

SECTION XII.—CHANGES IN RATES OF WAGE.

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

* 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.

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

2. Numbers and Effect of Changes in each State for 1913, 1914, 1915, 1916, 1917 and 1918.—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act 1904-18 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, set out, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913 to 1918.

Particulars.	N.S.W.	Vic	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	C'wealth
No. of Changes	1913	140	81	41	26	20	12	..	329
	1914	185	69	50	18	42	19	..	384*
	1915	169	87	40	31	25	24	3	401†
	1916	377	163	131	98	42	37	4	870‡
	1917	301	106	142	78	77	28	16	637§
	1918	229	201	236	113	63	46	4	866||
No. of Persons Affected	1913	89,618	49,254	16,615	4,574	3,030	3,005	..	166,122
	1914	56,469	29,876	20,108	5,624	3,399	4,262	..	125,216*
	1915	109,269	39,687	22,864	10,206	2,601	5,147	185	197,410†
	1916	242,564	113,678	72,079	40,923	5,848	7,232	258	492,487‡
	1917	101,156	68,272	72,844	29,209	12,997	5,288	1,143	292,010§
	1918	146,399	110,027	74,174	16,239	9,871	3,631	624	361,561||
Total Net Amount of Increase per Week	1913	21,789	9,880	3,702	1,270	428	635	..	37,713
	1914	13,553	6,688	5,123	1,941	2,423	804	..	30,685*
	1915	29,523	8,678	6,398	3,539	562	778	37	51,065†
	1916	56,835	39,566	40,451	9,930	1,440	1,680	88	142,922‡
	1917	28,806	15,129	20,083	6,070	3,407	1,987	635	81,067§
	1918	32,194	25,514	19,699	3,685	2,133	1,323	273	85,290||
Average increase per Head per Week	1913	2.4	2.0	2.2	2.8	1.4	2.1	..	2.3
	1914	2.4	2.2	3.1	4.4	7.3	1.9	..	2.4
	1915	2.7	2.2	2.8	3.5	5.7	3.4	..	2.6
	1916	4.1	3.5	3.7	4.1	4.1	4.1	..	3.8
	1917	2.8	2.2	2.8	2.4	2.6	2.6	..	2.8
	1918	2.3	2.3	2.7	2.3	2.2	3.3	..	2.4

* Including one change (common to all States) of £143 per week to 390 workpeople.

† Including two changes (common to all States) which resulted in an increase in wages of £2938 per week to 10,000 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 £1800 per week to 11,000 workpeople.

|| Including four changes (common to all States) which resulted in an increase in wages of £239 per week to 616 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 was first, Victoria second, and Queensland third, in each of the years 1913 to 1916. During the year 1917 the number of changes in Queensland exceeded the number recorded in Victoria, while during the year 1918, the number of changes in Queensland was greater than the number recorded as having taken place in New South Wales. It will be seen from the table that, with the exception of New South Wales, the number of changes in rates of wage recorded during the year 1918 is higher in each State than during any previous year. The relative position of the States in point of the numbers of changes effected, and also in regard to the numbers of workers affected in each year is, of course, largely due to the magnitude of the different industries and callings in which changes took place.

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

The number of changes in rates of wage during the year 1918 was 896, which is the highest number recorded since the systematic collection of these particulars by the Bureau was instituted. It will be observed, however, that although the number of separate changes was higher in the year 1918, the number of workpeople who were affected by changes in rates of wage during that year was lower than the number affected during the year 1916. The total net amount of increase per week was also higher in 1916 than in 1918. In comparison with the figures recorded during the years 1913, 1914, 1915 and 1917, it will be seen that the number of changes, number of workpeople affected, and the total net amount of increase per week recorded during the twelve months ending December, 1918, are higher in each case.

The number of workpeople who were affected by changes in rates of wage during the year 1918 was 361,581, and the total net amount of increase per week, was £85,260. The corresponding figures for the year 1917 were 292,910 workpeople and £81,007, net amount of increase per week. Only four decreases in rates of wage were recorded during 1918, so that 892 of the changes recorded gave increased rates of pay. The

number of workpeople affected by the four decreases was 1525. The average increase per head per week during the year 1918 was 4s. 9d., as compared with 5s. 6d. during the previous year, and 5s. 10d. during 1916, during which year the highest average increase per head per week was recorded.

3. Changes in Rates of Wage in Male and Female Occupations. Number and Effect of Changes in each State, 1913-1918.—Included in the changes in rates of wage recorded in the tables on pages 119 to 132 are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of male and female workers affected, etc., are set out hereunder.

