

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.

organisations, and individual employers. The first parts of these forms are required to be returned immediately, and provide for the insertion of information as to (a) the locality in which the dispute exists; (b) its cause or object; (c) the date of commencement; and (d) the number of persons involved directly and indirectly. The second parts of the forms, which are required to be returned as soon as the dispute is terminated, provide for information regarding (a) the date of termination; (b) the conditions or terms on which work was resumed; (c) the method by which settlement was effected; (d) the estimated loss in wages; and (e) particulars as to the number of workpeople affected, etc., if the terms of the settlement involved a change in rates of wage or hours of labour.

(ii.) *Methods of Tabulation.*—Where the information furnished by one party to the dispute substantially agrees with that furnished by the other, the facts are considered to be accurate, and the particulars are accepted for tabulation. In all cases where discrepancies or inconsistent accounts are received, special enquiries are instituted, ordinarily through the labour agents and correspondents. The whole of the available information is then determined as judicially as possible, making the summarised results to agree not necessarily with the testimony of a single individual, but to harmonise with the concurrent evidence of the majority, or of those whose returns appear to be the most reliable. It may, therefore, happen that the particulars, as presented in these Reports concerning certain disputes, do not agree with those submitted by the participants in such disputes. Certain stoppages of work are, however, excluded from the tabulations, for the reason that they are not of sufficient magnitude. Disputes involving less than 10 workpeople or which lasted for less than one day, except where the aggregate number of working days lost exceeded 10 days, are excluded. In tabulating the particulars thus received and compared, the information is divided under four headings:—(a) Number of establishments involved; (b) number of workpeople involved (i.) directly and (ii.) indirectly; (c) number of working days lost; and (d) estimated loss in wages.

(iii.) *Definitions and Explanations of Terms.*—Industrial Disputes involving stoppage of work may be classified under three main headings, viz., (a) a strike, (b) lock-out, or (c) a sympathetic strike. For the purposes of these investigations the following definitions† have been accepted:—

- (a) A strike is defined as a concerted withdrawal from work by a part or all of the employees of an establishment or of several establishments, with a view to enforcing a demand on the part of the employees, or of resisting some demand made by their employers.

† It must be observed, however, that certain stoppages of work do not come within these definitions, such as those where the relationship of employer and employee does not exist, e.g., rabbit trappers who refused to continue to supply certain freezing companies with rabbits owing to the companies refusing to pay an advanced price; and labourers refusing to commence work at the rate of wage offered. It has been held judicially that a refusal to commence or to continue work does not constitute a strike, unless such refusal is a breach of an existing contract of employment. Again, stoppages of work for the purpose of holding meetings are not designated industrial disputes, seeing that the stoppages are not necessarily for the purpose of enforcing or resisting demands. The majority of these meetings are held during working hours so as to ensure a full attendance, and are generally called to discuss some question with a view to ascertain whether any definite action should be taken.

The stop-work meetings to protest against conscription are, however, included in the tabulations, as they were called with a definite object, i.e., to cause a dislocation of industry with a view to directing attention to the opinion of a section of the workers.

- (b) A lock-out is a refusal on the part of an employer or several employers, to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers, or to resist some demand made by their employees.
- (c) A sympathetic strike is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit, but leave work in order to assist employees of some other establishment or establishments, on strike or locked out, for the purpose of enforcing or resisting a demand.

In view of the difficulty which may often occur in distinguishing clearly whether a stoppage of work constitutes a strike or a lock-out, for the purposes of these investigations all stoppages coming within the definitions adopted, are grouped under the generic term "industrial disputes."

"Establishment" means the place of work or business carried on by a person, firm, company, or Government Department. Shops, factories, places of business or construction or repairing works of different employers in the same locality, or of the same employer in different localities, are considered as separate establishments.

"Workpeople directly involved in dispute"* includes only those workpeople who actually joined in the demand and who, on refusal of such demand, ceased work. In the case of a lock-out the term is used to include the number of workpeople whom the employer refused to allow to work unless they complied with his demand.

"Workpeople indirectly involved in dispute" refers only to those employees who were involuntarily thrown out of work as the result of an industrial dispute, caused by certain other employees going on strike or through an employer or employers locking out certain other employees, whose absence from work rendered it impossible for work to proceed in the establishment or establishments affected by the dispute. It often occurs also that when one section of employees is engaged in an industrial dispute the effect of such dispute is to cause loss of time to other employees, following occupations which are dependent upon those followed by the workpeople actually on strike or locked out.

"Working days lost" refers to working time lost in consequence of the dispute, and is obtained by multiplying the number of workpeople directly and indirectly involved by the duration of the dispute in working days.

In computing the duration of a dispute in working days, Sundays (except where continuous processes are carried on) and holidays are excluded. It is generally considered that had a dispute not occurred the employment would have been constant, and allowance is not made for

* The same persons may, of course, be involved in two or more disputes in a single year, in which case they would be duplicated in the statistics of the number of workpeople involved in disputes. This remark also applies to those workpeople involuntarily thrown out of work.

short time work, due to slackness of trade, etc. This course is not precisely correct, but until a complete investigation can be made as to the amount of unemployment due to seasonal trades, or intermittency in trade activity, no definite allowance can be computed and allowed.

"Estimated loss in Wages" is computed, and represents the amount in wages which would have been earned by the workpeople involved had a stoppage not taken place. It is admitted that the element of unemployment also enters into this phase of the statistics. Further, in some industrial work (e.g., shearing and sugar-cane cutting) the amount of work available is definite, and the amount to be earned in wages, in executing the work, is not reduced by reason of it not being entered upon and finished within a certain reasonable period. For some purposes, therefore, it may be contended that a loss in wages is not necessarily incurred if only the commencement or completion of the work is delayed through a stoppage of work.

In all quarterly tabulations particulars of disputes which commenced within the quarterly period (so far as they relate to the number of working days and wages lost) are separated from those respecting disputes which had commenced in a previous quarter, but which had not been settled within that period.

In annual tabulations particulars are included only with respect to industrial disputes which commenced during any calendar year.* This course requires the elimination of such data as relates to disputes which commenced during an earlier period, but which remained unsettled during some portion of the succeeding year. On the other hand it necessitates the inclusion of the number of working days and wages lost during the following year in connection with disputes commenced during the calendar year to which the statistics relate. For this reason the aggregate of the particulars relating to the four quarters of any year will not necessarily agree with the annual results.

(iv.) *Other Particulars.*—The information obtained from the before-mentioned tabulations forms the basis for further analysis, and data are thus afforded with respect to the following:—(a) The duration of disputes; (b) the causes of disputes; (c) the results of disputes; and (d) the methods by which settlements of disputes are effected. The main features of and the extent of each analysis are fully dealt with in succeeding sub-sections, and are accompanied by relative tables.

2. Industrial Disputes (involving Stoppage of Work), Number and Magnitude in each State and Territory, 1913-1918.—In the following table complete particulars are given with respect to the number and magnitude of industrial disputes which commenced in each State and

* Any tabulation as to causes, duration, etc., based on disputes which were in existence in any given year, and not on those which commenced in that year, would inevitably result in confusion, seeing that particulars relating to the same dispute would probably occur in two successive years.

Territory in the years indicated. The annual figures for the year 1913 were published in Labour Report No. 5, and those for the years 1914, 1915, 1916 and 1917 were shown in detail in Labour Reports Nos. 6, 7 and 8. In order to allow of a ready comparison of the results, particulars are furnished in the table below for the six years 1913 to 1918:—

Industrial Disputes (involving Stoppage of Work).—Number and Magnitude in each State and Territory, and for the Commonwealth, 1913-1918.

State or Territory.	Year.	No. of Disputes	Estab-lishments Involved in Disputes.	No. of Workpeople Involved.			No. of Working Days Lost	Total Estimated Loss in Wages
				Directly.	In directly.	Total.		
N. S. Wales	1913	184	466	25,647	14,364	40,011	468,957	216,268
	1914	235	908	33,855	22,326	56,281	536,948	419,656
	1915	272	694	47,006	23,808	69,614	464,343	240,222
	1916	336	717	91,702	31,638	123,400	1,145,222	674,064
	1917	296	913	118,515	15,568	134,023	3,308,860	1,929,465
	1918	138	182	24,417	8,624	33,041	181,639	112,394
Victoria	1913	29	63	4,151	2,026	6,177	86,212	35,744
	1914	44	164	5,699	1,352	7,051	84,106	30,619
	1915	38	154	5,434	809	6,243	64,878	28,476
	1916	55	449	13,576	2,692	15,668	228,269	114,683
	1917	32	636	15,976	2,114	18,090	760,410	378,946
	1918	33	180	4,235	1,513	5,748	165,020	99,346
Queensland	1913	17	20	1,781	225	2,006	55,238	23,374
	1914	18	42	1,280	406	1,686	25,703	11,747
	1915	17	39	1,477	589	2,066	16,034	9,505
	1916	64	252	17,367	2,951	20,318	170,690	96,976
	1917	39	302	12,074	971	13,045	317,699	178,125
	1918	84	696	8,803	1,875	10,678	183,893	131,142
South Australia	1913	9	13	273	16	288	2,412	1,029
	1914	13	45	616	575	1,191	15,275	7,677
	1915	15	25	1,314	169	1,483	10,877	14,443
	1916	21	45	1,037	606	1,643	10,563	6,004
	1917	24	44	3,858	146	4,104	57,446	30,266
	1918	17	25	1,576	429	2,005	18,276	10,515
W. Australia	1913	9	324	967	16	1,007	6,772	3,515
	1914	13	19	1,117	3,292	4,409	124,175	70,553
	1915	6	20	578	68	646	4,068	2,294
	1916	24	35	4,318	4,782	9,100	102,357	64,325
	1917	25	128	2,401	547	2,948	102,078	53,004
	1918	23	56	3,368	1,435	4,803	31,145	17,722
Tasmania	1913	8	30	444	20	464	987	424
	1914	6	32	288	25	313	3,286	1,459
	1915	2	3	922	..	922	4,808	2,174
	1916	6	36	366	68	434	21,389	11,207
	1917	8	11	1,062	623	1,685	52,541	24,502
	1918	1	1	42	..	42	462	250
Fed. Cap. Terr.	1913	1	1	100	100	200	1,400	600
	1914	1	1	50	..	50	350	170
	1915	1	1	20	..	20	80	55
	1916	..	..	..	..	..	..	..
	1917	..	..	..	..	..	..	..
	1918	..	..	..	..	..	..	..
Nth. Territory	1913	1	4	131	39	170	2,500	1,675
	1914	2	2	69	..	68	652	348
	1915	7	7	254	44	298	5,237	2,365
	1916	2	2	120	..	120	420	345
	1917	2	2	75	..	75	615	529
	1918	3	4	112	10	122	428	395
Commonwealth	1913	208	931	33,498	16,790	50,233	623,528	237,739
	1914	387	1,308	48,073	27,976	71,049	1,090,395	561,222
	1915	358	942	57,005	24,287	81,292	583,235	299,633
	1916	508	11,530	128,546	42,137	170,683	1,678,930	967,604
	1917	444	1,941	154,061	19,909	173,970	4,599,658	2,594,806
	1918	298	1,154	42,563	13,666	56,489	380,858	372,334

† These figures do not include establishments affected by the anti-conscription stop-work meetings, as definite particulars as to the number of establishments were not ascertainable.

