreements (213) filed under the provisions of the Commonwealth Conciliation and Arbitration Act during the year 1918 is also in excess of the number filed under this Act during any previous twelve months.

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

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

Particulars of Boards and of Awards, Determinations and Industrial Agreements in Force at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1918.*

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

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

† Including awards made by Arbitration Courts.

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

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

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

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

** Reduction in the number of Boards authorised, 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.

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

It will be observed from the particulars set out in the 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 five years ending 31st December, 1918. Including the operations under the Commonwealth Arbitration Acts* and of the Western Australian

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

Industrial Arbitration Court, 291 additional awards or determinations were in force at the end of 1918. The number of industrial agreements* made and in force under the various Acts increased during the five years under review by 432.

The total number of awards of Industrial and Arbitration Courts and determinations of Wages Boards in force throughout the Commonwealth at the end of December, 1918, was 866, while the number of industrial agreements filed under the provisions of the various State and Commonwealth Acts at the same date was 833. In the following paragraphs information is furnished in regard to the terms for which awards, determinations, and agreements are made. It will be seen that there is a fundamental difference between the various systems, in the several States, so far as the period for which awards, etc., remain in force.

In New South Wales awards of the Court of Industrial Arbitration or of industrial boards come into operation fourteen days after publication in the "Government Gazette," and are binding on all persons engaged in the industries or callings, and within the locality and for the period not exceeding three years specified therein, and after such period until varied or rescinded by the court or board. Industrial agreements filed under the provisions of the Arbitration Act in this State may be made for a term specified therein, not exceeding five years. These agreements must be filed at the office of the Registrar, and are binding on the parties, and on all persons for the time being members of the union, but may be rescinded or varied in writing by the parties. Any such industrial agreement may be enforced under the Act.

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

In South Australia, awards under the Industrial Arbitration Act 1912-6 continue in force, subject to any variation ordered by the Court, for a period to be specified in the award, not exceeding three years, and thenceforward until a new award is made, but are binding only on those parties to the industrial matter or industrial dispute who are summoned to appear before the Court as parties, except in those cases in which the award is declared by the Court to be a common rule.

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

* The 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.

the "Gazette." Determinations remain in force until suspended or altered pursuant to an order of the Industrial Court or until a new determination has been made by the board.

In Queensland awards of the Industrial Court have the force of law within the locality specified in the award, and remain in force for a specified period not exceeding twelve months, unless sooner rescinded or varied, and continue in force until a new award has been made. Provision is made in the Act for the constitution of industrial boards, and such boards may, when empowered by the Court, make an award which shall have effect as an award of the Court. Industrial agreements may be filed in this State under the provisions of the Act. Such agreements shall be for a term specified therein, not exceeding three years, and notwithstanding the expiry of the term shall, subject to any award, continue in force in respect of all parties thereto, except those who retire therefrom. An agreement shall be limited in its effect to the particular locality therein specified. The Court may declare that any industrial agreement shall have the effect of an award and be a common rule of any calling or callings to which it relates, within the locality specified in the agreement. Notice of the Court's intention to extend the operation of such agreement shall be given to all parties likely, in its opinion, to be affected, and the Court shall hear any parties desiring to be heard in opposition.

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

Awards made under the Commonwealth (Public Service) Arbitration Act 1911 are not usually limited in operation to any period. Awards under the Commonwealth Conciliation and Arbitration Act, 1904-8, may be made for any period to be specified in the award, not exceeding five years from the date of the award, and, after the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made. An industrial agreement made subsequent to a compulsory conference convened under Section 24 of the Commonwealth Act has the same effect as an award, and thus remains in force until superseded by an award of the Court or by a further agreement. An industrial agreement under Part VI. of the Act may be made for any period not exceeding five years (Sec. 75), but in default of any express agreement to the contrary therein contained shall, unless rescinded, and subject to any variation, continue in force after the expiration of the term specified therein, until the expiration of one month after some party thereto has given written notice to the Registrar and to the other parties of his desire to determine it. (Sec. 81.)