(i.) Changes in Rates of Wage according to States.—In the following tables particulars are given of the effect of changes in rates of wage to male and female workers, as recorded for each State during the years 1913 to 1918 inclusive :—

Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes in each State and Territory, 1913-1918.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'WLTH.
NUMBER OF MALE EMPLOYEES AFFECTED.								
1913	83,470	44,692	16,095	3,616	3,036	1,525	..	152,434
1914	48,773	25,644	19,628	5,624	7,616	4,232	..	111,907
1915	97,672	36,022	21,831	9,807	2,588	2,787	155	180,892
1916	225,806	99,667	68,125	39,586	5,669	6,885	249	449,553
1917	82,601	48,136	63,066	16,844	12,788	4,759	1,143	240,337
1918	128,728	91,857	59,909	12,889	8,452	3,487	624	306,562

NET AMOUNT OF INCREASE PER WEEK TO MALE EMPLOYEES.

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

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

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

**Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes
in each State and Territory, 1913-18—cont.**

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'with.
NUMBER OF FEMALE EMPLOYEES AFFECTED.								
1913	6,148	4,562	550	958	..	1,480	..	13,698
1914	7,696	4,232	570	..	783	30	..	13,311
1915	11,588	3,065	1,033	399	73	360	..	16,518
1916	16,915	20,211	3,954	1,339	179	347	9	42,954
1917	18,557	20,136	9,777	3,365	209	529	..	52,573
1918	17,671	18,170	14,265	3,350	1,419	144	..	55,019

NET AMOUNT OF INCREASE PER WEEK TO FEMALE EMPLOYEES.								
	£	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	..	2,000
1914	1,400	542	73	..	266	7	..	2,288
1915	2,550	506	148	108	17	48	..	3,377
1916	3,480	3,689	577	156	26	43	6	7,977
1917	3,123	4,049	2,977	826	78	109	..	11,162
1918	2,784	2,940	3,513	574	244	39	..	10,094

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.												
	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.		
1913	3	7	2	6	2	0	3	2	..	2	11	
1914	3	8	2	7	2	7	..	..	6	0	3	5
1915	4	5	3	4	2	10	5	5	4	8	2	8
1916	4	1	3	8	2	11	2	4	2	11	2	0
1917	3	4	4	0	6	1	4	11	7	6	4	1
1918	3	2	3	3	4	11	3	5	3	5	5	5

* Including one change (common to all States) of 2143 per week to 390 workpeople.

† Including two changes (common to all States) which resulted in an increase in wages of £2938 per week to 10,000 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 £4800 per week to 11,000 workpeople. ¶ Including four changes (common to all States) which resulted in an increase in wages of £239 per week to 816 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. ¶ Including effect of one change affecting 157 workpeople in the Federal Capital Territory.

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

Changes in Rates of Wage, Number and Effect of Changes in each State and Territory, classified according to Industrial Groups, 1918.