It may be seen from the foregoing table that industrial disputes throughout the Commonwealth were most frequent during the year 1916. The number of workpeople involved in disputes during 1916 and 1917 increased to an enormous extent, while the losses in working days and wages were considerably in excess of such losses during any previous yearly period. It must be mentioned, however, that the figures for 1914 and 1916 include particulars of abnormal disputes which occurred in the coal mining industry during those years, while particulars relating to the "card system" dispute at the Government Railway Workshops in New South Wales are included in the figures for the year 1917. In view of the magnitude of these disputes, it is of interest to mention the main features of the troubles, and also the losses in working days and wages caused by the dislocations.

In 1914, a protracted dispute occurred in the coal mining industry in New South Wales over the refusal of the miners to work the afternoon shift. The number of working days lost owing to this dislocation was 523,000, and the estimated loss in wages was approximately £259,000.

In the year 1916, another dispute of considerable magnitude was recorded, when coal mining employees in New South Wales, Victoria, Queensland, and Tasmania ceased work over the question of "eight hours bank to bank." The total losses caused by these stoppages were 409,000 working days and £240,850 in wages.

The dislocation of work during the year 1917, following on the "card system" dispute at the New South Wales Government Railway Workshops, is the most extensive which has been recorded by the Bureau since the systematic collection of particulars was undertaken at the beginning of the year 1913. After careful consideration of the data it was ascertained that 79 disputes throughout the various States were directly associated with the action of the employees at the Government Railway Workshops. The originating dispute, which commenced on the 2nd August, 1917, when the employees at the workshops ceased work, such action, according to statements of their representatives, being a protest against the introduction of a time-card system, rapidly extended to other industries throughout the Commonwealth. Railway employees in other branches of the service, coal and metalliferous miners, seamen, waterside workers, and others left work, most of them stating that they did so in sympathy with the railway men, while other bodies of workpeople, including carters, storemen, and artificial manure makers, stated that they refused to handle "black" goods and coal, and acted accordingly. Of the 79 disputes, which were the outcome of the original stoppage, 52 occurred in New South Wales; 18 in Victoria; 3 in South Australia; and 2 in each of the remaining States. The total number of workpeople involved in these dislocations was 97,507, the loss in working days was 3,982,250, with a consequent estimated loss in wages of £2,233,000. In addition a large number of employees in various industries, who were not directly connected with the dispute, were involuntarily thrown out of work, owing to the restrictions placed upon the use of coal, gas and electricity. It will be seen, therefore, that the losses occasioned by the "card system" dispute greatly exceed any previously recorded.

In regard to extensive dislocations of industry which occurred prior to the institution of systematic inquiries by the Bureau, efforts have been made to obtain statistical data relating to the shearers' disputes in 1890, 1891 and 1894, and also concerning the number of workpeople involved and the losses caused by the maritime dispute in the early part of 1891, but precise information which could be utilised for statistical purposes regarding such particulars was not obtainable.

The predominancy of industrial disputes in New South Wales, as compared with the other States, continued during the year 1918. The proportion of disputes in each State is best expressed in a percentage of the aggregate number recorded for all States and Territories. Thus the disputes in New South Wales represented 64 per cent. in 1913, 70 per cent. in 1914, 76 per cent. in 1915, 66 per cent. in 1916, and nearly 67 per cent. in 1917. The disputes in Victoria equalled 14, 13, 11, 11 and 12 per cent. of the total industrial disputes in the respective years, while Queensland disputes represented approximately 8, 5, 5, 13 and 9 per cent. of the total disputes during the same periods. In the other States and Territories the number of disputes recorded during these years forms but a small proportion of the aggregate number.

In 1918, the percentages, which in previous years had been fairly uniform, shewed a considerable variation, the number of disputes in New South Wales being 46 per cent. of the total number, as compared with 67 per cent. in the year 1917. The number of disputes in Victoria during 1918 represented 11 per cent. of the total, while in Queensland the 84 dislocations during the same period equalled 28 per cent. of the total, a considerable increase compared with previous years. For Tasmania only one dispute was recorded during the year 1918.

A noticeable decrease in the number of stoppages of work took place during the year 1918. In all the States, with the exception of Queensland, the numbers of disputes were less than those recorded during 1916 and 1917. The total number of dislocations (298) throughout the Commonwealth during the year 1918 is the second lowest recorded during the six years that have elapsed since the end of 1912, when the systematic collection of particulars relating to industrial disputes was instituted. The increase in the number of disputes in Queensland, as compared with previous years, is considerable, but it will be noticed, that, although the number of dislocations is higher, the number of workpeople involved, and the losses incurred in working days and wages are less than those for the year 1917.

The position which New South Wales occupies in comparison with the other States is practically wholly due to the prevalence of disputes in connection with coal mining. Apart from these stoppages the number of disputes in all other industries, whilst still in excess of that for each of the other States, does not compare unfavourably when the number of workpeople in each State is taken into consideration.

The number of disputes (138) in New South Wales during 1918 was greatly in excess of those for any other State, but for the first time since the institution of the systematic collection of particulars, the losses in

working days and wages in that State were lower than in Queensland. In all previous years the losses in New South Wales have greatly exceeded those in any other individual State.

It is, of course, obvious that the mere number of disputes cannot by itself be accepted as a proper basis of comparison, nor does the number of workpeople afford a satisfactory basis. A better idea as to the significance and effect of industrial disputes may be obtained from the number of working days lost and the estimated loss in wages.

The number of working days lost on account of disputes which commenced during the year 1918 totalled 580,853, as compared with 4,509,658 during 1917, 1,678,930 during 1916, 583,225 during 1915, 1,090,395 during 1914, and 623,528 for 1913. It has already been mentioned that the figures for the years 1914, 1916 and 1917 include the heavy losses in working days and wages caused by exceptionally serious disputes which occurred during those years.

3. Particulars of Principal Industrial Disputes recorded during the Year 1918. (i.) *New South Wales*.—The total number of industrial disputes in this State during the year 1918, was 138, in which 33,041 workpeople were involved, while the total number of working days lost was 181,639, causing an estimated loss in wages of £112,894. The losses caused by dislocations of work in this State during the twelve months under review were the lowest recorded for any year since the systematic collection of particulars was initiated. Of the 138 disputes, 97 involved employees engaged in the mining industry (Group VIII.). The majority of these stoppages occurred at the coal mines, and were of short duration. The disputes which caused the greatest losses in working days and wages in this group occurred at the Abermain, Richmond Main, Stanford Merthyr, Pelaw Main, Lymington, North Bulli, Cardiff, South Seaham, New Greta and Burwood collieries. Metalliferous miners at the Ardlethan tin mines and at Broken Hill stopped work owing to disputes regarding wages and hours during the year. Employees in the engineering and metal trades (Group II.) lost 46,234 working days during the twelve months on account of 5 disputes. The dislocation which caused the greater part of this loss occurred at the Small Arms Factory, Lithgow, on account of the employees in the barrel-straightening department objecting to the system of inspection. The factory was idle for eight weeks.

As a result of a ballot taken in accordance with Section 48 of the Industrial Arbitration Act, boilermakers at the Steel Works, Newcastle, early in December gave notice of their intention to cease work, and, on the expiration of the term of the notice, did not report for work. This dispute is of interest, as it was the first instance in which action was taken under this section of the amended Act. The men were legally on strike. The cause of the trouble was the refusal of the management to recognise the State Award.

Proceedings under Section 46 of the Industrial Arbitration Act were taken during the year against the Musicians, Boilermakers, Engineers' and Stovemakers' Associations for allowing certain members to participate in illegal strikes. In each case fines were inflicted.

Bespoke bootmakers were involved in a dispute which continued for two months over the question of rates of pay, which were ultimately increased. Seamen, firemen and others engaged on vessels trading to New Zealand claimed higher rates of wage and insurance in case of death through pneumonic influenza, which was very prevalent in New Zealand during the latter part of the year. On their claims being refused they left the boats and shipping facilities were suspended. Ultimately increased rates of pay and insurance against death were granted.

Engine drivers and firemen employed on the steam shovel at the works of the Broken Hill Proprietary Limited, Broken Hill, stopped work during June on account of the refusal of the management to grant increased rates of wage to crane-drivers and rope-pullers. After a stoppage of work for six weeks the matter was settled at a conference between the representatives of the Union and the Mining Managers' Association, part of the men's claims for higher rates being conceded.

(ii.) *Victoria*.—During the year 1918, thirty-three disputes occurred in this State. The total number of workpeople involved in these disputes was 5748, of whom 4235 were directly and 1513 indirectly affected. The total loss in working days was 165,020, causing an estimated loss of £99,346 in wages. The dispute which occurred in the engineering trade during August, and continued until November, caused the greater part of the losses in working days and wages during the year. Workpeople to the number of 1884 were involved in this dislocation, and the loss in working days was 119,324, or 72 per cent. of the total loss for all disputes in the State during the twelve months. The refusal of the employers to grant a claim for a 20 per cent. increase on existing rates of wage was the cause of the trouble. After the dispute had continued for three months certain proposals for a settlement were made by the Secretary for Labour. These proposals were accepted by the parties involved, and work was resumed. The terms of the settlement are shown hereunder:—

“(a) The Brassworkers' and Engineering Wages Boards to be amalgamated into one Board and a separate Board to be created for the unskilled men who are now under those Boards.

“(b) The Amalgamated Engineering and Brassworkers' Board to meet informally as soon as the nominations are in the hands of the Secretary for Labour.

“(c) Any higher rates given by the Amalgamated Engineering and Brassworkers' Board to be paid as from the date of resumption of work.