Boards Authorised and Constituted, Awards, Determinations and Agreements in Force at 31st December, in each of the Years 1913 to 1918.

Particulars.	At 31st Dec.	C'whh.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
1913	216		135	135	75	56	..	23	507
1914	230		139	139	101	56	..	27	559
1915	226		137	137	112	56	..	32	573
1916	234		147	147	122	57	..	34	594
1917	237		149	149	125	57	..	33	478
1918	174		153	153	88	58	..	37	267 1/2
1913	223 1/2		132 1/2	132 1/2	74	51	..	21	504
1914	238 1/2		135 1/2	135 1/2	94	51	..	26	544
1915	226		142 1/2	142 1/2	104	51	..	31	554
1916	234		143 1/2	143 1/2	111	51	..	33	572
1917	237		147 1/2	147 1/2	125	55	..	32	475 1/2
1918	174		140	140	88	56	..	36	260 1/2
1913	123		123	123	74	47	..	19	386
1914	186		130	130	92	47	..	23	478
1915	196		133	133	96	47	..	26	496
1916	211		137	137	97	49	..	31	525
1917	219		140	140	118	50	..	32	442 1/2
1918	219		142	142	123	50	..	32	445
<i>Awards and Determinations—</i>									
1913	17	265 1/2	127	127	73	54	18	21	576
1914	18	242	133	133	89	55	46	26	609
1915	20	261	137	137	103	56	57	29	683
1916	30	258	141	141	120	62	64	31	706
1917	64	251	145	145	125	71	56	32	744
1918	85	284	147	147	184	80	54	32	846
<i>State Awards and Determinations—</i>									
1913		32	8	8	3	..	..	15	53
1914		17	10	10	4	..	..	19	50
1915		26	12	12	7	..	..	20	65
1916		8	12	12	8	..	..	21	49
1917		17	16	16	14	..	..	25	72
1918		24	16	16	23	..	5	26	94
1913		58	..	..	26	53	13	1	153
1914		63	..	..	30	54	25	1	173
1915		75	..	..	30	54	32	1	192
1916		74	1	1	33	58	37	2	205
1917		30	1	1	31	62	30	1	205
1918		36	1	1	46	66	32	1	231
1913		49	105	105	1	..	1	5	161
1914		41	109	109	12	..	5	6	173
1915		38	111	117	17	..	7	8	181
1916		49	114	20	..	..	7	8	198
1917		39	118	26	2	..	5	6	246
1918		108	120	39	4	..	3	6	286
1913		126	14	41	1	1	4	..	186
1914		121	14	43	1	1	16	..	198
1915		122	14	49	2	2	18	..	205
1916		127	14	59	4	4	20	..	224
1917		65	10	54	7	7	21	..	157
1918		66	10	76	10	10	14	..	176
<i>Commonwealth Awards</i>									
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	..
1918		63	62	48	57	41	..	51	..
<i>Industrial Agreements</i>									
1913	228	75	..	5	11	82	..	..	401
1914	179	78	..	10	17	85	..	..	369
1915	361	73	..	15	16	83	..	..	548
1916	374	85	..	40	18	83	..	..	600
1917	465	82	..	75	18	92	..	..	782
1918	569	79	..	71	26	88	..	..	845
1913		132	129	68	62	57	..	61	..
1914		96	76	38	34	29	..	30	..
1915		119	229	26	36	50	..	33	..
1916		125	236	32	40	37	..	39	..
1917		137	281	43	50	36	..	37	..
1918		145	359	74	93	54	..	51	..
Number of Persons working under State Awards and Determinations (estimated)	1918	..	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 those Boards which had matters pending or partly heard. At the 31st December, 1917, these Boards had also been dissolved. The work of the Boards appointed under the old Act is being undertaken by a Court of Arbitration constituted under the new Act.

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

‡ On the 13th December, 1918, an order was made by the N. S. Wales Court recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 10th February, 1919, such Boards were constituted.

