

The total number of changes recorded during the year 1922 was 824, of which 595, or 72 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 595 changes was 376,994, and the total amount of decrease per week was £58,266. The number of changes in New South Wales brought about by State awards or variation of awards was 355. The number of workpeople affected was 250,421, and the decrease in wages per week was £39,819. These figures show an increase compared with those for the previous year, when 183,233 workpeople were affected by changes brought about by awards under State Industrial Act. These workers received a total net amount of increase per week of £12,196. During 1922 the Board of Trade appointed under the State Act reduced the "living wage" from 82s. per week to 78s. per week, for adult male employees, and the awards of the State Court of Industrial Arbitration made during the year brought into effect the reduced rates of wage. The number of decreases in rates of wage recorded in this State during 1922 was 369, as compared with 105 during the preceding year. In Victoria, 31 Wages Board and Court of Industrial Appeal determinations affected 16,128 workpeople, as compared with 112 State awards or variations of awards in Queensland, 66 in South Australia, 15 in Western Australia, and 16 in Tasmania. The number of changes in rates of wage brought about by direct negotiations between employers and employees or their representatives was 21, the number of employees affected being 7186, with an increase per week of £1905. Thirty-six changes were effected after negotiations with the assistance of a third party not connected with Commonwealth or State Industrial Courts. Changes brought about by determinations of the Commonwealth Public Service Arbitrator or by award of the Coal Industry Special Tribunal are classified under this group. The number of changes in rates of wage which were recorded as having been made by awards or variations of awards by the Commonwealth Court of Conciliation and Arbitration was 65, while the number of industrial agreements affecting wages filed under the provisions of the Commonwealth Act was 53. Industrial agreements numbering 54 were filed under the provisions of State Industrial Acts. Included in the total number of changes were 9 which were arranged after stoppages of work.

#### CHAPTER XIV.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) occurring in each State and Territory throughout Australia 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 showed that insufficient material existed for the compilation of anything like complete or comprehensive statistics regarding industrial disputes in Australia for years prior to 1913.

(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) Newspapers, trade and labour journals, and other publications ; (b) reports by labour agents and correspondents ; (c) official notifications from heads of various Commonwealth and State Departments, and (d) quarterly reports sent in by secretaries of trade unions.

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' organisations, and individual employers. The first portions of these forms must 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 portions of the forms, which must 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 tabulated as fairly as possible, and the summarised results agree not necessarily with the testimony of a single individual, but harmonise with the 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 pur-

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

poses 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.
- (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 dispute."

"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.

\* 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 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.

“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 number of days during which the dispute was in existence.

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

“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 of all disputes which either commenced or were current during the year under review. As regards “number of disputes,” and “number of establishments involved,” therefore, duplication will take place in respect of those disputes which started in, and were uncompleted at the end of, a preceding year; the number involved will, however, be indicated in a footnote, to permit of due allowance to be made therefor in any calculations made from the tables.

(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.

**2. Industrial Disputes Involving Stoppage of Work, Classified in Industrial Groups, 1922.**—In the following tables particulars are given for each State and Territory, as well as for Australia, of industrial disputes during the year 1922, classified according to industrial groups. Similar information for the years 1913 to 1921 was published in Labour Reports Nos. 5 to 12.

\* In respect of years prior to 1922, the figures include complete particulars of industrial disputes which commenced during any calendar year; and where any such dispute extended into a subsequent year, the relative figures were also incorporated in those for the year in which the dispute commenced.

## Industrial Disputes Classified according to Industrial Groups, 1922.

Class	Industrial Group	No. of Disputes	No. of Estab. Involved	No. of Workpeople Involved.			No. of Working Days Lost.	Estimated Loss in Wages.
				Directly	Indirectly	Total		
II III	<b>New South Wales—</b> Engineering, metal works, etc.	14	314	2,909	1,114	4,083	138,215	108,687
IV	Food, drink, &c. manufacturing and distribution	7	9	677	127	804	1,513	1,369
VI	Clothing, hats, boots, etc.	1	1	18		18	54	66
VII	Other manufacturing	9	12	2,281	142	2,423	10,032	14,559
VIII	Mines, quarries, etc.	285	295	80,389	12,265	92,654	355,765	401,807
IX	Railway and tramway services	6	6	214	116	330	1,122	784
X	Other land transport	1	1	30		30	270	270
XI	Shipping, wharf labour, etc.	11	11	572	244	816	54,547	40,344
XII	Pastoral, agricultural, etc.	1	1	13	4	17	17	30
XIV	Miscellaneous	7	7	1,004	30	1,124	16,385	11,555
	<b>Total</b>	<b>342*</b>	<b>657</b>	<b>88,257</b>	<b>14,042</b>	<b>102,299</b>	<b>586,520</b>	<b>570,491</b>
	<b>Victoria.</b>							
I	Wood, sawmill, timber, etc.	1	150	1,500		1,500	9,000	6,600
II	Engineering, metal works, etc.	4	92	546	230	776	15,098	9,882
III	Food, drink, etc.	4	124	871		871	9,486	7,418
VI	Other manufacturing	4	30	313		313	6,923	3,911
VII	Building	1	1	66	52	118	820	631
VIII	Mines, quarries, etc.	6	6	2,171	2	2,173	15,937	14,252
IX	Railway and tramway services	2	2	112	17	129	909	475
XI	Shipping, etc.	4	4	110	10	120	6,403	4,382
XII	Pastoral, agricultural, etc.	1	1	22		22	22	10
XIV	Miscellaneous	2	2	99		99	197	134
	<b>Total</b>	<b>29</b>	<b>412</b>	<b>5,810</b>	<b>311</b>	<b>6,130</b>	<b>64,701</b>	<b>47,695</b>
	<b>Queensland.</b>							
I	Wood, sawmill, timber, etc.	1	1	13	12	25	2,325	2,083
II	Engineering, metal works, etc.	1	1	23		23	161	42
III	Food, drink, etc.	7	7	847		847	3,072	2,372
VI	Other manufacturing	1	1	106	36	142	3,154	2,325
VII	Building	2	11	139		139	2,894	2,601
VIII	Mines, quarries, etc.	12	12	735		735	4,457	7,430
IX	Railway and tramway services	6	6	460	467	927	8,021	6,100
XI	Shipping, wharf labour, etc.	4	6	129	99	228	9,726	9,265
XII	Pastoral, agricultural, etc.	2	2	62		62	161	132
XIV	Miscellaneous	2	2	97	6	103	240	167
	<b>Total</b>	<b>38</b>	<b>40</b>	<b>2,611</b>	<b>620</b>	<b>3,231</b>	<b>36,730</b>	<b>32,589</b>
	<b>South Australia.</b>							
II	Engineering, metal works, etc.	2	2	102	111	213	865	659
III	Food, drink, etc.	2	4	42		42	309	315
IV	Clothing, hats, boots, etc.	1	200	1,550	450	2,000	104,000	30,600
VI	Other manufacturing	2	2	29	181	210	1,326	928
VII	Building	1	6	30		30	60	48
VIII	Mines, quarries, etc.	1	1	213	153	366	4,758	2,075
IX	Railway and tramway services	1	1	25		25	600	450
XI	Shipping, wharf labour, etc.	5	5	130	31	167	2,042	1,343
XII	Pastoral, agricultural, etc.	1	2	17		17	34	20
XIV	Miscellaneous	3	6	150	3	153	250	184
	<b>Total</b>	<b>19*</b>	<b>229</b>	<b>2,294</b>	<b>920</b>	<b>3,223</b>	<b>114,334</b>	<b>43,222</b>
	<b>Western Australia.</b>							
I	Wood, sawmill, timber, etc.	1	1	8	3	11	523	300
II	Engineering, metal works, etc.	1	80	448	25	473	38,786	32,561
V	Books, printing, etc.	1	5	112		112	3,136	4,500
VIII	Mines, quarries, etc.	2	2	14	135	149	609	493
XI	Shipping, wharf labour, etc.	3	3	61		61	413	354
	<b>Total</b>	<b>8</b>	<b>91</b>	<b>643</b>	<b>163</b>	<b>806</b>	<b>43,472</b>	<b>38,208</b>
	<b>Tasmania.</b>							
I	Wood, sawmill, timber, etc.	1	1	90		90	3,330	2,636
II	Engineering, metal works, etc.	2	2	208		208	5,010	4,101
V	Books, printing, etc.	1	1	10		14	60	60
VIII	Mines, quarries, etc.	1	1	74		74	888	700
	<b>Total</b>	<b>5</b>	<b>5</b>	<b>382</b>	<b>4</b>	<b>386</b>	<b>9,284</b>	<b>7,497</b>