“(d) The engineers and brassworkers to resume work as soon as the resignations and nominations in connection with the amalgamated board are complete, and in the hands of the Secretary for Labour. The engineers to be paid on the 1918 determination rates, the brassworkers to be paid on the rates fixed in the determination of 1917, with the addition of 1s. per day all round.”

The amalgamated Board was constituted under the designation, “The Engineers' and Brassworkers' (Skilled) Board,” and early in the year, 1919, the Board issued a determination giving a further increase on the rates of wage specified in the 1918 determination of the Engineers' Board; which had provided for a general increase of 6s. per week on the rates previously existing.

Slaughtermen at the abattoirs in the metropolitan area claimed increased rates of wage and a reduction in working hours during November. The claims were refused and a stoppage of work ensued. Negotiations between the parties involved resulted in a compromise. An increase of 10s. per week was granted and certain concessions regarding "smoke-oh" were conceded. Slaughtermen at Newport and Geelong were also involved in disputes over wage questions during the year. Sausage casing workers were granted increased rates of pay after a stoppage of work in November. Metalliferous miners at Daylesford and Ararat lost employment for lengthy periods during the year. The trouble at Daylesford was caused by the refusal of the management to work all telescope drilling machines double-handed, while the question of "contract" or "day wages" work caused the stoppage in the Ararat district. The latter trouble was settled by conference under the Commonwealth Conciliation and Arbitration Act, but some considerable delay occurred before the mines were working smoothly.

Tramway employees on the Hawthorn electric system stopped work during December as a protest against the dismissal of a conductor. Traffic was interrupted for two days. The dispute was settled by referring the matter to the Registrar of the Commonwealth Arbitration Court. The employee was reinstated. Work on the construction of the Fitzroy-Preston tram line was delayed for three weeks, on account of the refusal by the employers of a claim by the men for increased rates of wage. The trouble was settled, after negotiations, by the employers conceding portion of the men's claims. Wheat lumpers, stackers, baggers and others employed on the wheat stacks at Maryborough, Bendigo, Stawell and Broadmeadows were involved in a dispute over rates of pay during December. The dislocation of work continued into January, when work was resumed by the men on the advice of the Commonwealth Industrial Registrar, on the understanding that their case would be heard at an early date by the Court.

(iii.) *Queensland*.—The number of stoppages of work in this State during the year 1918, was 84, a considerable increase on the number during any previous year. The loss in working days during the twelve months under review is lower than that during the year 1917, but is in excess of the loss during 1913, 1914, 1915 and 1916. Of the 84 disputes, 27 involved employees engaged in the preparation, manufacture, and distribution of food and drink (Group III.), while 23 stoppages occurred in the mining industry (Group VIII.). Nine dislocations are shown as affecting employees engaged in pastoral and agricultural pursuits (Group XII.). In the other groups the numbers of disputes are not large. Employees in the mining industry lost 83,775 working days during the year, while workpeople engaged in the preparation, manufacture and distribution of food and drink lost 46,708 days. The number of days lost by employees in the pastoral and agricultural industry was 42,608, the majority of which were lost by sugar-cane cutters. In the other industries the losses were comparatively slight.

The principal disputes in this State during the year involved butchers, meat works employees, sugar mill workers, fellmongers, metalliferous miners at Selwyn, Mt. Cuthbert and Cloncurry, railway construction

workers, sugar-cane cutters in various districts, and sewerage workers in the employ of the Metropolitan Water Supply and Sewerage Board.

The employees at the meat works in various districts were very unsettled during the year. Numerous dislocations of work occurred. Serious disputes occurred at the Ross River and Alligator Creek works during November. The refusal of a demand for the reinstatement of a dismissed employee was the original cause of the dispute, but within a short period the trouble developed into a fight over the question of the employment of non-union labour. The dislocation of work continued for four months. The employers made application to the Industrial Arbitration Court to have the "preference" clauses of the Meat Export Industry Award of March, 1918, deleted. The judgment of the Court was to the effect that preference of employment was withdrawn, so far as the whole of the works in the Northern Division were concerned.

A dispute which occurred during May at the Mt. Elliot mine, Selwyn, over the alleged victimisation of an employee, lasted for a month, and caused serious losses in working days and wages. Workpeople at the Mt. Cuthbert mines were involved in serious disputes during February and October. The first dispute arose over the system of engaging employees, while the later stoppage was due to the management refusing to comply with a demand from the men for a change in the method of contracting for supplies of firewood. Other serious dislocations affecting miners occurred at the Duchess Copper Mine in the Cloncurry district. Serious objection was taken by the men to the employment of a certain manager, and on their request for his removal being refused, they stopped work. The original dispute commenced in February. The matter was referred to the Industrial Arbitration Court, and the decision, given in March, was against the employees. The trouble arose again during April, and operations at the mine were again suspended, and continued so until January, 1919. In connection with this dispute, it may be mentioned that a large number of the employees obtained work at other mines and occupations during the currency of the dislocation. Sugar-cane cutters were implicated in a number of stoppages of work during the season. Various districts were affected, and the questions in dispute were claims for increased rates of pay and the substitution of "day" pay for the "contract" system. The most serious dislocation occurred in the Innisfail district during July, August and September. This dispute was settled by compulsory conference under the State Industrial Act. During October and November sewerage construction workers at Pinkenba were involved in a dispute over conditions of work and wages. The trouble was settled by reference to the State Arbitration Court, which granted an increase in the rates of wage and also concessions regarding hours of labour and working conditions.

(iv.) *South Australia*.—The number of disputes in this State during 1918 was 17, in which 2005 workpeople were involved. The total loss in working days was 18,276, with a consequent loss of £10,515 in wages. The dislocations responsible for the greater part of the losses were those in which tramway employees, Adelaide; engine drivers, firemen and others engaged on the East-West railway; engine drivers and firemen employed on the coal gantries, Port Pirie; and wharf labourers were involved.

The tramway dispute occurred in November, and the original cause of the trouble was the failure of the men to report for duty on "armistice" day. The management of the Trust endeavoured to maintain a service, with the result that the question of the employment of "non-union" labour delayed the settlement of the trouble. The matter was in dispute for five days, and was ultimately settled at a conference presided over by the State Attorney-General.

Traffic on the Port Augusta-Kalgoorlie railway was suspended in October. Engine drivers, firemen and others stopped work as a protest against the refusal of a request that a free pass over the railway should be granted to the Secretary of the Association, and also to direct attention to general grievances. Work was resumed after a stoppage extending over a fortnight.

Engine drivers and firemen engaged on the coal discharging and conveying plant at the Port Pirie wharf were involved in a dispute during August and September. The engine drivers and firemen would not work with the members of the Government Workers' Association, but desired that members of the Waterside Workers' Federation should be employed. This stoppage of the coal gantries at Port Pirie caused considerable unemployment at Broken Hill, as the mining companies were unable to obtain coal, which is railed from Port Pirie. The majority of the mines closed down for periods ranging from two to four weeks, and it is estimated that about 5000 workpeople were affected.

(v.) *Western Australia.*—In this State 22 disputes were recorded during the twelve months under review. The number of workpeople involved was 4803, of whom 3368 were directly and 1435 indirectly affected. These employees lost 31,145 working days, with an estimated loss in wages of £17,792. Dislocations in the mining industry and disputes involving employees in the railway and tramway services caused the greater portion of these losses.

The principal dispute in the mining industry occurred during March, when employees at the mines in the Kalgoorlie district stopped work. Over 2000 workpeople were affected. The question of working time on Saturdays was in dispute. The men claimed a clear half day on Saturday. After negotiations, hours of work were arranged, pending final settlement by the Commonwealth Arbitration Court. Another mining dispute occurred at Boulder. A claim for 1s. per day extra for "wet work" was refused, and a stoppage of work for three days ensued. After negotiations, the claim was conceded.

Tramway employees on the Government tramways, Perth, made a claim during December for an increase of elevenpence per day for all employees. On the claim being refused they ceased work and the traffic was suspended. The dispute continued until February, 1919, when a settlement was arranged. The rate of wage existing prior to the stoppage of work was increased by fivepence per day.

Bakers at Kalgoorlie, timber workers at the No. 2 State Timber Mill, horse collar-makers at Perth, and coal miners at Collie were involved in dislocations which caused considerable losses in working days and wages during the year.

4 Industrial Disputes, Classified in Industrial Groups, 1918.—

In the following tables particulars are given for each State and Territory, as well as for the Commonwealth, of industrial disputes which commenced during the year 1918, classified according to industrial groups. Similar information for the year 1913 was published in Labour Report No. 5, for the years 1914 and 1915 in Labour Report No. 6, for the year 1916 in Labour Report No. 7, and for the year 1917, in Labour Report No. 8.

Industrial Disputes, Classified according to Industrial Groups, 1918.