Particulars.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	ALL GROUPS.
New South Wales—															
Number of Changes	7	19	26	10	11	30	5	5	8	16	32	2	2	66	229
Number of Persons affected	3,210	18,156	10,354	7,670	1,735	7,353	3,342	7,420	18,560	10,532	687	515	1,275	55,500	146,309
Amount of Increase per week £	1,665	6,547	2,626	1,705	382	1,841	756	1,540	3,337	1,380	255	131	146	9,883	32,194
Victoria—															
Number of Changes	30	5	14	6	6	20	7	1	6	1	1	1	1	102	201
Number of Persons affected	6,611	8,500	9,384	9,551	4,216	5,130	9,280	575	22,763	500	80	650	410	32,190	110,027
Amount of Increase per week £	1,410	2,331	2,715	2,124	971	1,262	3,241	110	3,573	100	20	125	90	3,382	25,514
Queensland—															
Number of Changes	21	8	33	3	4	23	15	13	7	6	7	1	18	78	236
Number of Persons affected	3,420	3,191	9,466	1,930	1,750	1,382	4,387	1,091	15,208	1,276	217	10	6,880	24,357	74,174
Amount of Increase per week £	949	994	3,800	622	288	704	1,308	356	2,555	382	50	9	1,750	6,923	19,699
South Australia—															
Number of Changes	3	5	10	6	2	7	..	1	6	..	4	2	2	65	111
Number of Persons affected	1,000	1,312	1,710	3,000	927	558	..	2,100	1,290	..	107	542	665	2,968	10,230
Amount of Increase per week £	187	171	448	561	134	80	..	470	354	..	61	85	181	950	3,885
Western Australia—															
Number of Changes	2	3	6	2	1	3	..	2	10	..	3	..	..	31	63
Number of Persons affected	76	70	660	800	70	237	..	2,050	1,630	..	184	..	..	3,194	9,871
Amount of Increase per week £	12	21	201	174	20	57	..	476	483	..	45	..	..	625	2,133
Tasmania—															
Number of Changes	2	2	3	2	..	..	..	3	..	2	2	..	..	28	46
Number of Persons affected	274	185	340	264	..	..	..	149	..	174	99	..	..	4,246	3,631
Amount of Increase per week £	80	198	165	66	..	..	..	36	..	323	40	..	..	370	1,323
Northern Territory—															
Number of Changes	..	..	1	..	..	..	1	..	1	..	..	..	..	1	1
Number of Persons affected	..	..	500	..	..	..	10	..	74	..	..	..	..	10	624
Amount of Increase per week £	..	..	200	..	..	..	10	..	18	..	..	..	..	45	273
Commonwealth—															
Number of Changes	161	42	93	120	24	78	30	25	38	25	138	6	23	1,270	1,770
Number of Persons affected	14,651	31,804	32,411	23,215	8,707	15,160	17,419	14,235	59,925	12,782	1,090	1,717	9,230	118,585	301,581
Amount of Increase per week £	4,343	10,585	9,025	5,252	1,804	3,044	5,420	2,988	10,320	2,185	719	350	2,107	26,178	85,200

CHANGES IN RATES OF WAGE.

* Including four changes effected by Industrial Agreements under the Commonwealth Conciliation and Arbitration Act, particulars of which in respect of the numbers affected in each State are not ascertainable. † Including particulars of changes which involved decreases in rates of wage. ‡ See paragraph on page 126.

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

The total number of changes during the year 1918, according to State distribution, was 896, but on classifying the changes according to occupation and industry, and taking into consideration the fact that awards and agreements made and filed under the provisions of the Commonwealth Conciliation and Arbitration Act cover, in the majority of cases, more than one State, the number of separate changes was reduced to 779. Of this number no less than 270 changes affected workpeople engaged in occupations and industries classified in Group XIV. (Miscellaneous). The number of employees who were affected by these changes was 118,585, and the amount of increase per week in wages was £26,178. Thirty-eight changes, affecting 59,625 workpeople, were classified in Group IX. (Railway and Tramway Services); 93 changes affecting 32,411 employees were classified in Group III. (Food, Drink, etc.), while the groups next in order according to workpeople affected were:—Group II. (Engineering, Metal Works, etc.) with 42 changes, affecting 31,804 workpeople; Group IV. (Clothing, Hats, Boots, etc.) with 26 changes affecting 23,215 employees; Group VII. (Building), with 30 changes affecting 17,419 workpeople; and Group VI. (Other Manufacturing), with 78 changes affecting 15,160 workpeople.

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

Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1918.

PARTICULARS.	INDUSTRIAL GROUP.												
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Rail and Tram Services.	VIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	All Groups.			
New South Wales—													
Number of Persons affected	340	320	1,520	4,570	1,015	500	..	25	9,381	17,671			
Amount of Increase per week £	137	15	299	865	86	72	..	3	1,307	2,784			
Victoria—													
Number of Persons affected	179	..	2,011	4,770	1,380	600	..	410	8,730	18,170			
Amount of Increase per week £	28	..	408	832	214	71	..	90	1,297	2,940			
Queensland—													
Number of Persons affected	70	..	901	1,320	485	94	219	5,755	5,421	14,265			
Amount of Increase per week £	10	..	140	432	58	21	44	1,374	1,425	3,518			
South Australia—													
Number of Persons affected	..	..	180	2,300	260	60	..	530	..	3,350		
Amount of Increase per week £	..	..	21	381	34	11	..	117	..	574		
Western Australia—													
Number of Persons affected	..	..	..	610	..	..	..	..	809	1,410		
Amount of Increase per week £	..	..	..	124	..	..	..	..	120	244		
Tasmania—													
Number of Persons affected	20	..	..	105	..	..	..	..	19	144		
Amount of Increase per week £	4	..	..	24	..	..	..	..	11	39		
Commonwealth—													
Number of Persons affected	609	320	4,612	13,675	3,140	1,344	210	6,720	24,380	55,019			
Amount of Increase per week £	179	15	877	2,658	392	175	44	1,584	4,170	10,094			