\* Two disputes in New South Wales (involving 2 establishments and 85 workers) and 1 dispute in South Australia (1 establishment and 39 workers) commenced in 1921

## Industrial Disputes Classified according to Industrial Groups, 1922—continued.

Class	Industrial Group.	No. of Disputes	No. of Estab. Involved	No. of Workpeople Involved.			No. of Working Days Lost	Estimated Loss in Wages.
				Directly.	Indirectly.	Total		
IX XI	Northern Territory. Railway and tramway services	1	1	10	.	10	140	140
	Shipping, wharf labour, etc.	1	1	30	.	30	900	630
	Total	2	2	40	.	40	1,040	770
II XIV	Fed. Cap. Territory. Engineering, metal works, etc	1	1	17	..	17	204	165
	Miscellaneous	1	1	200	..	200	2,400	1,870
	Total	2	2	217	..	217	2,604	2,035
I II III IV V VI VII VIII IX X XI XII XIV.	All States. Wood, sawmill, timber, etc	4	153	1,611	15	1,626	15,183	11,619
	Engineering, metal works, &c.	25	492	4,313	1,480	5,793	199,239	156,097
	Food, drink, &c., manufacturing and distribution	20	144	2,437	127	2,564	14,401	11,494
	Clothing, boots, &c	2	201	1,568	450	2,018	104,054	36,666
	Books, printing, etc.	2	6	122	4	126	3,192	4,500
	Other manufacturing	16	45	2,729	359	3,088	30,005	21,723
	Building	4	18	235	52	287	3,720	3,230*
	Mines, quarries, etc	307	317	83,596	12,555	96,151	383,414	427,363
	Railway and tramway services	16	16	821	600	1,421	11,392	8,009
	Other Land Transport	1	1	30	.	30	270	270
	Shipping, wharf labour, etc.	23	30	1,047	384	1,431	74,021	56,318
	Pastoral, agricultural, etc.	5	6	114	4	118	234	108
	Miscellaneous	15	13	1,040	39	1,079	19,419	13,910
	Total Australia	445*	1,447	100,263	16,089	116,352	858,685	751,507

\* See note to table on page 116.

Any comparison as to the frequency of industrial disputes in classified industries can be reasonably made only after omitting those which are recorded for mining, quarrying, etc. (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, 1918, and 1919, however, the proportion of disputes in Group VIII. showed a decrease, the figures representing 47, 45, 45, and 50 per cent. of the total number of disputes during the respective years. In the year 1920 the proportion rose to 57 per cent., in 1921 to over 81 per cent., and in 1922 to 69 per cent. In recognising 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. Even when allowance is made on this account the proportion of industrial disputes occurring in that State is greater than in the remaining States.

3. **Particulars of Principal Disputes recorded during the Year 1922.**—The preceding tables show the number and effect of all disputes in all States which either occurred or were current during the year 1922, classified according to Industrial Groups. In addition the following particulars are furnished in regard to the more important disputes

which occurred during the year. Similar particulars for earlier years are published in previous issues of this report.

*New South Wales.*—The preponderating position occupied by New South Wales in the preceding tabulations is due entirely to the disputes occurring in the coal mining industry, no less than 285 out of the total of 307 for that industry throughout Australia having occurred in that State. The following are the principal disputes in their order of magnitude—Coalcliff Colliery, Clifton (deficiency claims); Southern Collieries (miners' eye disease); West Wallsend (incompetent workers); Abermain No. 1 (preference); Abermain No. 2 (preference); Pelaw Main (objection to new machine); North Bulli (deficient places); Coalcliff (deficiency claims); Dudley (working conditions); Kalingo (dismissal); Hartley Hill (reduction of hands); Central Greta (dismissal).