INDUSTRIAL GROUP.	No. of Disputes.	No. of Establishments Involved	NO. OF WORKPEOPLE INVOLVED.			No. of Working Days Lost.	Estimated Loss in Wages.
			Directly.	Indirectly.	Total.		
New South Wales.							
II. Engineering, metal works, &c.	5	6	351	1,146	1,497	46,234	23,682
III. Food, drink, &c., manufacturing and distribution	3	3	60	..	60	308	163
IV. Clothing, boots, etc.	3	0	245	..	248	2,728	1,427
VI. Other manufacturing	8	9	633	140	773	3,643	2,174
VII. Building	4	7	189	41	230	532	298
VIII. Mines, quarries, &c.	97	104	18,949	6,406	25,355	97,175	68,040
IX. Railway and tramway services	2	2	127	68	195	1,083	672
XI. Shipping, wharf labour, &c.	5	13	3,550	28	3,578	20,848	10,215
XII. Pastoral, agricultural, &c.	8	29	167	20	187	1,075	782
XIV. Miscellaneous	3	3	140	774	914	8,013	5,411
TOTAL	138	182	24,417	8,624	33,041	181,639	112,894
Victoria.							
I. Wood, sawmill, timber, &c.	1	1	..	..	4	16	9
II. Engineering, metal works, &c.	1	104	1,170	714	1,884	119,324	71,730
III. Food, drink, &c., manufacturing and distribution	4	50	536	195	731	5,087	3,657
IV. Clothing, boots, etc.	4	4	103	4	107	319	139
VI. Other manufacturing	3	3	85	..	85	5,364	3,207
VIII. Mines, quarries, &c.	9	10	1,624	563	2,187	27,387	15,730
IX. Railway and tramway services	3	3	237	7	244	2,020	1,046
XI. Shipping, wharf labour, &c.	3	3	39	..	39	192	102
XII. Pastoral, agricultural, &c.	2	9	194	30	224	3,672	2,920
XIII. Domestic, hotels, &c.	1	1	15	..	15	75	22
XIV. Miscellaneous	2	2	228	..	228	1,564	764
TOTAL	33	190	4,233	1,513	5,748	165,020	99,34
Queensland.							
II. Engineering, metal works, etc.	3	3	70	16	86	1,399	1,073
III. Food, drink, etc., manufacturing and distribution	27	227	3,202	1,172	4,374	46,708	35,781
VI. Other manufacturing	6	6	162	..	164	684	433
VII. Building	6	7	418	27	445	3,030	1,897
VIII. Mines, quarries, &c.	23	27	3,335	523	3,858	83,775	53,972
IX. Railway and tramway services	2	2	101	50	151	1,668	1,120
X. Other land transport	1	10	60	..	60	180	88
XI. Pastoral, agricultural, &c.	9	407	1,232	43	1,275	42,608	23,920
XIII. Domestic, hotels, &c.	2	2	47	..	47	411	120
XIV. Miscellaneous	5	5	176	42	218	3,420	2,756
TOTAL	84	696	8,803	1,875	10,678	183,383	131,142
South Australia.							
II. Engineering, metal works, &c.	1	1	10	..	10	4,210	720
III. Food, drink, etc., manufacturing and distribution	1	1	73	..	75	75	36
VI. Other manufacturing	1	1	16	..	16	80	42
IX. Railway and tramway services	4	9	931	420	1,360	10,326	6,167
XI. Shipping, wharf labour, &c.	5	5	409	..	409	5,356	2,943
XII. Pastoral, agricultural, &c.	2	8	82	..	82	325	183
XIV. Miscellaneous	3	5	73	..	73	904	424
Total	17	23	1,576	420	2,005	38,276	10,515

Industrial Disputes, Classified according to Industrial Groups, 1918—continued.

INDUSTRIAL GROUP.	No. of Disputes.	No. of establishments involved.	NO. OF WORKPEOPLE INVOLVED.			No. of Working Days Lost.	Estimated Loss in Wages.
			Directly.	Indirectly.	Total.		
Western Australia							
I. Wood, sawmill, timber, &c.	3	3	76	192	268	2,216	£ 1,206
III. Food, drink, &c. manufacturing and distribution	17	13	30	..	36	1,836	1,720
VI. Other manufacturing	1	3	12	..	12	600	350
VIII. Mines, quarries, &c.	6	18	2,569	1,189	3,749	10,956	6,664
IX. Railway and tramway services	5	6	375	20	395	12,213	6,610
XII. Pastoral, agricultural, &c.	1	3	227	10	237	1,859	1,065
XIV. Miscellaneous	2	9	82	24	106	1,465	777
Total	22	56	3,365	1,435	4,803	31,145	17,792
Tasmania							
VI. Other manufacturing	1	1	42	..	42	462	250
Total	1	1	42	..	42	462	250
Northern Territory.							
VII. Building	1	1	10	..	10	40	40
XI. Shipping, wharf labour, &c.	1	1	62	10	72	198	105
XIV. Miscellaneous	1	2	40	..	40	280	260
TOTAL	3	4	112	10	122	428	305
All States.							
I. Wood, sawmill, timber, &c.	9	4	80	192	272	2,232	1,215
II. Engineering, metal works, &c.	10	114	1,601	1,376	3,477	108,167	97,325
III. Food, drink, &c., manufacturing and distribution	36	294	3,909	1,367	5,276	54,014	40,759
IV. Clothing, boots, &c.	7	10	348	7	355	3,017	1,566
VI. Other manufacturing	20	25	950	142	1,092	10,833	6,416
VII. Building	13	15	617	68	685	3,602	2,235
VIII. Mines, quarries, &c.	115	159	26,468	8,681	35,149	210,293	149,109
IX. Railway and tramway services	16	16	1,771	574	2,345	27,310	15,615
X. Other land transport	1	10	60	..	60	180	88
XI. Shipping, wharf labour, &c.	14	22	4,066	36	4,102	28,504	13,395
XII. Pastoral, agricultural, &c.	21	450	1,882	101	1,985	19,549	34,570
XIII. Domestic, hotels, &c.	3	3	62	..	62	486	142
XIV. Miscellaneous	17	26	739	840	1,579	15,646	10,982
TOTAL	298	1,154	42,552	14,886	56,179	586,353	372,331

Any comparison as to the frequency of industrial disputes in classified industries can only be reasonably made after omitting those which are recorded for mining, quarrying, &c. (Group VIII.). For the year 1913 the proportion of disputes in those industries represented practically 50 per cent. of the total number recorded. During the year 1914 this proportion rose to 55 per cent., and during 1915 to 57 per cent. In 1916, 1917, and 1918, however, the proportion of disputes in Group VIII. shewed a decrease, the figures representing 47.45 and 45 per cent. of the total number of disputes during the respective years. In considering this preponderating influence, attention has frequently been drawn to the considerable proportion contributed by the coal mining industry in New South Wales. In making any comparison as to the number of disputes in this industrial class in each State, it should be observed that the number of workers engaged in the mining industry is very much

larger in New South Wales than in any of the other States. The number of disputes recorded are, however, in excess of a similar proportion. Of the 135 dislocations of work which involved employees in the mining industry during the year 1918, 97 occurred in New South Wales, 9 in Victoria, 23 in Queensland, and 6 in Western Australia.

In Labour Bulletin No. 9, Section XIV., "Prohibition of Strikes and Lock-outs in Australia," the prevalence of industrial disputes in the mining industry was investigated, vide pp. 103-4. Comparisons were made of the number of disputes and working days lost (for the years 1913 and 1914 combined) in three main industrial groups, viz., manufacturing, mining, and all other industries, in each State and all States, both as to actual or *absolute* results and relative average annual results computed on a comparable basis (per 100,000 employees), based on the number of workers in each group. The presence of the abnormal figures for 1914, due to the protracted dispute in the northern colliery district of New South Wales, renders any comparison between the results for that and any other single year somewhat indefinite, hence the combination for *absolute* results of the figures for that year with those for the year 1913. The result of that investigation was repeated in Report No. 6, together with similarly computed results for the years 1914 and 1915 combined. Further investigation on these lines has not been continued, as the figures for the years 1916 and 1917 also include particulars of abnormal disputes which debar useful comparisons.

Of the total number of working days lost and the estimated total loss in wages due to disputes which commenced during the year 1918, 38 per cent. and 40 per cent. respectively were due to stoppages which involved employees in the mining and quarrying industries (Group VIII.), as compared with 29 per cent. and 36 per cent. during the year 1917.

Engineers and employees in the metal working trades (Group II.) lost 168,167 working days, with a consequent loss of £97,225 in wages during the year 1918. These losses represent 29 and 26 per cent. of the total losses in working days and wages during the period. In Group III. (Food, Drink, etc.) 36 disputes were recorded. The total number of workpeople involved was 5276, and the working days lost numbered 54,014. The estimated loss in wages to these employees was £40,759. The principal dispute in the engineering trade (Group II.) occurred in Victoria, and the greater part of the losses recorded in Group III. (Food, Drink, etc.) was caused by numerous stoppages at the meat works in Queensland. The number of workpeople who were involved in disputes in this special class in Queensland during the year was 4374, while the losses in working days and wages were 46,708, and £35,783, being 86 and 88 per cent. of the total losses recorded in the group for the Commonwealth. Employees engaged in pastoral and agricultural pursuits (Group XII.) were involved in 24 disputes, which caused a loss of 49,539 working days, and an estimated loss of wages of £33,870. The occupations of the workpeople implicated in most of these stoppages were wheat stackers and baggers. Persons engaged in railway and tramway services (Group

IX.) lost 27,310 days owing to 16 stoppages of work, while wharf labourers and other employees in the shipping industry (Group XI.) were involved in 14 disputes, causing a loss of 26,504 working days. In the other groups the number of disputes and losses were not heavy.

5. **Duration of Industrial Disputes.**—The duration of each industrial dispute involving a loss of work, *i.e.*, the period which expires between the cessation and resumption of work, is for statistical purposes computed in working days, exclusive of Sundays and holidays, except in those cases where the establishment involved carries on a continuous process (*e.g.*, Metal Smelting and Cement Manufacture). For the purpose of tabulating comparative results as to the number of disputes, workpeople involved (directly and indirectly) and the consequent loss of working time and wages, the particulars relating to each dispute are classified according to varying periods over which the dispute remained unsettled. The following limitations of time have been adopted :—(a) One day or less ; (b) two days and more than one day ; (c) three days and more than two days ; (d) over three days and under six days (the latter considered as constituting one week) ; (e) one week and under two weeks ; (f) two weeks and under four weeks ; (g) four weeks and under eight weeks ; and (h) eight weeks and over.

Where a settlement of a dispute is reached and all the workpeople involved return to work at the same time, the duration of the dispute is readily determined. In other disputes (mainly those extending over long periods) varying conditions arise which tend to complicate the situation, such as (a) a proportion of the workpeople involved obtaining other employment ; (b) a certain number of other workpeople being temporarily employed ; and (c) the establishment involved in the dispute being closed down indefinitely and work abandoned. In such cases the dispute is considered to have terminated and its duration determined, either when a sufficient number of other workpeople have been engaged to enable the establishment to be carried on (substantially as before the dispute), or when evidence is obtained that the establishment has been closed down indefinitely and work abandoned. Anomalous positions have been reached in some instances. In one case a dispute remained technically in existence so far as the workpeople were concerned, even after the establishment had been closed down and work therein abandoned. In another, a dispute was considered by the workpeople to be still in existence, notwithstanding that their places had been filled and the establishment had resumed operations.

(i.) *Duration of Industrial Disputes in Commonwealth, 1913-1918.*—In the following table comparative particulars are given with respect to the number of disputes, workpeople directly and indirectly involved, working days lost, and estimated amount of loss in wages respectively, consequent upon the cessations of work, which were recorded for the Commonwealth during the years 1913, 1914, 1915, 1916, 1917 and 1918, classified under the adopted limits of duration :—

Duration of Industrial Disputes in the Commonwealth, 1913-1918.