It will be seen from the above table that 55,019 female employees were affected by changes in rates of wage during the twelve months under review. The total net amount of increase per week received by these employees was £10,094. In Victoria 18,170 females received increased wages during the year as compared with 17,671 in New South Wales, 14,265 in Queensland, and 3350 in South Australia. Employees engaged in the manufacture of clothing, hats, boots, etc. (Group IV.), to the number of 13,675, were granted higher rates of pay during the year. The group in which the largest number of females who were affected by changes in rates of wage was Group XIV. (Miscellaneous), no less than 24,380 employees being classified under this heading. Considerable numbers of female employees in hotels and restaurants, etc. (Group XIII.), and in the preparation and manufacture of food, drink, etc. (Group III.) were granted increases during the year. In the other groups the numbers of workpeople who received increased rates during the year were not large.

(iii.) *Changes in Rates of Wage in the Commonwealth, classified according to Industrial Groups, 1913-1918.*—In the following table particulars are shewn relating to the number of changes, number of workpeople affected, and the total amount of increase per week resulting from such changes in the Commonwealth, classified according to industrial groups during the six years 1913-1918. It must be borne in mind that the numbers of changes shewn in the following table are subject to the qualifications mentioned on page 126 in regard to the awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act.

Changes in Rates of Wage in the Commonwealth according to Industrial Groups, 1913-1918.

Particulars.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotel, etc.	XIV. Miscellaneous.	ALL GROUPS.*
1913.															
Number of Changes	10	20	45	15	11	55	21	17	16	12	19	3	9	59	312
Number of Persons affected	7,075	6,594	17,423	11,727	4,602	17,110	19,237	6,112	29,940	7,335	1,830	823	6,481	36,813	166,132
Amount of Increase per week	1,599	1,607	4,255	2,002	1,126	3,430	5,696	1,210	3,219	2,324	513	436	1,922	2,261	37,713
1914.															
Number of Changes	14	30	58	10	17	41	10	25	15	10	26	2	4	91	365
Number of Persons affected	10,762	9,582	22,692	14,070	2,686	9,061	8,380	7,770	5,313	4,620	16,758	500	939	11,689	125,218
Amount of Increase per week	2,516	1,834	4,958	2,461	523	2,181	3,471	1,531	1,334	716	6,933	120	188	2,669	30,085
1915.															
Number of Changes	18	51	48	7	7	41	13	37	19	15	21	3	11	54	365
Number of Persons affected	4,912	32,322	18,214	1,023	1,724	15,354	6,616	19,925	27,140	5,468	13,154	2,300	5,011	44,150	197,410
Amount of Increase per week	1,131	8,835	4,204	339	539	2,921	1,173	5,507	4,629	2,082	3,702	352	1,095	14,896	51,905
1916.															
Number of Changes	35	74	107	21	27	108	47	63	64	31	44	11	13	186	821
Number of Persons affected	16,111	27,412	38,171	30,918	19,210	31,037	37,536	63,308	84,526	19,232	12,698	16,266	9,882	32,980	492,487
Amount of Increase per week	4,255	6,894	16,383	6,858	2,279	9,172	12,400	17,827	17,450	5,282	4,411	16,358	2,916	24,347	142,933
1917.															
Number of Changes	14	60	66	21	31	53	38	23	50	19	25	10	15	144	574
Number of Persons affected	10,195	16,994	30,515	25,652	6,386	12,585	11,426	25,922	37,564	10,261	12,813	3,440	15,359	74,893	292,910
Amount of Increase per week	2,568	3,394	2,915	6,104	1,931	4,046	3,477	12,544	12,711	3,654	5,629	1,096	3,720	18,668	81,007
1918.															
Number of Changes	61	42	93	26	24	78	30	25	35	25	38	6	23	270	779
Number of Persons affected	14,651	31,894	32,411	23,215	8,707	15,160	17,419	14,285	59,625	12,782	1,990	1,717	9,230	118,583	361,581
Amount of Increase per week	4,343	10,565	9,025	5,252	1,604	3,944	5,429	2,083	10,320	2,185	710	359	2,167	26,173	85,269

* 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.

CHANGES IN RATES OF WAGE.

5. Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth and States, 1913-1918:—

(1.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1913-1918.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods:—

Changes in Rates of Wage, classified according to Methods by which Effected, Commonwealth, 1913-1918.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act.	By Agreement Registered under C'wealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	TOTAL*
1913.								
Number of Changes	3	30	4	3	24	213	36	312
Number of Workpeople affected	12,011	4,336	104	4,187	3,487	130,702	5,108	166,132
Amount of Increase per week £	1,543	1,120	20	1,679	831	31,528	1,102	37,713
1914.								
Number of Changes	12	57	1	5	31	197	62	365
Number of Workpeople affected	3,042	8,357	90	23,412	3,180	87,131	2,036	125,218
Amount of Increase per week £	478	2,503	18	7,451	953	18,719	563	30,685
1915.								
Number of Changes	21	63	20	9	14	202	30	365
Number of Workpeople affected	17,727	11,595	2,537	16,388	11,820	128,531	8,966	197,410
Amount of Increase per week £	2,941	2,872	503	4,317	3,080	34,290	2,812	51,905
1916.								
Number of Changes	51	175	9	17	30	467	72	821
Number of Workpeople affected	55,560	46,623	4,984	40,373	25,081	305,340	13,911	492,487
Amount of Increase per week £	30,831	12,114	1,518	14,965	6,800	94,005	2,600	142,923
1917.								
Number of Changes	24	75	14	35	28	310	88	574
Number of Workpeople affected	9,631	15,827	19,500	20,759	16,443	198,723	12,127	292,910
Amount of Increase per week £	3,007	5,429	10,990	7,654	5,579	44,477	3,775	81,907
1918.								
Number of Changes	14	132	3	39	142	354	95	779
Number of Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,603	361,581
Amount of Increase per week £	2,396	9,473	334	4,481	1,683	64,042	2,251	85,260

* 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 119 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only.

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

of workpeople affected and the effect of the change are difficult to ascertain. In this regard it may be mentioned that the effect of the award of the Commonwealth Court of Conciliation and Arbitration regulating the wages, hours and working conditions of shearers, station hands and others in the pastoral industry, is not recorded in the tables. Further efforts are to be made to obtain reliable data as to the effect of this award, and in all probability, now that the rates have been in operation for some time, sufficient information will be obtained from the parties affected to enable summaries as to the effect of the change in rates of wage to be prepared.

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

Changes in Rates of Wage—Methods by which Effected, 1918.

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	8	12,463	2,299	..	..	..	8	12,463	2,299
By direct negotiations ..	26	9,209	2,018	3	208	62	29	9,417	2,080
By negotiations, intervention or assistance of third party	..	..	..	1	7	2	3	7	2
By award of court under Commonwealth Act	34	8,232	1,863	..	..	..	34	8,232	1,863
By agreement registered under Commonwealth Act	25	1,937	619	..	..	..	25	1,937	619
By award under State Act	100	112,888	24,307	..	..	..	100	112,888	24,307
By agreement registered under State Act	32	1,455	524	..	..	..	32	1,455	524
TOTAL	225	146,184	32,130	4	216	64	229	146,399	32,194
Victoria—									
By voluntary action of employers	2	155	13	..	..	..	2	155	13
By direct negotiations ..	43	25,380	4,848	6	767	303	49	26,147	5,151
By award of court under Commonwealth Act	29	4,766	1,155	..	..	..	29	4,766	1,155
By agreement registered under Commonwealth Act	53	3,691	633	..	..	..	53	3,691	633
By determination under State Act	67	71,468	17,422	1	3,800	1,140	68	75,268	18,562
TOTAL	194	105,460	24,071	7	4,567	1,443	201	110,027	25,514
Queensland—									
By direct negotiations ..	6	1,094	337	11	1,078	443	17	2,172	780
By award of court under Commonwealth Act	20	1,656	356	..	..	..	20	1,656	356
By agreement registered under Commonwealth Act	19	287	97	..	..	..	19	287	97
By award under State Act	137	66,793	17,237	..	..	..	137	66,793	17,237
By agreement registered under State Act	39	3,045	1,112	4	221	117	43	3,266	1,229
TOTAL	221	72,875	19,139	15	1,299	560	236	74,174	19,699