The chief disputes in the other classes were—Moulders, Broken Hill Pty. Coy. Ltd. (reduction of wages); Wire Netting Workers, Rylands Bros. Ltd. (inability to pay award rates owing to overseas competition); Engineers, Broken Hill Pty. Coy. Ltd., Newcastle (increase of hours from 44 to 48 per week); Boilermakers, etc., Commonwealth Government Dockyards (use of pneumatic tools); Moulders, John Love & Sons (wage reduction); Metal Trades Employees, Sydney (hours increase); Rope Workers, A. Forsyth & Co. (dismissals); Cement Workers, N.S.W. Cement Coy. Ltd. (contract system); Seamen and Engineers, s.s. "Maheno" (discipline); Seamen, s.s. "Zealandia" (objection to boatswain); Seamen, s.s. "Largs Bay" (same); Seamen, s.s. "Koranui," "Kokiri," "Kittawa," "Kanna," (sympathy with New Zealand seamen on strike); Labourers, etc., Timms & Kidman's Works (travelling time).

*Victoria.*—During 1922 there were only 5 disputes of major importance, and of which special mention need be made, viz., Sawmill Employees (reversion to a 48 hour week); Electroplaters, Melbourne (wage reduction); Coopers, Angliss & Coy. (against employment of labourers on coopers' work); Glass Workers' Section, Furnishing Trades (wage reduction); State Coal Mine, Wonthaggi (dismissal for disobedience).

*Queensland.*—Three disputes only are worthy of mention, viz., Furniture Polishers, Laycock, Littlelyke & Coy. (objection to fellow workman); Carpenters and Joiners (holiday pay and hourly basis of payment); Wharf Labourers, Innisfail, Goondi and Mourilyan Harbour (pay).

*South Australia.*—The only dispute of note was that which occurred in the Clothing Trade, Adelaide, against a proposed reduction in wages, which the employers held they were empowered to make under the terms of the Award. The dispute was settled in favour of the workpeople by a reversion to the previous rates.

*Western Australia.*—The principal dispute in this State was that of the Engineers in the Perth, Kalgoorlie and Timber districts, which extended from 26th September, 1922, to 27th March, 1923. The dispute was due to a reduction of wages and an increase in hours from 44 to 48 per week.

*Tasmania.*—The whole of the disputes for the State numbered five, and of these only one was of any magnitude, viz., that in which the mill hands of the Huon Timber Mills were involved as the result of the employees objecting to the employment of a certain contractor on the company's works.

This was the culmination of a dispute, which, though not involving a stoppage of work, had been in progress for several months, and concerned the employment of non-unionists on the construction of a tram track.

**Shearing Dispute.**—In June, 1922 the Commonwealth Court of Conciliation and Arbitration in making an Award for the pastoral industry awarded shearing rates and rates for station hands with which the Australian Workers' Union were dissatisfied. In order that the position may be understood, it is necessary to recall certain previous circumstances in connection with this industry. The Award of June 1917, fixed the shearing rates at 30s. per 100 sheep, and the rate for Station Hands (with keep) at 60s. per week. Early in 1920 the Queensland branch of the Union obtained from the Arbitration Court in that State an Award which fixed for Queensland a rate of 40s. per 100, and a weekly wage for Station Hands (with keep) of 90s.

In June of the same year at a Conference of representatives of the Employers and of the Union, an agreement was arrived at in which the Queensland rates were adopted for the remaining States. In the following year, 1921, the Union served new complaints upon the Employers, and these were heard before the Commonwealth Court early in 1922, and in May 1922 an Award was made fixing the rates for States other than Queensland at 35s. per 100 for Shearers, and a weekly rate of 70s. (with keep) for Station Hands.

As a result of actions taken by certain of the officials of the Union, fines were imposed upon them for having committed offences under the Act, it having been alleged that they had advised members of the Union not to accept work at the rates fixed by the Award. It has been found impossible to obtain information as to the actual effect upon the industry of the dissatisfaction with the Award rates.

Conflicting reports were published by the Employers' and Employees' organisations. Shearing was completed, however, but how far it was paid for at Award rates or higher rates, and how far it was done by the Members of the Union or by volunteer labour cannot be ascertained.

The Union has recently advised its members to accept the Award rates as fixed by the Commonwealth Court for States other than Queensland. In that State the rates in force are those fixed by the Queensland Arbitration Court in 1920.

**4. Industrial Disputes, 1918 to 1922.**—In the following table particulars are given of the number of industrial disputes, the number of workpeople involved, and the losses in working days and wages caused by disputes during each calendar year 1918 to 1922, classified according to industrial groups:—



## Industrial Disputes in Australia, 1918 to 1922.†

Calendar Year	Manu- facturing (Groups I. to VI.)	Building (Group VII.)	Mining. (Group VIII.)	Transport, Land & Sea. (Groups IX. to XI.)	Miscel- laneous (Groups XII. to XIV.)	ALL GROUPS
NUMBER OF DISPUTES.						
1918	77	11	135	31	44	298
1919	94	12	231	67	56	460
1920	89	17	316	75	57	554
1921	30	9	509	46	30	624
1922*	69	4	307	45	20	*445
1918 to 1922	359	53	1,493	264	207	2,331
NUMBER OF WORKPEOPLE INVOLVED.						
1918	10,472	685	35,140	6,507	3,026	56,830
1919	19,550	2,810	86,607	30,386	12,238	157,591
1920	21,092	6,527	81,043	15,043	31,861	155,566
1921	3,161	1,421	133,547	22,094	4,278	165,101
1922*	15,215	287	96,151	2,882	1,797	116,332
1918 to 1922†	69,490	11,730	432,497	85,512	53,800	651,020
NUMBER OF WORKING DAYS LOST.						
1918	217,425	3,902	215,573	38,922	64,071	539,593
1919	272,405	124,003	1,826,694	1,898,900	181,736	4,303,738
1920	367,296	103,373	1,044,038	626,320	545,734	3,537,267
1921	47,385	36,406	467,897	606,517	68,010	1,286,185
1922*	366,134	3,720	333,414	85,693	19,724	858,685
1918 to 1922	1,270,645	271,404	4,837,586	3,310,858	879,275	10,575,468
ESTIMATED LOSS IN WAGES.						
1918	£ 131,811	£ 2,235	£ 146,676	£ 21,298	£ 43,114	£ 345,134
1919	£ 167,502	£ 73,643	£ 1,280,265	£ 977,494	£ 119,924	£ 2,618,825
1920	£ 215,057	£ 70,006	£ 1,418,193	£ 357,786	£ 309,345	£ 2,370,387
1921	£ 39,416	£ 24,719	£ 450,460	£ 397,169	£ 49,721	£ 970,475
1922*	£ 242,159	£ 3,280	£ 427,363	£ 64,597	£ 14,108	£ 751,507
1918 to 1922	£ 795,945	£ 173,883	£ 3,731,947	£ 1,818,344	£ 536,212	£ 7,056,331

\* See note to table on page 116.