Limits of Duration.	Year.	No. of Disputes.	No. of Workpeople Involved.			Number of Working Days Lost.	Total Estimated Loss in Wages. £
			Directly.	Indirectly.	Total.		
1 day and less	1913	66	9,698	5,075	14,773	14,773	8,168
	1914	118	15,295	10,192	25,487	25,488	13,744
	1915	147	21,846	11,326	33,172	31,569	10,452
	1916	155	55,680	10,711	66,391	63,737	35,293
	1917	138	28,765	6,758	35,523	35,965	26,731
	1918	72	11,032	4,534	15,566	15,264	12,304
2 days and more than 1 day	1913	22	2,631	1,945	4,576	9,022	4,440
	1914	53	6,300	3,352	9,652	18,382	8,956
	1915	44	6,671	2,246	8,917	17,794	9,464
	1916	57	11,697	5,923	17,620	31,775	17,672
	1917	47	7,091	2,383	9,474	18,917	12,253
	1918	40	9,720	1,714	11,434	20,798	14,274
3 days and more than 2 days	1913	17	1,294	610	1,904	5,707	2,946
	1914	29	2,983	1,987	4,970	14,910	7,500
	1915	30	3,526	1,518	5,043	14,944	7,672
	1916	45	8,650	5,220	13,870	30,410	23,612
	1917	29	4,363	433	4,796	14,340	9,442
	1918	33	5,012	2,530	7,542	22,042	13,616
Over 3 days and less than one week (6 days)	1913	25	3,785	1,004	4,789	19,057	8,940
	1914	38	2,252	2,117	4,369	19,728	9,440
	1915	31	5,032	3,153	8,185	36,469	21,176
	1916	81	13,460	5,918	19,378	96,817	50,484
	1917	39	4,749	1,578	6,327	27,132	16,868
	1918	31	2,494	98	2,592	11,100	7,697
1 week and less than 2 weeks	1913	34	7,551	1,972	9,523	72,156	32,700
	1914	38	5,222	1,206	6,428	53,108	27,868
	1915	48	11,372	4,184	15,556	127,477	41,875
	1916	64	8,031	5,493	13,524	108,978	60,933
	1917	55	9,003	1,669	10,672	79,857	47,306
	1918	45	5,896	1,634	7,530	60,967	42,574
2 weeks and less than 4 weeks	1913	21	1,439	4,671	6,110	76,260	41,040
	1914	30	6,382	4,491	10,873	181,896	91,419
	1915	31	4,191	624	4,815	64,939	47,404
	1916	41	8,565	3,960	12,525	202,657	117,211
	1917	38	10,190	2,654	12,844	210,134	118,362
	1918	35	2,966	1,261	4,227	62,654	43,700
4 weeks and less than 8 weeks	1913	11	6,206	1,177	7,383	273,342	121,864
	1914	17	823	719	1,542	52,674	26,717
	1915	32	2,723	681	3,404	95,836	51,761
	1916	32	19,348	3,207	22,555	644,960	402,471
	1917	49	45,348	1,823	47,161	1,615,934	821,402
	1918	23	3,365	1,272	4,637	169,911	107,167
8 weeks and over	1913	12	3,889	336	4,225	153,211	67,832
	1914	14	3,807	3,912	7,719	724,250	305,646
	1915	15	1,734	560	2,294	194,187	100,829
	1916	33	3,755	1,705	5,460	498,667	259,928
	1917	26	41,630	2,911	44,541	2,598,209	1,542,412
	1918	17	2,128	853	2,981	218,169	131,010
Total	1913	208	38,493	16,790	55,283	623,528	287,739
	1914	337	43,073	27,976	71,049	1,090,395	551,228
	1915	358	57,005	24,287	81,292	583,225	299,633
	1916	508	128,540	42,137	170,677	1,678,930	867,604
	1917	444	154,061	19,909	173,970	4,599,668	2,594,808
	1918	298	42,553	13,886	56,439	580,833	372,334

It will be seen from the tables shewing the duration of industrial disputes, that for the past six years disputes lasting for one day or less were the most frequent. In 1913 the first year for which particulars were collected, stoppages of one day or less represented 32 per cent. of the total number, while they equalled in 1914, 35 per cent.; in 1915, 41 per cent.; in 1916, 31 per cent.; in 1917, 36 per cent.; and in 1918, 25 per cent. Disputes which terminated in less than one week represented 62 per cent. of the total number in 1913; 71 per cent. in 1914; 70 per cent. in 1915; 67 per cent. in 1916; 61 per cent. in 1917; and 60 per cent. in 1918. The disputes which continued for four weeks or over were responsible for the greater part of the losses in working days and wages in each of the years for which particulars have been recorded.

Disputes lasting over four weeks in 1917 represented 17 per cent. of the total number recorded, were responsible for 92 per cent. of the total number of working days lost, and were the cause of 91 per cent. of the estimated loss in wages during that year. The corresponding percentages

for the year 1918 are 13 per cent. of the total number of disputes, 67 per cent. of the total loss in working days, and 64 per cent. of the loss in wages. During the year 1918 seventeen disputes continued for a period of eight weeks or over, causing a loss of 218,169 working days, and an estimated loss in wages of £131,010. These figures shew a marked decrease, as compared with those for the two preceding years, when the figures were exceptionally large, owing to the two abnormal disputes previously mentioned as having occurred during 1916 and 1917.

(ii.) *Duration of Industrial Disputes in each State and Territory.*—

In the following tables particulars are given for each State and Territory of the number of disputes which commenced during the year 1918, and relative information, classified according to the adopted limits of duration. Comparative particulars for the year 1913 were published in Labour Report No. 5, for the years 1914 and 1915 in Labour Report No. 6, for the year 1916 in Labour Report No. 7, and for the year 1917, in Labour Report No. 8.

Duration of Industrial Disputes in each State and Territory, 1918.

Limits of Duration.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'with.
NO. OF DISPUTES.								
1 day and less	59	..	11	3	1	..	..	74
2 days and more than 1 day	22	..	7	1	2	..	1	40
3 days and more than 2 days	9	8	11	..	..	..	..	33
Over 3 days & less than 1 wk	11	3	10	2	3	..	1	31
1 week and less than 2 weeks	17	4	14	4	4	1	1	45
2 weeks and less than 4 weeks	8	6	15	3	2	..	..	35
4 weeks and less than 8 weeks	8	..	12	1	2	..	..	23
8 weeks and over	4	4	4	2	3	..	..	17
Total	138	33	84	17	22	1	3	298
NO. OF WORKPEOPLE AFFECTED.								
1 day and less	14,566	..	801	117	112	..	..	15,596
2 days and more than 1 day	8,694	939	1,547	30	156	..	72	11,434
3 days and more than 2 days	1,693	358	1,850	..	3,641	..	..	7,542
Over 3 days & less than 1 wk	1,418	354	558	75	89	..	10	2,592
1 week and less than 2 weeks	3,339	1,806	1,438	1,110	354	42	40	7,550
2 weeks and less than 4 weeks	766	709	2,017	567	138	..	..	4,217
4 weeks and less than 8 weeks	2,277	..	2,088	25	247	..	..	4,637
8 weeks and over	392	2,082	379	63	65	..	..	2,981
Total	33,041	5,748	10,678	2,005	4,808	42	122	56,439
NO. OF WORKING DAYS LOST.								
1 day and less	14,234	..	801	117	112	..	..	15,264
2 days and more than 1 day	15,770	1,557	2,939	60	312	..	108	20,746
3 days and more than 2 days	4,879	993	5,548	..	10,622	..	..	22,042
Over 3 days & less than 1 wk	6,296	1,766	2,247	365	386	..	40	11,106
1 week and less than 2 weeks	26,276	11,217	12,897	6,941	2,805	462	230	60,967
2 weeks and less than 4 weeks	9,480	11,447	33,297	6,214	2,216	..	..	62,654
4 weeks and less than 8 weeks	83,582	..	74,322	825	11,282	..	..	169,911
8 weeks and over	21,123	138,040	61,932	3,754	3,320	..	..	218,169
Total	181,639	165,020	163,883	18,276	31,145	402	428	580,853
ESTIMATED LOSS IN WAGES.								
1 day and less	£ 11,581	£ ..	£ 636	£ 63	£ 84	£ ..	£ ..	£ 12,364
2 days and more than 1 day	10,798	796	2,329	40	206	..	105	14,274
3 days and more than 2 days	2,860	552	3,731	..	6,475	..	..	13,618
Over 3 days & less than 1 wk	4,465	1,266	1,491	204	231	..	40	7,697
1 week and less than 2 weeks	19,036	7,502	9,836	4,039	1,602	250	250	42,514
2 weeks and less than 4 weeks	6,989	7,550	24,245	3,739	1,180	..	..	43,700
4 weeks and less than 8 weeks	46,308	..	54,236	460	6,094	..	..	107,157
8 weeks and over	10,860	81,680	34,580	1,970	1,920	..	..	131,010
Total	112,894	99,348	131,142	10,515	17,792	250	395	372,334

(iii.) *Duration of Industrial Disputes in classified Industrial Groups.*
 —The foregoing particulars for the year 1918 are further analysed in the following tables, in so far as they relate to the industrial groups of industries.

**Industrial Disputes Commenced during the Year 1918, according to Duration,
 Classified in Industrial Groups.**

INDUSTRIAL GROUP.	LIMITS OF DURATION.								Total.	
	1 Day and less.	2 Days and more than 1 Day.	3 Days and more than 2 Days.	Over 3 Days and less than a week.	1 Week and less than 2 Weeks.	2 Weeks and less than 4 Weeks.	4 Weeks and less than 8 Weeks.	8 Weeks and over.		
NO. OF DISPUTES.										
I. Wood, sawmill, timber, &c.	2	..	1	..	..	..	..	4
II. Engineering, metal works, &c.	2	..	1	..	..	..	..	10
III. Food, drink, tobacco, &c.	..	7	..	..	4	..	..	..	..	36
IV. Clothing, hats, boots, etc.	..	1	..	..	1	..	..	..	..	7
V. Other manufacturing	..	0	..	..	3	..	..	..	..	20
VII. Building	..	1	..	..	2	..	..	..	..	11
VIII. Mines, quarries, &c.	..	53	17	14	7	17	14	..	..	135
IX. Railway & tramway services	1	4	4	3	..	..	14
X. Other land transport	1
XI. Shipping, wharf labour, &c.	..	3	..	..	..	..	..	..	..	16
XII. Pastoral, agricultural, &c.	4	..	4	..	..	22
XIII. Domestic, hotels, &c.	3
XIV. Miscellaneous	..	3	..	1	..	5	..	..	..	19
ALL GROUPS	..	74	40	33	31	45	35	23	17	298