Changes in Rates of Wage—Methods by which Effected, 1918—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 of Income per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
South Australia—									
By direct negotiations	13	3,951	£ 900	3	90	23	16	4,041	923
By negotiations, intervention or assistance of third party .. .	1	544	287	..	..	..	1	544	287
By award of court under Commonwealth Act .. .	27	1,654	372	..	..	..	27	1,654	372
By agreement registered under Commonwealth Act .. .	35	149	72	..	..	..	35	149	72
By award under State Act .. .	29	9,565	2,151	..	..	..	29	9,565	2,151
By agreement registered under State Act .. .	5	286	80	..	..	..	5	286	80
TOTAL	110	16,149	3,862	3	90	23	113	16,239	3,885
Western Australia—									
By direct negotiations .. .	11	647	178	5	190	53	16	837	£ 231
By award of court under Commonwealth Act .. .	20	3,576	503	..	..	..	20	3,576	503
By agreement registered under Commonwealth Act .. .	5	12	4	..	..	..	5	12	4
By award under State Act .. .	7	3,850	887	..	..	..	7	3,850	887
By agreement registered under State Act .. .	14	1,551	308	1	45	20	15	1,596	418
TOTAL	57	9,636	2,060	6	235	73	63	9,871	2,133
Tasmania—									
By voluntary action of employers .. .	4	298	84	..	..	..	4	298	84
By direct negotiations .. .	3	304	98	..	..	..	3	304	98
By award of court under Commonwealth Act .. .	21	544	124	..	..	..	21	544	124
By agreement registered under Commonwealth Act .. .	5	72	19	..	..	..	5	72	19
By determination under State Act .. .	13	2,418	998	..	..	..	13	2,418	998
TOTAL	46	3,631	1,323	..	..	..	46	3,631	1,323
Northern Territory—									
By direct negotiations .. .	1	500	200	1	10	10	2	510	210
By negotiations, intervention or assistance of third party .. .	..	..	..	1	40	45	1	40	45
By award of court under Commonwealth Act .. .	1	74	18	..	..	..	1	74	18
TOTAL	2	574	218	2	50	55	4	624	273
All States—									
By agreement registered under Commonwealth Act .. .	4	616	239	..	..	..	4	616	239
TOTAL	4	616	239	..	..	..	4	616	239
Commonwealth*—									
By voluntary action of employers .. .	14	12,916	2,396	..	..	..	14	12,916	2,396
By direct negotiations .. .	103	41,085	8,579	29	2,343	894	132	43,428	9,473
By negotiations, intervention or assistance of third party .. .	1	544	287	2	47	47	3	591	334
By award of court under Commonwealth Act* .. .	39	20,502	4,481	..	..	..	39	20,502	4,481
By agreement registered under Commonwealth Act* .. .	142	6,764	1,683	..	..	..	142	6,764	1,683
By award or determination under State Acts .. .	353	266,977	63,502	1	3,800	1,140	354	270,777	64,642
By agreement registered under State Acts .. .	90	6,337	2,114	5	266	137	95	6,603	2,251
TOTAL*	742	355,125	83,042	37	6,456	2,218	779	361,581	85,260

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

The total number of changes recorded during the year 1918 was 779, of which 354, or 45 per cent. of the total number were brought about by award or determination under State Industrial Acts. The number of workpeople who were affected by these changes was 270,777, and the total amount of increase per week in wages was £64,642. Of these 354 changes, 100 occurred in New South Wales, 68 in Victoria, 137 in Queensland, 29 in South Australia, 7 in Western Australia, and 13 in Tasmania. The number of changes in rates of wage which were recorded as having been made by awards or variations of awards under the provisions of the Commonwealth Conciliation and Arbitration Act was 39, as compared with 35 during the previous year. Direct negotiations between representatives of employers and employees brought about 132 changes in rates of wage during the year. A large number of industrial agreements were filed under the provisions of the Commonwealth and State Acts during the twelve months under review. Thirty-seven changes in rates of wage were arranged after stoppages of work. The number of workpeople affected by these changes was 6456.

SECTION XIII.—INDUSTRIAL DISPUTES.

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

(i.) *Collection of Particulars.*—Under the system initiated in 1913 information as to the occurrence of an industrial dispute is derived from a number of sources, of which the following are the most important:— (a) Reports by labour agents and correspondents who have been appointed in all the most important industrial centres of the Commonwealth; (b) official notifications from heads of various Commonwealth and State Departments; (c) monthly reports sent in by secretaries of trade unions, and (d) newspapers, trade and labour journals, and other publications.

Upon information being furnished as to the existence of an industrial dispute involving stoppage of work, forms* are despatched to the several parties concerned, viz., secretaries of trade unions, employers'

* As these forms have been prescribed under the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.