† Footnote on page 115 does not apply to this table.

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 each State and Territory, 1922.*

—In the following tables particulars are given for each State and Territory of the number of disputes during the year 1922, and relative information, classified according to the adopted limits of duration. Comparative particulars for the years 1913 to 1921 were published in Labour Reports Nos. 5 to 12.

**Duration of Industrial Disputes in each State and Territory, 1922.\***

Limits of Duration.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	Aust.
<b>NUMBER OF DISPUTES.</b>									
1 day and less .. .. .	141	4	6	4	..	..	..	..	155
2 days and more than 1 day ..	52	2	1	2	..	..	..	..	57
3 days and more than 2 days ..	26	4	6	2	3	..	..	..	41
Over 3 days and less than 1 week ..	35	2	4	3	..	1	..	..	45
1 week and less than 2 weeks ..	40	6	12	1	..	..	..	..	59
2 weeks and less than 4 weeks ..	24	6	5	2	1	2	1	2	48
4 weeks and less than 8 weeks ..	16	2	..	4	1	2	1	..	26
8 weeks and over .. .. .	8	3	4	1	3	..	..	..	19
Total .. .. .	342*	29	38	19*	8	5	2	2	445*

**NUMBER OF WORKPEOPLE INVOLVED.**

1 day and less .. .. .	44,111	604	480	247	..	..	..	..	45,442
2 days and more than 1 day ..	15,985	224	40	47	..	..	..	..	16,296
3 days and more than 2 days ..	6,613	211	533	183	187	..	..	..	7,737
Over 3 days and less than 1 week ..	10,883	130	333	230	..	14	..	..	11,595
1 week and less than 2 weeks ..	14,385	3,908	771	41	..	..	..	..	19,105
2 weeks and less than 4 weeks ..	4,453	539	800	371	18	209	10	217	6,617
4 weeks and less than 8 weeks ..	2,032	230	..	99	112	163	30	..	2,666
8 weeks and over .. .. .	3,832	284	269	2,000	489	..	..	..	6,874
Total .. .. .	102,299	6,130	3,231	3,223	806	336	40	217	116,332

**NUMBER OF WORKING DAYS LOST.**

1 day and less .. .. .	44,020	488	480	247	..	..	..	..	45,235
2 days and more than 1 day ..	31,439	448	60	94	..	..	..	..	32,041
3 days and more than 2 days ..	19,854	594	1,404	564	561	..	..	..	22,977
Over 3 days and less than 1 week ..	49,650	650	1,454	1,120	..	56	..	..	52,936
1 week and less than 2 weeks ..	108,106	29,496	6,527	452	..	..	..	..	144,581
2 weeks and less than 4 weeks ..	74,512	8,548	11,460	4,823	216	3,708	140	2,604	106,011
4 weeks and less than 8 weeks ..	65,288	6,900	..	2,034	3,136	5,520	900	..	84,838
8 weeks and over .. .. .	193,645	17,517	15,345	104,000	39,559	..	..	..	370,066
Total .. .. .	586,520	64,701	36,730	114,334	43,472	9,284	1,040	2,604	868,685

**ESTIMATED LOSS IN WAGES.**

	£	£	£	£	£	£	£	£	£
1 day and less .. .. .	49,407	430	479	249	..	..	..	..	50,615
2 days and more than 1 day ..	35,289	494	45	68	..	..	..	..	35,876
3 days and more than 2 days ..	21,769	383	1,278	394	538	..	..	..	24,362
Over 3 days and less than 1 week ..	52,129	607	1,266	841	..	60	..	..	54,923
1 week and less than 2 weeks ..	114,052	24,165	5,004	277	..	..	..	..	143,558
2 weeks and less than 4 weeks ..	78,857	5,842	9,101	2,715	144	2,930	140	2,035	101,764
4 weeks and less than 8 weeks ..	69,830	4,634	..	2,078	4,500	4,507	630	..	86,179
8 weeks and over .. .. .	158,178	11,090	15,336	36,600	33,020	..	..	..	254,230
Total .. .. .	579,491	47,695	32,589	43,222	38,208	7,497	770	2,035	751,507

\* See note to table on page 116.