NO. OF WORKPEOPLE INVOLVED.										
I. Wood, sawmill, timber, &c.	..	156	..	..	4	..	112	..	..	272
II. Engineering, metal works, &c.	..	14	139	..	34	209	1,187	1,804	..	3,477
III. Food, drink, tobacco, &c.	727	1,468	483	378	794	1,185	15	226	..	5,276
IV. Clothing, hats, boots, etc.	150	72	51	35	..	..	..	..	..	366
V. Other manufacturing	395	14	447	55	72	29	..	30	..	1,092
VII. Building	108	13	283	80	176	..	26	..	..	687
VIII. Mines, quarries, &c.	14,095	6,180	5,832	1,482	3,583	1,527	2,086	364	..	35,449
IX. Railway & tramway services	..	..	101	157	1,038	659	217	..	..	2,262
X. Other land transport	..	..	60	..	..	..	..	..	..	60
XI. Shipping, wharf labour, &c.	80	3,392	24	..	286	83	57	353	..	4,185
XII. Pastoral, agricultural, &c.	..	91	54	135	353	509	838	..	..	1,978
XIII. Domestic, hotels, &c.	..	..	..	28	..	38	..	..	..	62
XIV. Miscellaneous	41	125	8	116	1,019	77	183	17	..	1,686
ALL GROUPS	15,596	11,434	7,342	2,502	7,530	4,217	4,037	2,981	..	56,439

NO. OF WORKING DAYS LOST.										
I. Wood, sawmill, timber, &c.	..	312	..	16	..	1,904	..	..	..	2,232
II. Engineering, metal works, &c.	..	28	117	170	1,254	..	45,704	120,334	168,167	3,477
III. Food, drink, tobacco, &c.	727	2,781	1,449	1,812	7,230	18,449	340	21,026	54,014	5,276
IV. Clothing, hats, boots, etc.	37	144	153	175	..	..	..	2,538	3,047	366
V. Other manufacturing	254	25	1,139	240	642	377	..	8,153	10,833	1,092
VII. Building	108	24	840	320	1,250	..	1,054	..	3,902	687
VIII. Mines, quarries, &c.	14,043	12,029	17,195	6,525	32,029	22,382	67,120	47,970	219,293	35,449
IX. Railway & tramway services	..	..	402	658	6,432	6,918	11,282	..	25,692	2,262
X. Other land transport	..	..	180	..	..	..	..	..	480	60
XI. Shipping, wharf labour, &c.	54	4,968	72	..	2,017	1,618	2,329	17,064	28,122	4,185
XII. Pastoral, agricultural, &c.	..	182	162	590	2,885	9,309	36,244	..	49,461	1,978
XIII. Domestic, hotels, &c.	..	..	..	130	..	358	..	..	486	62
XIV. Miscellaneous	41	250	24	464	7,228	1,262	5,581	884	15,724	1,686
ALL GROUPS	15,264	20,746	22,042	11,100	60,067	62,954	169,917	218,169	569,853	56,439

6. **Causes of Industrial Disputes.**—The object which is alleged (by the employers and on behalf of the employees) to have been the cause of a stoppage of work does not in every instance agree in detail. In such instances additional information is sought to verify or support the contention on either side. On occasions the alleged object is of a twofold character, in which case the claim, which is fully or partially satisfied, and results in a resumption of work, is taken to be the principal cause of the dispute. For the purpose of classification these causes (or objects) of industrial disputes are grouped under seven main headings, viz. :—(1) *Wages*; (2) *Hours of Labour*; (3) *Employment of Particular Classes or Persons*; (4) *Working Conditions*; (5) *Trade Unionism*; (6) *Sympathy*; and (7) *Other Causes*. The first five mentioned groups are subdivided in the following manner to meet varying phases of demands made under each of the main headings :—

Classification of Causes of Industrial Disputes.

- | | | |
|---|---|--|
| 1. <i>Wages</i> . | (a) For increase.
(b) Against decrease.
(c) System of payment.
(d) Readjustment of rates.
(e) Other wage questions. | (d) Against employment of certain officials.
(e) Other questions concerning employment. |
| 2. <i>Hours of Labour</i> . | (a) For reduction.
(b) Other questions concerning hours. | 4. <i>Working Conditions and Discipline</i>
(a) For change.
(b) Against change.
(c) Other. |
| 3. <i>Employment of Particular Classes or Persons</i> . | (a) Employment of women instead of men.
(b) Employment of apprentices
(c) For reinstatement of discharged employees. | 5. <i>Trade Unionism</i> .
(a) For closed shop—Employment of non-unionists.
(b) Other union questions. |
| | | 6. <i>Sympathy</i> . |
| | | 7. <i>Other Causes</i> .* |

(i) *Causes of Industrial Disputes in the Commonwealth, 1913-1918.*—In the following tables particulars are given with respect to the number of disputes, total number of workpeople involved and number of working days lost throughout the Commonwealth during the six years, 1913 to 1918, classified according to causes :—

* "Other causes" has been adopted to meet various sets of circumstances, which mainly arise in connection with stoppages which are not concerted movements, and include among others the following:—(a) During the course of a meeting of miners, the wheelers return their horses to the stables and leave the colliery; (b) disputes (not necessarily connected with industrial matters) that the employer can control) arise between wheelers and clippers or any two sets of workers, and sufficient workmen are not available to work the mine to its full capacity; (c) workmen abstain from work to attend the Police Court to hear prosecutions against certain other employees; (d) to witness some amusement; or (e) for other reasons which are subsequently ruled by the officials of the union to be either impracticable or against former decisions.

Causes of Industrial Disputes in the Commonwealth, 1913-1918.

Causes of Disputes.	1913.	1914.	1915.	1916.	1917.	1918.
NUMBER OF DISPUTES.						
1. Wages—						
(a) For increase	42	50	73	125	53	51
(b) Against decrease	4	3	10	7	1	4
(c) Other wage questions ..	31	07	40	96	69	09
2. Hours of Labour—						
(a) For reduction	3	1	3	16	2	1
(b) Other disputes re hours ..	7	13	6	5	8	11
3. Trades Unionism—						
(a) Against employment of non-unionists	8	13	19	14	26	7
(b) Other union questions ..	5	11	16	8	32	19
4. Employment of particular Classes or Persons	44	63	76	83	90	62
5. Working Conditions	51	72	76	90	81	34
6. Sympathetic	5	3	6	20	57	1
7. Other Causes	8	21	27	44	25	6
Total	208	317	358	508	444	208

NUMBER OF WORKPEOPLE INVOLVED.						
1. Wages—						
(a) For increase	3,933	7,362	18,783	30,193	7,135	7,095
(b) Against decrease	563	534	1,113	1,951	21	57
(c) Other wage questions ..	7,160	15,213	11,990	28,607	18,891	12,737
2. Hours of Labour—						
(a) For reduction	100	220	894	24,481	1,004	26
(b) Other disputes re hours ..	1,819	3,237	2,643	579	2,576	4,214
3. Trades Unionism—						
(a) Against employment of non-unionists	3,370	5,807	3,873	1,178	6,182	710
(b) Other union questions ..	1,418	1,593	3,739	1,167	17,320	6,073
4. Employment of particular Classes or Persons	11,370	14,863	13,844	15,910	15,445	14,576
5. Working Conditions	10,785	17,053	16,114	20,516	19,021	7,767
6. Sympathetic	947	675	950	1,191	76,076	200
7. Other Causes	1,758	4,462	7,347	47,910	10,296	2,304
Total	50,283	71,949	81,292	170,683	173,970	56,439

NUMBER OF WORKING DAYS LOST.						
1. Wages—						
(a) For increase	100,069	99,451	190,645	592,625	50,083	198,323
(b) Against decrease	9,438	32,965	12,555	6,192	42	316
(c) Other wage questions ..	78,183	169,347	133,696	143,218	225,086	97,561
2. Hours of Labour—						
(a) For reduction	2,774	9,210	836	583,952	78,016	312
(b) Other disputes re hours ..	15,111	16,855	23,374	1,598	62,560	20,551
3. Trades Unionism—						
(a) Against employment of non-unionists	91,002	92,720	31,145	48,881	87,600	21,807
(b) Other union questions ..	32,388	6,068	7,434	10,276	572,949	24,34
4. Employment of particular Classes or Persons	191,723	64,367	77,862	70,452	47,297	713,463
5. Working Conditions	73,562	581,289	82,322	81,511	211,971	93,468
6. Sympathetic	24,066	2,125	6,004	75,447	3,239,798	7,290
7. Other Causes	5,212	11,608	17,442	65,648	18,282	3,421
Total	623,528	1,090,395	583,225	1,678,990	1,599,658	380,833

It will be observed from the above table that the main causes of industrial disputes are "Wage" questions, "Working Conditions" and "Employment of Particular Classes or Persons." In each of the six years, 1913-1918, the number of dislocations concerning wages exceeded those caused by any other question. In 1913 the number of stoppages over wage questions represented 37 per cent. of the total number during that year, as compared with 36 per cent. in 1914; 36 per cent. in 1915; 45 per cent. in 1916; 28 per cent. in 1917; and 43 per cent. in 1918.

The majority of the disputes classified under the heading, "Employment of Particular Classes or Persons," are stoppages of work for the purpose of protesting against the dismissal of certain employees, whom their fellow-workers consider have been unfairly treated or victimised. This class of dispute occurs very frequently in the coal mining industry. The number of disputes over "Trade Union" questions, and "Hours of Labour" have represented a fairly uniform proportion of the total number of disputes during the years under review. "Sympathetic" disputes were numerous during the years 1916 and 1917. The figures for the latter year were abnormal in comparison with the other periods. It may be mentioned, however, that the disputes which arose during that year in connection with the "time-card system" dispute were responsible for the increase in the number.

(ii.) *Causes of Industrial Disputes in each State and Territory, 1918.*—

In the following tables particulars in respect of the number of industrial disputes recorded for the year 1918, the number of workpeople involved, and the number of working days lost are classified (under the adopted classification of causes) for each State and Territory in the Commonwealth.

Causes of Industrial Disputes in each State and Territory, 1918.

Causes of Disputes.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'wth.
NO. OF DISPUTES.								
1. Wages—								
(a) For increase	12	9	17	7	8		1	54
(b) Against decrease			3		1			4
(c) Other wage questions	35	2	23	2	6		1	69
2. Hours of Labour—								
(a) For reduction					1			1
(b) Other disputes re hours	6	3	1		1			11
3. Trade Unionism—								
(a) Against employment of non-unionists	2	2	3					7
(b) Other union questions	12		3	4				19
4. Employment of particular classes or persons	40	13	30	3	4	1	1	92
5. Working conditions	24	4	4	1	1			34
6. Sympathetic	1							1
7. Other causes	6							6
Total	138	33	84	17	22	1	3	298

NO. OF WORKPEOPLE INVOLVED.