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 to 1918, as to the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agreements in force at the end of each annual period:

Information as to the main provisions of the various Industrial Acts in force throughout the Commonwealth was given in Labour Bulletin No. 1. In later issues brief reviews have also been furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals and any special application or conditions of the terms of awards or determinations. In this report, brief particulars regarding new industrial legislation and special pronouncements by Industrial Courts during the year 1918 are given.

(1.) *New South Wales*.—During the year 1918 six awards and one variation were made by Industrial Boards, while 91 awards and 103 variations were made by the Court of Industrial Arbitration. During 1917 and 1918 the work of the Court increased considerably, as in accordance with the provisions of Section 14 of the Industrial Arbitration Act 1912, as amended, the Court has been exercising the functions of Boards. This section provides that upon any reference or application being made to a Board, under the provisions of Section 31, the jurisdiction and functions of such Board thereupon may be exercised by the Court, and shall not be exercised by the Board until a direction to that effect shall be given by the Court.

At the end of the year 1918 only 17 Boards remained in force, 220 Boards having expired by effluxion of time. During February, 1919, these 17 Boards were dissolved, and all the old Industrial Boards were reconstituted on the 19th February, 1919, together with several newly-constituted Boards. These new Boards relate to the following industries or callings:—Artificial flower-making, wheat stackers, and certain employees in wire netting works. The grouping of the constituted Boards has been slightly rearranged and certain anomalies remedied. As the functions of the Boards are being discharged by the Court, the reconstitutions are of a more or less formal character.

New legislation of an industrial character enacted during the year included the Industrial Arbitration (Amendment) Act 1918, the provisions of which were briefly summarised in Labour Report No. 8 for 1917; the Trades Unions Re-registration Act 1918 providing for the re-registration of certain industrial unions removed from the register, and the Industrial Arbitration Further Amendment Act 1918, which provides, in addition to other matters, for the appointment of additional commissioners to the Board of Trade to represent rural industries.

During June the constitution of the Board of Trade was completed by the appointment of six members, who were appointed for a period of five years from the 1st of June, 1918. Mr. Justice Heydon, Senior Judge of the Court of Industrial Arbitration, was selected to act as President of the Board. Several matters have been investigated during the year, including the living wage for male and female workers in the metropolitan area, and the prevalence of miners' phthisis and pneumoconiosis in certain industries. The living wage for adult male and female workers in the metropolitan area was declared to be 60s. and 30s.

per week respectively. Although application had to be made to the Industrial Court to vary awards in accordance with the male living wage declaration, the female living wage operated as from the 20th December, 1918, the date on which the regulations under Section 81 (i.) of the Industrial Arbitration Act 1912 (as amended) were gazetted. These regulations defined the area covered by the determination of the Board of Trade, and also the living wage (7½d. per hour, 5s. per day, or £1 10s. per week) to be paid to adult female employees.

Cconciliation committees were appointed under the Industrial Arbitration Act for steelworkers, Newcastle, and for wharf labourers, Port Jackson.

It was held by the Court of Industrial Arbitration, on an appeal from a decision of a magistrate, that apprentices must be paid the rates prescribed in the latest award governing the industry in which they are engaged. Previously there was much doubt entertained in connection with this question.

The report of the Royal Commission of Inquiry on the Job and Time Cards System in the Tramway and Railway Workshops of New South Wales was issued during August. This Commission was appointed to enquire into the effects and the workings of the system known as the Job and Time Cards System, which was introduced into the Tramway and Railways Workshops during the previous year. The employees at the workshops bitterly resented the introduction of the "time card" system, and as a protest ceased work. The dispute rapidly extended to other industries throughout the State and Commonwealth, and caused most serious losses in working days and wages. The terms of the settlement of the dispute provided for the appointment of a Royal Commission to enquire into and determine whether the operation of the "time card" system was just or otherwise.

The report of the Commission is too lengthy to be given in this section. It may be mentioned, however, that it was published in the New South Wales Industrial Gazette, Vol. XIV., No. 2, issued in August, 1918.