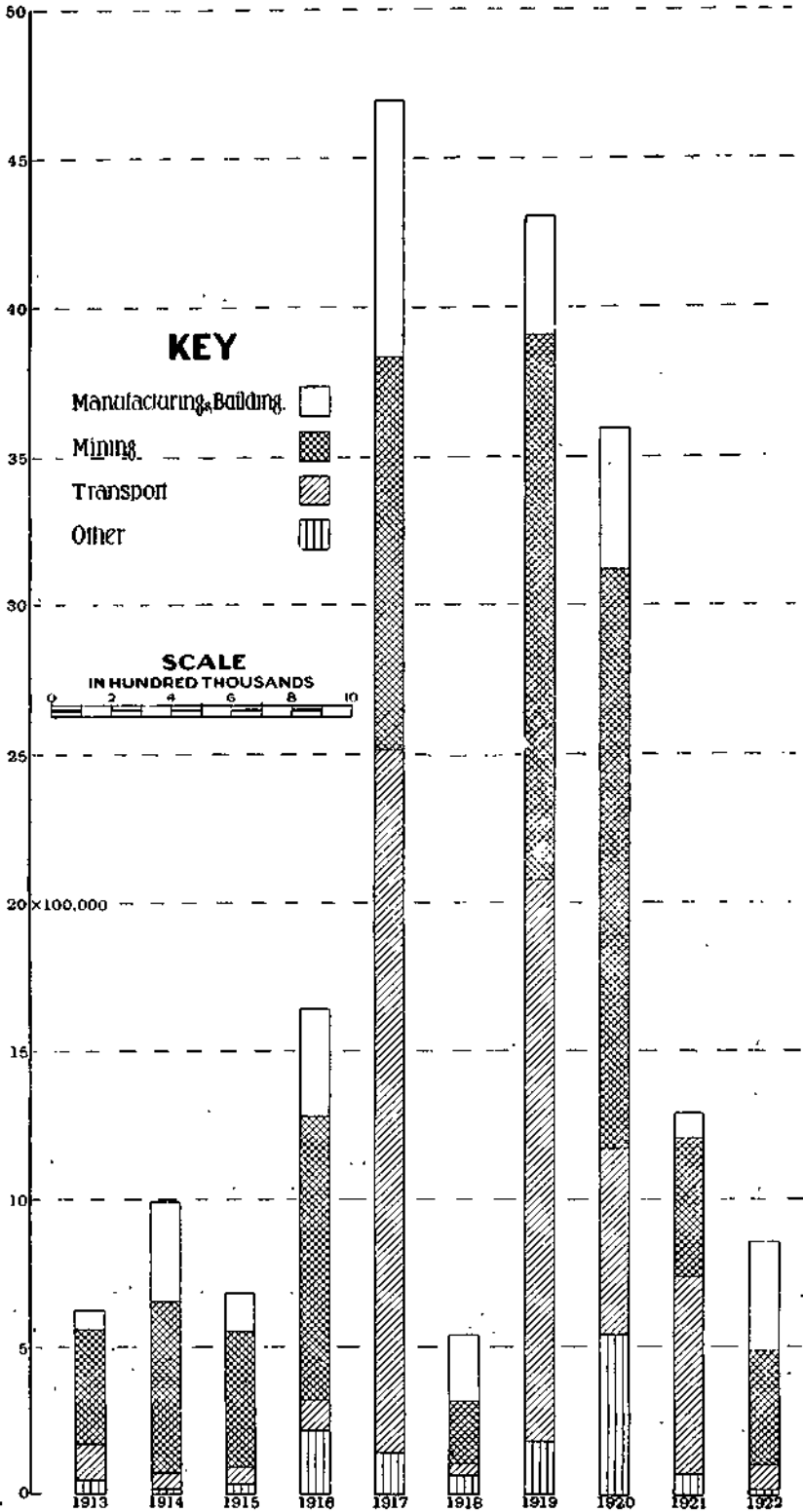
(ii.) *Duration of Industrial Disputes in Australia 1918-1922.\**—  
 In the following table comparative particulars are given with respect to the number of disputes, workpeople directly and indirectly involved, working days lost, and estimated amount of loss in wages respectively, consequent upon the cessations of work, which were recorded for Australia during the years 1918 to 1922, classified under the specified limits of duration :—

**Duration of Industrial Disputes in Australia, 1918-1922.\***

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	1918	74	11,062	4,534	15,596	15,264	12,364
	1919	154	29,218	11,825	41,043	40,977	35,639
	1920	226	40,003	10,225	50,228	49,862	49,610
	1921	332	70,437	15,913	86,350	85,841	92,235
	1922	155	38,460	6,982	45,442	45,235	50,615
2 days and more than 1 day	1918	40	9,720	1,714	11,434	20,746	14,274
	1919	59	10,073	2,767	12,840	26,561	20,210
	1920	62	11,443	2,065	14,408	27,114	23,705
	1921	90	16,773	5,719	22,492	44,441	43,956
	1922	57	15,196	1,100	16,296	32,041	36,376
3 days and more than 2 days	1918	33	5,912	2,530	7,542	22,042	13,618
	1919	36	6,724	3,149	9,873	29,371	20,944
	1920	43	7,250	1,087	8,073	26,739	23,056
	1921	60	10,082	2,397	12,479	37,093	37,418
	1922	41	6,367	1,470	7,737	22,977	24,362
Over 3 days and less than one week (6 days)	1918	31	2,404	98	2,502	11,100	7,497
	1919	52	9,165	1,815	10,980	49,623	36,147
	1920	58	10,228	1,810	12,047	52,601	41,572
	1921	27	3,365	1,361	4,726	20,879	21,537
	1922	45	6,841	2,764	11,605	62,936	54,923
week and less than 2 weeks	1918	45	5,890	1,684	7,574	60,967	42,514
	1919	68	15,670	2,171	17,841	132,501	86,101
	1920	66	10,359	3,100	13,459	107,364	77,022
	1921	54	8,904	8,519	17,423	161,379	113,850
	1922	59	18,573	532	19,105	144,681	143,558
2 weeks and less than 4 weeks	1918	35	2,066	1,251	4,217	62,654	43,700
	1919	32	4,552	7,312	12,164	166,998	102,428
	1920	43	9,549	22,530	31,679	412,219	243,031
	1921	34	3,691	2,700	6,391	106,779	92,324
	1922	43	6,417	1,200	6,617	106,011	101,764
4 weeks and less than 8 weeks	1918	23	3,365	1,272	4,637	169,911	107,157
	1919	26	4,707	3,281	7,988	247,106	159,921
	1920	24	9,027	10,839	19,866	539,639	332,125
	1921	18	5,504	8,124	13,628	386,746	253,144
	1922	26	2,230	366	2,606	64,638	86,179
8 weeks and over	1918	17	2,128	853	2,981	218,169	131,030
	1919	33	13,991	24,971	38,962	5,616,777	3,490,540
	1920	32	7,024	382	7,406	656,527	433,506
	1921	9	1,237	170	1,407	113,459	95,458
	1922	19	5,229	1,645	6,874	370,066	254,230
Total	1918	298	42,553	13,886	56,439	589,853	372,834
	1919	460	100,300	67,231	157,531	6,308,226	3,951,936
	1920	554	102,519	53,047	155,566	1,872,065	1,223,716
	1921	624	120,198	44,903	165,101	950,617	757,022
	1922	445†	100,283	16,069	116,352	858,883	761,607