1. Wages—								
(a) For increase	1,185	2,909	2,174	172	615		40	7,095
(b) Against decrease			52		5			57
(c) Other wage questions	7,372	1,115	2,915	391	962		72	12,737
2. Hours of Labour—								
(a) For reduction					26			26
(b) Other disputes re hours	1,581	167	23		2,443			4,214
3. Trade Unionism—								
(a) Against employment of non-unionists	233	255	222					710
(b) Other union questions	5,119		163	1,362				6,673
4. Employment of particular classes or persons	7,538	1,151	4,555	158	722	42	10	14,576
5. Working conditions	7,029	151	544	12	39			7,757
6. Sympathetic	290							290
7. Other causes	2,394							2,394
Total	33,041	5,748	10,678	2,005	4,803	42	122	56,439

Causes of Industrial Disputes in each State and Territory, 1918—*continued*.

Causes of Disputes.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'with.
NO OF WORKING DAYS LOST.								
1. Wages—								
(a) For increase ..	22,573	129,069	26,913	2,673	16,823	..	290	198,923
(b) Against decrease ..	..	..	168	..	150	..	..	318
(c) Other wage questions	24,926	13,850	52,765	1,057	4,455	..	108	97,661
2. Hours of Labour—								
(a) For reduction ..	..	..	..	..	312	..	..	312
(b) Other disputes re hours ..	9,376	3,116	230	..	7,329	..	..	20,551
3. Trade Unionism—								
(a) Against employment of non-unionists ..	893	1,715	19,288	..	..	..	..	21,894
(b) Other union questions ..	12,637	..	668	10,985	..	..	..	24,341
4. Employment of particular classes or persons ..	18,546	7,493	82,290	2,649	1,986	462	40	113,466
5. Working conditions ..	81,519	10,283	1,564	12	90	..	..	93,468
6. Sympathetic ..	7,200	..	..	..	..	..	..	7,200
7. Other causes ..	3,421	..	..	..	..	..	..	3,421
Total	181,639	165,029	183,888	18,276	31,145	462	428	589,851

Of the total number of disputes (298) which commenced during the year 1918, "Wage" questions were responsible for 127, of which number 54 were claims by the employees for increases. Ninety-two disputes occurred over the "Employment of Particular Classes or Persons," while 34 arose over "Working Conditions." "Trade Union" matters were the cause of 26 stoppages of work, and 12 dislocations occurred over "Hours of Labour." Only one dispute was classified under the heading "Sympathetic" during the year.

7. **Results of Industrial Disputes.**—The terms or conditions (as between the parties involved in an industrial dispute) upon which a resumption of work is agreed, are taken as the basis of the result of the dispute. These terms or conditions when analysed in comparison with the alleged cause of the stoppage invariably come within one or other of the following four definitions, viz. :—

- (a) In favour of workpeople.
- (b) In favour of employer.
- (c) Compromise.
- (d) Indefinite.

Disputes are considered to result :—(a) *In favour of workpeople*, when the employees succeed in enforcing compliance with all their demands or are substantially successful in obtaining their principal object, or in resisting a demand made by their employers; (b) *In favour of employer*, when the demands of the employees are not conceded or when

the employer or employers are substantially successful in enforcing a demand; (c) *Compromise*, when the employees are successful in enforcing compliance with a part of their demands or of resisting substantially full compliance with the demands of their employer or employers; (d) *Indefinite*, in other cases, such, for example, as those in which employees stop work owing to some misconception regarding the terms of an award, determination, or agreement, and work is resumed as usual on the matters in dispute being explained, or in cases where a dispute arises in connection with certain work which is, however, abandoned, even though the employees return to the same establishment to be employed on other work. The results of "Sympathetic" disputes, in which a body of workers cease work with the object of assisting another body of workers in obtaining compliance with some concrete demand, are generally "Indefinite," except when the stoppage is entered upon partially to enforce a demand in which they might ultimately bene"

(i.) *Results of Industrial Disputes, Commonwealth, 1913-1918.* The following table shews the number of disputes, number of workpeople involved, and the number of working days lost in disputes throughout the Commonwealth during the six years 1913-1918, classified according to results:—

Industrial Disputes classified according to Results, Commonwealth, 1913-1918.

YEAR	NO. OF DISPUTES.				NUMBER OF WORKPEOPLE INVOLVED IN DISPUTES.				TOTAL NO. OF WORKING DAYS LOST BY DISPUTES.			
	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.
1913	67	64	66	11	10,914	12,211	24,826	2,332	59,823	101,854	458,014	26,037
1914	118	98	110	11	21,224	18,242	30,306	1,187	120,995	119,810	829,265	11,316
1915	106	78	68	23	14,140	15,327	14,880	6,985	245,625	155,659	151,544	30,397
1916	223	178	84	23	70,588	36,670	25,596	40,128	886,010	253,084	478,302	68,534
1917	147	188	100	9	24,331	119,589	23,310	7,740	103,267	4,201,981	238,103	9,307
1918	92	100	93	13	13,780	15,998	23,789	5,922	101,207	177,223	280,015	22,378

It will be seen from the above table that, during the years 1913, 1914, 1915 and 1916 the disputes resulting in favour of workpeople exceeded those resulting in favour of employers. During 1917 and in 1918, however, the position was reversed. A considerable number of disputes in each year resulted in a compromise, while certain disputes resulted in such a manner that they could not be definitely classed under any heading other than "Indefinite." The majority of these disputes are of short duration.

(ii.) *Industrial Disputes in Commonwealth, classified according to Causes and Results, 1918.*—The following table shews the number of disputes, number of workpeople involved, and the total number of working days lost in disputes which commenced in a State or Territory of the Commonwealth during the year 1918, classified according to principal cause and result:—

Industrial Disputes, Classified according to Causes and Results, Commonwealth, 1918.

CAUSE.	No. of Disputes.				No. of Workpeople involved in Disputes.				Total No. of Working Days Lost by Disputes.			
	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.
Wages—												
(a) For increase	21	16	16	1	2,451	1,371	3,263	10	40,475	12,240	144,398	1,210
(b) Against decrease	3	1	..	..	43	14	..	..	302	14	..	..
(c) Other wage questions	24	17	27	1	3,239	2,077	6,452	375	12,363	8,368	76,455	375
Hours of Labour—												
(a) For reduction	..	..	..	1	..	..	..	26	..	..	..	312
(b) Other disputes re hours	1	5	5	..	540	580	3,104	..	6,240	6,064	8,247	..
Trade Unionism—												
(a) Against employment of non-unionists	2	5	..	..	34	307	..	..	1,603	20,231	..	..
(b) Other union questions	6	6	6	1	1,126	948	4,471	228	1,970	6,556	13,307	2,568
Employment of particular Classes or Persons	24	36	26	6	4,538	4,499	4,056	1,483	34,605	45,363	23,850	9,618
Working Conditions	9	12	13	..	1,394	3,970	2,393	..	3,467	76,213	13,738	..
Sympathetic	..	..	..	1	..	..	..	200	..	..	..	7,200
Other Causes	2	5	..	2	122	1,672	..	600	122	2,174	..	1,125
TOTAL	92	100	93	13	13,780	15,998	23,739	2,922	101,207	177,223	230,045	22,378

NOTE.—For corresponding particulars for 1913 see Labour Report No. 5, pp. 78-9; for 1914 and 1915, see Labour Report No. 6, p. 119; for 1916, see Labour Report No. 7, p. 500, and for 1917, see Labour Report No. 8, p. 137.

(iii.) *Results of Industrial Disputes in each State, 1918.*—The following table shews for each State and Territory the number of disputes, the number of workpeople involved, and the total number of working days lost through disputes which commenced during the year 1918, classified according to results:—

Industrial Disputes in each State, Classified according to Results, 1918.

State or Territory.	No. of Disputes.				No. of Workpeople Involved in Disputes.				Total No. of Working Days lost by Disputes.			
	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.
New South Wales	32	66	41	9	6,120	11,944	12,168	2,809	38,707	81,554	42,816	16,662
Victoria	7	12	13	1	1,124	841	3,736	47	3,854	15,944	139,968	5,284
Queensland	37	18	28	1	4,916	1,828	3,904	30	53,215	62,404	68,234	30
South Australia	4	10	2	1	157	1,020	818	10	907	11,097	5,662	1,210
Western Australia	9	3	9	1	1,341	323	3,113	26	4,096	12,762	23,975	312
Tasmania	..	1	..	..	..	42	..	..	..	462	..	..
Northern Territory	3	..	..	..	122	..	..	..	428	..	..	..
Total, C'wealth	92	100	93	13	13,780	15,998	23,739	2,922	101,207	177,223	230,045	22,378

The particulars in the above table shew that during the year 1918, 100 disputes resulted in favour of the employers; 92 in favour of the workpeople, and 93 in a compromise. In New South Wales, Victoria, South Australia and Tasmania the majority of the disputes resulted in favour of the employers, while in Queensland and Western Australia the results, according to numbers of disputes, favoured the employees. The three disputes which were recorded during the period for the Northern Territory resulted in favour of the workpeople. It will be noticed that 23,739 workpeople were involved in the 93 stoppages of work, which were classified under the heading "Compromise," as compared with 13,780 involved in disputes which resulted in favour of the workpeople, and 15,998 in disputes which ended in favour of the employers. In regard to working days lost by disputes, it will be seen that disputes which resulted in compromise caused the greatest loss, while those which resulted in favour of the employers were next in order. The disputes which resulted indefinitely did not cause serious losses of working days.

8. Methods of Settlement of Industrial Disputes.—Methods of settlement, *i.e.*, the means adopted whereby the parties to an industrial dispute or their representatives are either brought into active negotiations or other steps are taken to bring about a termination of the dispute, and a consequent resumption of work, are very varied, but for the purposes of statistical classification may be confined within the following six main headings, *viz.* :—

- (i.) By negotiations.
- (ii.) Under State Industrial Act.
- (iii.) Under Commonwealth Arbitration Act.
- (iv.) By filling places of workpeople on strike or locked out.
- (v.) By closing down establishment permanently.
- (vi.) By other methods.