The report, which contains much matter of interest, is divided into four sections, as shewn hereunder:—

1. The meaning of the "Card System."
2. The effect of the introduction of the card system on the efficiency and economy of working.
3. The effect of the introduction of the card system on the well-being of the employees.
4. The question whether the effect of the introduction of the system has been to produce discontent, and, if so, whether there are any reasonable grounds for such discontent.

(ii.) *Victoria*.—In this State during the year 1918 four new Wages Boards were authorised for the following industries, not previously under any Board:—(a) Cement Making; (b) Manufacturing Chemists; (c) Manufacture of Cement Articles; and (d) Musical Instrument Making. The Engineers' and the Brassworkers' Boards were superseded by the Engineers' and Brassworkers' (skilled), and Engineers' and Brassworkers' (unskilled) Boards. The powers of the Rubber Trade Board and the Hotel

Employees' Board were extended. The alteration in the case of the Hotel Employees' Board was the outcome of representations made by a deputation which waited on the Minister of Labour, and requested, amongst other claims, the appointment of a Wages Board for domestic servants, and also that the Hotel Employees' Board, which applied only to boarding houses with accommodation for twenty or more boarders, should apply to all boarding houses. The powers of the Board were varied to apply to all boarding houses with accommodation for seven or more boarders.

The Dispensaries and the Chemists' Shops' Boards issued their first determinations during the year.

The Court of Industrial Appeals dealt with appeals against the determinations of the Country Printers, Quarry, and Commercial Clerks' Wages Boards during the year. The number of determinations made by Wages Boards during 1918 was 76, as compared with 65 during the previous twelve months.

(iii.) *Queensland.*—During the year the Court of Industrial Arbitration in this State was very active. Numerous claims by employees for increased rates of wage, and betterment of their working conditions, were heard. Altogether 125 awards (excluding variations) were made. This number is greatly in excess of the number made during any previous year. At the end of the period under review 156 of the 184 awards in force had been made by the Industrial Court, the remainder being awards made by Boards, now dissolved, appointed under the repealed Industrial Peace Act. These awards of the dissolved Boards are rapidly being revised and replaced by awards of the Court. Large numbers of employees, not previously subject to any award or industrial agreement, were brought under award of the Court or under industrial agreement during the year. Prior to 1918 theatrical employees and employees on sheep and cattle stations were working under awards of the Commonwealth Conciliation and Arbitration Court, but during the period under review awards of the State Court were made with respect to these employees.

During May the first application under Section 8 (viii.) of "The Industrial Arbitration Act of 1916" was made to the Court by the Queensland Meat Traders' Association and the Queensland branch of the Australasian Meat Industry Employees' Union, to fix the opening and closing times of retail butchers' shops. The object of the application was to compel the proprietors of "one-man" shops, kept and managed solely by the proprietor to observe the same hours as were observed in shops where workpeople are employed, and which are subject to the award of the Court for retail shops. The Court made an order accordingly.

During April the Court heard an appeal from the determination of the Gas Referee, in which he fixed the price of gas chargeable by the Charters Towers Gas, Coke, Coal, and Light Company. A slight increase in the price of gas was the result of the appeal.

New legislation for the better protection of the workers enacted during the year comprised the following:—"The Workers Compensation Amendment Act of 1918," "The Wages Act of 1918," and "The State Enterprises Act of 1918."

In a test case taken to decide the point, a decision was given by the Court that persons working under awards made under the "Industrial Peace Act" are entitled to the benefits of the holiday overtime payments prescribed by "The Industrial Arbitration Act of 1916."

An interesting clause in an agreement between the Australian Workers' Union and the Mulgrave Central Sugar Mill Company Limited provides that the company shall use its influence with its outside suppliers of sugarcane to replace coloured gangs of cancutters, whom they were proposing to employ, by gangs of white cutters.

(iv.) *South Australia*.—The number of awards made by the Industrial Court and of determinations of Wages Boards during the year was 10 and 19 respectively, while the number of industrial agreements filed during the same period was 10.

Industries and occupations covered by awards for the first time were:—Sail and tent makers, hotel employees, reservoir and railway construction workers, municipal employees, musicians, and rope, nail, and barb wire workers.