\* See note on page 115

† See note to table on page 116



6. **Causes of Industrial Disputes.**—The reasons alleged by the employers and on behalf of the employees to have been the cause of a stoppage of work do not in every instance agree in detail. In such instances additional information is sought to verify or support the contention of either side. On occasions, the alleged reason 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> .                                       | (d) Against employment of certain officials.     |
| (a) For increase.                                       | (e) Other questions concerning employment.       |
| (b) Against decrease.                                   |  |
| (c) System of payment.                                  |  |
| (d) Readjustment of rates.                              | 4. <i>Working Conditions and Discipline</i>      |
| (e) Other wage questions.                               | (a) For change.                                  |
| 2. <i>Hours of Labour</i> .                             | (b) Against change                               |
| (a) For reduction.                                      | (c) Other.                                       |
| (b) Other questions concerning hours.                   | 5. <i>Trade Unionism</i>                         |
| 3. <i>Employment of Particular Classes or Persons</i> . | (a) For closed shop—Employment of non-unionists. |
| (a) Employment of women instead of men.                 | (b) Other union questions                        |
| (b) Employment of apprentices                           | 6. <i>Sympathy</i> .                             |
| (c) For reinstatement of discharged employees.          | 7. <i>Other Causes</i> .*                        |

(i.) *Causes of Industrial Disputes in each State and Territory, 1922.*—In the following tables particulars in respect of the number of industrial disputes during the year 1922, the number of workpeople involved, and the number of working days lost are classified for each State and Territory in Australia.

\* The heading, "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 which 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 each State and Territory, 1922.\*

Causes of Disputes.	N.S.W	Vic	Q'land.	S A	W.A.	Tas.	N.T.	F.C.T.	Aust
<b>NUMBER OF DISPUTES.</b>									
1. Wages—									
(a) For increase ..	3	5	2	5	..	..	..	..	15
(b) Against decrease ..	9	3	1	3	1	..	..	1	18
(c) Other wage questions ..	67	2	7	3	4	..	..	..	83
2. Hours of Labour—									
(a) For reduction ..	4	2	..	1	2	2	..	1	12
(b) Other disputes re hours ..	1	..	1	..	..	..	..	..	2
3. Trade Unionism—									
(a) Against employment of non-unionists ..	2	1	2	..	..	..	1	..	6
(b) Other union questions ..	11	1	1	1	..	..	1	..	15
4. Employment of particular classes or persons ..	121	10	17	4	1	2	..	..	155
5. Working conditions ..	30	4	3	1	..	1	..	..	39
6. Sympathetic ..	8	..	..	..	..	..	..	..	8
7. Other causes ..	36	1	4	1	..	..	..	..	41
<b>Total ..</b>	<b>342*</b>	<b>29</b>	<b>38</b>	<b>19*</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>445*</b>

## NUMBER OF WORKPEOPLE INVOLVED.

1. Wages—									
(a) For increase ..	144	347	79	278	..	..	..	..	843
(b) Against decrease ..	1,129	990	23	2,278	112	..	..	200	4,432
(c) Other wage questions ..	23,689	131	496	72	72	..	..	..	24,459
2. Hours of Labour—									
(a) For reduction ..	3,482	1,732	..	5	491	208	..	17	5,935
(b) Other disputes re hours ..	33	..	91	..	..	..	..	..	124
3. Trade Unionism—									
(a) Against employment of non-unionists ..	915	22	195	..	..	..	30	..	1,072
(b) Other union questions ..	3,507	700	25	22	..	..	10	..	4,264
4. Employment of particular classes or persons ..	31,437	2,251	2,064	147	131	164	..	..	36,194
5. Working conditions ..	20,541	197	216	366	..	14	..	..	27,334
6. Sympathetic ..	1,119	..	..	..	..	..	..	..	1,119
7. Other causes ..	10,303	60	133	60	..	..	..	..	10,556
<b>Total ..</b>	<b>102,299</b>	<b>6,130</b>	<b>3,231</b>	<b>3,223</b>	<b>806</b>	<b>386</b>	<b>40</b>	<b>217</b>	<b>116,332</b>

## NUMBER OF WORKING DAYS LOST.

1. Wages—									
(a) For increase ..	1,944	4,411	329	2,010	..	..	..	..	8,694
(b) Against decrease ..	23,094	21,070	161	104,930	3,136	..	..	2,400	154,791
(c) Other wage questions ..	132,484	575	14,980	149	941	..	..	..	149,129
2. Hours of Labour—									
(a) For reduction ..	111,257	9,116	..	205	38,002	5,010	..	204	164,794
(b) Other disputes re hours ..	1,155	..	546	..	..	..	..	..	1,701
3. Trade Unionism—									
(a) Against employment of non-unionists ..	3,618	22	945	..	..	..	900	..	5,485
(b) Other union questions ..	10,889	5,600	2,325	22	..	..	140	..	18,976
4. Employment of particular classes or persons ..	153,304	21,819	16,322	2,200	393	4,218	..	..	193,256
5. Working conditions ..	116,373	1,728	750	4,758	..	56	..	..	122,665
6. Sympathetic ..	9,438	..	..	..	..	..	..	..	9,438
7. Other causes ..	22,964	360	372	60	..	..	..	..	23,756
<b>Total ..</b>	<b>586,520</b>	<b>64,701</b>	<b>36,730</b>	<b>114,334</b>	<b>43,472</b>	<b>9,284</b>	<b>1,040</b>	<b>2,604</b>	<b>858,687</b>

## ESTIMATED LOSS IN WAGES.

	£	£	£	£	£	£	£	£	£
1. Wages—									
(a) For increase ..	1,343	2,285	338	1,442	..	..	..	..	6,408
(b) Against decrease ..	19,460	13,186	42	37,302	4,500	..	..	1,870	76,360
(c) Other wage questions ..	143,547	546	14,631	95	654	..	..	..	159,522
2. Hours of Labour—									
(a) For reduction ..	86,129	6,676	..	188	32,705	4,101	..	165	129,964
(b) Other disputes re hours ..	800	..	655	..	..	..	..	..	1,515
3. Trade Unionism—									
(a) Against employment of non-unionists ..	1,857	10	638	..	..	..	630	..	3,133
(b) Other union questions ..	12,229	4,500	2,083	16	..	..	140	..	18,968
4. Employment of particular classes or persons ..	163,402	18,149	13,072	1,384	349	3,330	..	..	199,692
5. Working conditions ..	115,354	1,060	789	2,675	..	60	..	..	119,938
6. Sympathetic ..	9,070	..	..	..	..	..	..	..	9,070
7. Other causes ..	20,240	284	291	120	..	..	..	..	26,935
<b>Total ..</b>	<b>579,491</b>	<b>47,695</b>	<b>32,589</b>	<b>43,222</b>	<b>38,208</b>	<b>7,497</b>	<b>770</b>	<b>2,035</b>	<b>751,507</b>

\* See note to table on page 116.