The first three main headings are further divided as follows :—

- (i.) By negotiations—
 - (a) Direct negotiations between employers and employees or their representatives.
 - (b) By intervention or assistance of distinctive third party, not under Commonwealth or State Industrial Acts.
- (ii.) Under State Industrial Acts—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Board or Court.
- (iii.) Under Commonwealth Conciliation and Arbitration Act—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Court.

Each of the first five methods indicates some definite action taken to arrive at a settlement of the issue or issues in an industrial dispute which involves a cessation of work. The sixth, "Other Methods," is more

or less indefinite, and synchronises with "Other Causes" and mainly relates to resumptions of work at collieries at the next shift, without any cause for the stoppages being necessarily made known officially to the management.

(i.) *Methods of Settlement of Industrial Disputes—Commonwealth, 1913-1918.*—In the following tables the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by industrial disputes during the six years 1913-1918 are classified for the Commonwealth according to the adopted schedule of methods of settlement:—

Methods of Settlement of Industrial Disputes, Commonwealth, 1913-1918.

Methods of Settlement.	1913.	1914.	1915.	1916.	1917.	1918.
NUMBER OF DISPUTES.						
Negotiations—						
Direct between employers and employees or their representatives	119	247	254	319	294	171
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	17	11	29	31	38	21
Under State Industrial Act—						
By intervention assistance or compulsory conference	19	7	9	9	12	20
By reference to Board or Court	22	17	5	10	13	14
Under Commonwealth Conciliation and Arbitration Act—						
By intervention, assistance or compulsory conference	4	5	2	6	3	8
By Filling Places of Workpeople on Strike or Locked Out	13	16	9	18	36	26
By Closing-down Establishment Permanently	1	4	1	6	4	8
By other Methods	13	30	55	106	104	30
Total	208	337	358	508	441	208

NUMBER OF WORKPEOPLE INVOLVED.

Negotiations—						
Direct between employers and employees or their representatives	29,357	48,204	54,212	68,841	49,512	34,699
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	3,172	8,054	6,170	32,043	23,458	4,155
Under State Industrial Act—						
By intervention assistance or compulsory conference	6,505	770	1,515	2,117	6,295	2,052
By reference to Board or Court	12,771	7,308	815	2,291	2,779	1,702
Under Commonwealth Conciliation and Arbitration Act—						
By intervention assistance or compulsory conference	659	205	2,919	1,110	1,490	3,042
By Filling Places of Workpeople on Strike or Locked Out	658	629	205	613	17,780	1,933
By Closing-down Establishment Permanently	170	86	200	150	431	588
By other Methods	2,988	5,793	15,226	64,718	72,312	5,744
Total	50,283	71,049	81,292	170,683	173,970	56,439

Methods of Settlement of Industrial Disputes, Commonwealth, 1913-1918—cont.

Methods of Settlement.	1913.	1914.	1915.	1916.	1917.	1918.
NUMBER OF WORKING DAYS LOST.						
Negotiations—						
Direct between employers and employees or their representatives	94,400	803,799	864,425	563,828	551,484	222,846
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	26,325	128,231	56,126	812,763	863,896	37,444
Under State Industrial Act—						
By intervention, assistance or compulsory conference	187,871	4,256	20,537	31,696	159,799	57,559
By reference to Board or Court	221,769	120,685	15,418	48,022	48,352	151,472
Under Commonwealth Conciliation and Arbitration Act—						
By intervention, assistance or compulsory conference	2,105	1,421	26,883	20,697	33,306	23,289
By Filling Places of Workpeople on Strike or Locked Out	14,139	4,402	1,533	9,060	908,596	35,298
By Closing-down Establishment Permanently	20,400	3,646	19,600	2,776	11,392	4,270
By other Methods	56,509	23,955	58,793	-199,088	2,022,743	48,875
Total	623,628	1,090,395	583,225	1,678,930	4,590,658	580,853

ESTIMATED LOSS IN WAGES.

Negotiations—	£	£	£	£	£	£
Direct between employers and employees or their representatives	43,834	402,729	203,290	309,617	287,348	139,426
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	12,394	66,225	26,788	500,637	591,359	23,271
Under State Industrial Act—						
By intervention, assistance or compulsory conference	86,277	1,841	9,832	13,075	65,352	41,356
By reference to Board or Court	104,293	64,208	7,716	23,047	32,444	96,211
Under Commonwealth Conciliation and Arbitration Act—						
By intervention, assistance or compulsory conference	1,373	712	8,522	8,228	18,333	14,311
By Filling Places of Workpeople on Strike or Locked Out	6,478	2,076	891	4,326	453,844	24,514
By Closing-down Establishment Permanently	7,850	1,651	10,500	1,588	6,456	2,764
By other Methods	25,240	11,786	32,094	192,186	1,139,072	30,479
Total	287,739	551,228	290,633	967,604	2,504,808	372,334

In the above tables the methods of settlement of all disputes recorded during the past six years are set out in comparative form. In all years it will be observed that direct negotiations between the employers and employees settled the majority of the disputes. During the year 1913, 57 per cent. of the total number of dislocations was settled by direct negotiations as compared with 73 per cent. during 1914; 71 per cent. during 1915; 63 per cent. during 1916; 53 per cent. during 1917; and 57 per cent. during 1918. The numbers of dislocations which have been settled by compulsory conferences or the intervention and assistance of officials under State or Commonwealth Arbitration Acts have not varied greatly during the period under review. In connection with the comparatively large numbers of disputes which are classified as having been settled "By other methods," it must be mentioned that a large number of stoppages of work occur each year; principally at the collieries, without any cause

for such stoppages being brought officially under the notice of the employers or their representatives. Such stoppages usually last for one day, and work is resumed on the following morning without any negotiations for a settlement of the trouble which caused the stoppage.

(ii.) *Methods of Settlement of Industrial Disputes in each State and Territory, 1918.* In the following tables the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by industrial disputes commenced during the year 1918 are classified for each State and Territory according to the adopted methods of settlement :—

Methods of Settlement of Industrial Disputes in each State and Territory, 1918.

Methods of Settlement.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	N.T.	C'wth
NO. OF DISPUTES.								
Negotiations—								
Direct between employers and employees, or their representatives	97	15	30	5	16	..	2	171
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	2	3	10	3	2	..	1	21
Under State Industrial Act—								
By intervention, assistance or compulsory conference	4	..	10	..	..	..	..	20
By reference to Board or Court	2	1	11	..	..	..	..	14
Under Commonwealth Conciliation and Arbitration Act—								
By intervention, assistance or compulsory conference	2	3	..	..	1	..	..	8
By Filling Places of Workpeople on Strike or Locked out	11	5	4	4	1	1	..	26
By Closing down Establishment permanently	1	2	3	..	2	..	..	8
By other Methods	10	2	4	5	..	..	..	30
TOTAL	138	33	84	17	22	1	3	298

NO. OF WORKPEOPLE INVOLVED.

Negotiations—								
Direct between employers and employees, or their representatives	25,891	1,725	4,594	698	1,690	..	82	34,630
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	87	1,296	1,178	1,087	407	..	40	4,155
Under State Industrial Act—								
By intervention, assistance or compulsory conference	460	..	2,498	..	..	..	..	2,958
By reference to Board or Court	222	1,884	1,286	..	..	..	..	3,392
Under Commonwealth Conciliation and Arbitration Act								
By intervention, assistance or compulsory conference	91	508	..	..	2,444	..	..	3,042
By Filling Places of Workpeople on Strike or Locked out	1,124	172	322	113	160	42	..	1,833
By Closing down Establishment permanently	40	104	351	..	43	..	..	538
By other Methods	5,126	59	140	107	..	..	..	5,741
TOTAL	34,041	3,748	10,678	2,003	4,803	42	122	56,439

Methods of Settlement of Industrial Disputes in each State and Territory, 1918—cont.

Methods of Settlement.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'wth.
NO. OF WORKING DAYS LOST.								
Negotiations—								
Direct between employers and employees, or their representatives	145,810	10,091	40,884	6,322	19,591	..	148	222,646
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	2,814	19,042	6,986	6,753	1,589	..	280	37,444
Under State Industrial Act—								
By intervention, assistance or compulsory conference	9,880	..	53,674	..	..	..	..	67,559
By reference to Board or Court	5,358	119,324	26,790	..	..	..	..	151,472
Under Commonwealth Conciliation and Arbitration Act								
By intervention, assistance or compulsory conference	2,560	13,391	..	..	7,329	..	..	23,280
By Filling Places of Workpeople on Strike or Locked out	7,323	2,613	20,121	3,439	1,440	462	..	35,298
By Closing down Establishment permanently	120	312	2,642	..	1,190	..	..	4,270
By other Methods	13,850	247	32,787	1,782	..	..	..	48,676
TOTAL	181,939	165,020	188,283	18,276	31,145	462	428	580,853

ESTIMATED LOSS IN WAGES.

Methods of Settlement.	£	£	£	£	£	£	£	£
Negotiations—								
Direct between employers and employees, or their representatives	88,725	6,198	29,677	3,810	19,871	..	145	139,426
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	1,774	11,290	4,937	3,930	1,090	..	250	29,271
Under State Industrial Act—								
By intervention, assistance or compulsory conference	2,336	..	38,472	..	..	..	..	41,358
By reference to Board or Court	3,570	71,750	20,891	..	..	..	..	96,211
Under Commonwealth Conciliation and Arbitration Act								
By intervention, assistance or compulsory conference	1,467	8,413	..	..	4,101	..	..	14,311
By Filling Places of Workpeople on Strike or Locked out	5,107	1,356	15,250	1,751	800	250	..	24,514
By Closing down Establishment permanently	70	184	1,880	..	630	..	..	2,764
By other Methods	9,295	125	20,035	1,024	..	..	..	30,479
TOTAL	112,894	99,346	131,142	10,515	17,792	250	395	372,334

It will be seen from the above tables that 171 disputes during the year 1918 were settled by direct negotiations between employers and employees or their representatives. In New South Wales, 97 or 70 per cent. of the total number of disputes in that State during the twelve months, were settled by this method, while in Victoria, Queensland, Western Australia and Northern Territory this method of settlement was the most frequent. It will be noticed that, in Queensland, 16 disputes were settled by intervention or by compulsory conference under the State Arbitration Act, while 11 dislocations were settled by referring the matters in dispute to the State Industrial Court. Twenty-six disputes during the year were terminated by filling the places of the workpeople who ceased work. Of the 30 dislocations which are classified as having been settled by "other methods" it will be seen that 19 occurred in New South Wales. The majority of these disputes involved employees at the collieries, and lasted one day.