In December a new Board was authorised for the process, trade, etc., of persons engaged in the preparation and manufacture of fibrous plaster, etc.

(v.) *West Australia*.—In this State the number of awards made by the Court of Arbitration and of industrial agreements filed during the year 1918, numbered 9 and 26 respectively. Retirements from awards and agreements during the same period numbered five. At the end of the year the number of awards in force was 54, while at the same date 88 industrial agreements filed under the State Arbitration Act were in operation.

(vi.) *Tasmania*.—Authorisation was made during the year for the following new Wages Boards:—(a) Drapers; (b) Furniture Dealers; (c) Motor Drivers; and (d) Books, Crockery, and Fancy Goods. The constitution of the Mechanical Engineers' Board was amended so as to bring certain blacksmiths under its jurisdiction.

An important judgment, of particular interest to employers and apprentices, was delivered in this State during May. A conviction had been recorded against an employer for paying an apprentice a lower rate of pay than that fixed by a Wages Board. The rate of pay mentioned in the indenture and being paid was that prescribed by a Wages Board determination in force at the time the youth was apprenticed, but after some considerable period of service had been performed, the Wages Board increased the rates of wage for apprentices. This increased rate was not paid to the apprentice, and the Chief Inspector of Factories proceeded against the employer. It was held by the Court that the decision of the magistrate was bad, and that in paying the rate of wage prescribed by the original determination the employer was not committing a breach of Section 43 of the Wages Board Act.

(vii.) *Commonwealth Arbitration Acts*.—During the twelve months under review the number of awards made by the Commonwealth Court was 22, while industrial agreements filed numbered 213. At the 31st December, 1918, 85 awards and 569 agreements were in force. Awards

were made under the provisions of the Commonwealth Conciliation and Arbitration Act 1904-1918 for the first time to cover the following occupations:—Storemen engaged in oil, bond, and free stores, certain enginedrivers and theatrical employees, coopers, ship painters, and labourers on Commonwealth Railways. The undermentioned sections of the Commonwealth Public Service were brought under award for the first time under the provisions of the Commonwealth Arbitration (Public Service) Act 1911—professional officers, legal professional officers, typists and stenographers, artisans, enginedrivers on Commonwealth Railways, and officers in the general division, Trade and Customs Department.

The Commonwealth Court, in addition to making 22 new awards, made 41 variations of existing awards. The number of compulsory conferences under Section 16a of the Act held during the year was 23. Three informal conferences were also held.

On the 25th December, 1918, the Commonwealth Conciliation and Arbitration Act 1918 was assented to, amending the Commonwealth Conciliation and Arbitration Act 1904-15. It provides that "nothing in any award or order made under this Act or in any agreement relating to industrial matters shall operate to prevent the employment of returned soldiers and sailors."

Other provisions of this Act relate to the appointment of Deputy-President, imposition and recovery of penalties, application of penalties, enforcement of penalties imposed by the Court, and to the power to make orders to observe awards.

(viii.) *The War Precautions Coal Board*, appointed in November 1916 to regulate wages, working conditions, and other matters relating to the coal industry. The operations of this Board were suspended in the latter part of the year 1917 owing to the coal mining employees becoming involved in the dispute which originated at the railway workshops in N.S.W. During the year 1918, the Board issued the following orders:—Order No. 21 issued on the 15th January re selling price of coal, Burrum district, Queensland; Order No. 22 issued on the 15th January re price of gas supplied by the Australian Gas Light Company and the North Shore Gas Company Limited; Order No. 23, issued on the 13th June re selling price of coal, Central district, Queensland; Order No. 24, issued on the 13th June re selling price of coal in the Bundamba and Ipswich and the Darling Downs districts, Queensland; Order No. 25, issued on the 12th August repealing Order No. 23, and providing for the selling price of coal from the Blair Athol, Newcastle, Bluff Co-operative and Bluff Collieries, Queensland; and Order No. 26, issued on the 15th November re selling price of cast-iron pipes or tubes supplied by Messrs. C. Monteath & Sons under certain contracts with the Metropolitan Gas Company and others.