(ii.) *Causes of Industrial Disputes in Australia, 1913-1922.\**—  
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 Australia during the period 1913 to 1922, classified according to causes :—

**Causes of Industrial Disputes in Australia, 1913-1922.\***

Causes of Disputes.	1913.	1914.	1917.	1918.	1919.	1920.	1921.	1922.
<b>NUMBER OF DISPUTES.</b>								
<b>1. Wages—</b>								
(a) For increase .. ..	42	50	53	54	99	94	19	15
(b) Against decrease ..	4	3	1	4	2		2	18
(c) Other wage questions	31	67	69	69	100	106	101	83
<b>2. Hours of Labour—</b>								
(a) For reduction .. ..	3	1	2	1	4	16	12	12
(b) Other disputes re hours	7	18	8	11	5	9	16	2
<b>3. Trade Unionism—</b>								
(a) Against employment of non-unionists .. ..	8	13	26	7	19	20	5	6
(b) Other union questions	5	11	32	19	29	27	22	16
<b>4. Employment of particular Classes or Persons ..</b>	44	83	90	92	118	135	169	155
<b>5. Working Conditions ..</b>	51	72	81	34	54	106	162	89
<b>6. Sympathetic .. ..</b>	5	3	67	1	6	2	13	6
<b>7. Other Causes .. ..</b>	8	21	25	6	24	39	43	41
<b>Total .. ..</b>	<b>208</b>	<b>337</b>	<b>444</b>	<b>208</b>	<b>460</b>	<b>554</b>	<b>624</b>	<b>445†</b>

**NUMBER OF WORKPEOPLE INVOLVED.**

<b>1. Wages—</b>								
(a) For increase .. ..	8,633	7,342	7,135	7,005	58,532	41,748	2,659	843
(b) Against decrease ..	563	534	21	57	667		850	4,432
(c) Other wage questions	7,160	15,243	18,894	12,737	26,222	21,139	52,704	24,459
<b>2. Hours of Labour—</b>								
(a) For reduction .. ..	460	220	1,004	26	578	20,758	2,313	5,935
(b) Other disputes re hours	1,819	3,237	2,570	4,214	961	2,137	2,113	124
<b>3. Trade Unionism—</b>								
(a) Against employment of non-unionists .. ..	6,370	5,807	6,182	710	9,001	2,752	1,353	1,072
(b) Other union questions	1,413	1,593	17,320	6,673	17,504	7,534	6,607	4,264
<b>4. Employment of particular Classes or Persons ..</b>	11,370	14,863	15,445	14,576	21,486	28,163	45,408	36,104
<b>5. Working Conditions ..</b>	10,785	17,053	19,021	7,757	11,582	21,204	35,790	27,334
<b>6. Sympathetic .. ..</b>	947	675	76,076	200	3,030	139	3,251	1,119
<b>7. Other Causes .. ..</b>	1,758	4,462	10,296	2,394	7,971	10,734	12,053	10,556
<b>Total .. ..</b>	<b>50,283</b>	<b>71,049</b>	<b>173,970</b>	<b>56,439</b>	<b>157,591</b>	<b>155,566</b>	<b>165,101</b>	<b>110,332</b>

**NUMBER OF WORKING DAYS LOST.**

<b>1. Wages—</b>								
(a) For increase .. ..	400,069	99,451	56,083	108,823	5,403,531	793,935	13,731	8,694
(b) Against decrease ..	9,438	32,965	42	310	10,013		25,700	154,791
(c) Other wage questions	78,183	169,847	225,080	97,561	96,118	101,219	192,858	149,129
<b>2. Hours of Labour—</b>								
(a) For reduction .. ..	2,774	9,240	78,016	312	10,372	534,458	13,315	164,794
(b) Other disputes re hours	15,111	16,855	62,560	20,551	15,760	37,486	13,260	1,701
<b>3. Trade Unionism—</b>								
(a) Against employment of non-unionists .. ..	91,002	92,720	87,600	21,894	279,804	24,900	17,890	5,485
(b) Other union questions	32,388	6,968	572,949	24,341	320,205	21,990	117,199	18,976
<b>4. Employment of particular Classes or Persons ..</b>	191,723	64,367	47,297	113,466	87,225	129,215	431,180	198,256
<b>5. Working Conditions ..</b>	73,562	584,289	211,971	93,468	32,029	128,967	69,732	123,665
<b>6. Sympathetic .. ..</b>	24,066	2,125	3,230,798	7,200	21,050	72,940	6,150	9,438
<b>7. Other Causes .. ..</b>	5,212	11,568	18,262	3,421	23,069	26,946	55,652	23,756
<b>Total .. ..</b>	<b>623,523</b>	<b>1,090,395</b>	<b>4,599,658</b>	<b>580,853</b>	<b>6,308,220</b>	<b>1,872,065</b>	<b>956,617</b>	<b>858,685</b>

See footnote \* page 115.  
† See note to table on page 116.

The main causes of industrial disputes are "Wage" questions, "Working Conditions" and "Employment of Particular Classes or Persons." In each year of the period 1913-1922, 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; 43 per cent. in 1918; 44 per cent. in 1919; 36 per cent. in 1920; 29 per cent. in 1921, and 26 per cent. in 1922. 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, who, in the opinion of their fellow-workers, 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" represents a fairly uniform proportion of the total number of disputes during the years under review. "Sympathetic" disputes were numerous during the years 1916, 1917 and 1921. The figures for the year 1917 were abnormal, the disputes in connection with the introduction of the "time-card system" being mainly responsible

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 come within one or other of the following four classes, 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 attaining 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*, when, for example, 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 demand, are generally "Indefinite," except when the stoppage is entered upon partially to enforce a demand in which they might ultimately benefit.



(i.) *Industrial Disputes classified according to Causes and Results, 1922.*—The following table shows the number of disputes, number of workpeople involved, and the total number of working days lost in disputes in a State or Territory during the year 1922, classified according to principal cause and result :—

**Industrial Disputes, Classified according to Causes and Results, Australia, 1922**

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.
<b>Wages—</b>												
(a) For increase	5	8	2	..	306	308	160	..	3,420	2,343	2,025	..
(b) Against decrease	2	11	5	..	2,040	1,387	1,005	..	10,428	31,100	19,411	..
(c) Other wage questions	16	47	17	1	4,240	16,269	3,022	11	8,834	104,175	23,434	..
<b>Hours of Labour—</b>												
(a) For reduction	2	6	2	..	23	2,335	304	..	421	20,491	778	528
(b) Other disputes re hours	..	2	..	..	..	124	..	..	..	1,701	..	..
<b>Trade Unionism—</b>												
(a) Against employment of non-unionists	4	2	..	..	965	107	..	..	3,802	1,593	..	..
(b) Other union questions	5	8	1	..	1,694	1,845	700	..	7,004	3,987	5,000	..
<b>Employment of particular Classes or Persons</b>	32	85	35	1	5,833	23,348	6,885	70	35,125	96,094	60,371	210
<b>Working Conditions</b>	12	61	16	..	1,939	22,080	3,300	..	7,727	98,379	17,559	..
<b>Sympathetic</b>	..	4	..	..	..	1,039	..	..	..	7,013	..	..
<b>Other Causes</b>	3	34	4	..	950	8,934	375	..	4,610	15,566	2,537	..
<b>Total * †</b>	81	268	82	2	18,050	77,785	10,360	81	175,379	383,342	132,615	738

\* NOTE.—The following are the particulars of disputes which were incomplete at the 31st December, 1922, which should be added to the above figures to effect a balance with those published in the preceding tables, viz :—

State.	No. of Disputes.	Workpeople.	Working Days.	Wages.
New South Wales	7	3,212	100,271	85,589
Victoria	1	23	4,071	2,849
Queensland	3	342	14,483	13,640
W. Australia	1	473	38,780	32,501
<b>Total</b>	12	4,050	160,611	134,639

† See note to table on page 116.

(ii.) *Results of Industrial Disputes in each State, 1922.*—The following table shows for each State and Territory the number of disputes, the number of workpeople involved, and the total number of working days lost through disputes during the year 1922, classified according to results :—

Industrial Disputes in each State, Classified according to Results, 1922.

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	54	221	60	1	14,223	70,982	13,812	70	55,422	325,385	66,232	210
Victoria	5	15	2	..	232	4,411	1,464	..	1,828	36,266	22,530	..
Queensland	13	19	3	..	910	1,677	302	..	7,498	12,210	2,541	..
South Australia	7	6	6	..	2,653	318	252	..	110,361	2,754	1,219	..
Western Australia	1	3	2	1	18	149	155	11	218	677	3,265	528
Tasmania	1	2	2	..	14	208	164	..	56	5,010	4,218	..
N. Territory	..	2	2	..	..	40	..	..	..	1,040	..	..
P. C. Territory	..	..	2	..	..	..	217	..	..	..	2,604	..
Total, Aust. *	81	208	82	2	18,050	77,785	16,366	81	175,379	383,342	132,615	738

(iii.) Results of Industrial Disputes, Australia, 1913-1922.† The following table shows the number of disputes, number of workpeople involved, and the number of working days lost in disputes throughout Australia during the nine years 1913-1922, classified according to results :—

Industrial Disputes classified according to Results, Australia, 1913-1922.†

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	69,823	104,654	435,014	26,087
1914	118	98	110	11	21,224	18,242	30,398	1,187	129,995	119,819	829,285	11,316
1915	190	78	63	22	44,140	15,327	14,900	6,965	245,625	155,659	151,544	30,397
1916	223	178	54	23	70,588	36,670	23,296	40,129	886,010	253,084	476,302	63,534
1917	147	188	100	9	24,331	119,589	22,310	7,740	103,267	4,201,981	285,103	9,307
1918	92	100	93	13	15,780	15,988	23,739	2,922	101,207	177,223	280,045	22,378
1919	154	157	140	9	54,810	43,140	55,445	4,196	2,393,252	406,361	3,483,571	20,042
1920	183	199	168	4	30,399	61,947	62,811	409	180,345	911,156	777,175	3,389
1921	126	274	216	2	26,244	63,380	73,887	2,590	76,381	162,331	714,501	3,404
1922*	81	268	82	2	18,050	77,785	16,366	81	175,379	383,342	132,615	738

\* See notes on pages 116 and 128

† See note page 115.

During the years 1913, 1914, 1915 and 1916, the disputes resulting in favour of workpeople exceeded those resulting in favour of employers. During the later years, 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."

**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 negotiation or other steps are taken to bring about a termination of the dispute and a consequent resumption of work vary considerably, but for the purposes of statistical classification they are confined within the following six classes. viz. :—

- (i.) By negotiation.
- (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 classes are further divided as follows :—

- (i.) By negotiation—
  - (a) Direct negotiation between employers and employees or their representatives.
  - (b) Intervention or assistance of 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 is connected with "Other Causes" and mainly relates to resumptions of work at collieries at the next shift, the cause of the stoppages not being in all cases made known officially to the management.

(i.) *Methods of Settlement of Industrial Disputes in each State and Territory, 1922.* 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 year 1922 are classified for each State and Territory according to method of settlement:—

**Methods of Settlement of Industrial Disputes in each State and Territory, 1922.\***

Method of Settlement.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	Aust.
<b>NUMBER OF DISPUTES.</b>									
<b>Negotiation—</b>									
Direct between employers and employees, or their representatives .. .. .	193	18	18	11	4	3	1	1	249
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. .. .	44	1	5	..	..	1	..	1	52
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference .. .. .	3	..	2	1	1	..	..	..	7
By reference to Board or Court .. .. .	1	..	5	1	..	..	..	..	7
<b>Under Commonwealth Conciliation and Arbitration Act—</b>									
By intervention, assistance or compulsory conference .. .. .	1	3	..	..	..	1	..	..	5
<b>By Filling Places of Workpeople on Strike or Locked out .. .. .</b>	6	2	1	2	..	..	1	..	11
<b>By Closing down Establishment permanently .. .. .</b>	3	1	..	1	1	..	..	..	6
<b>By other Methods .. .. .</b>	85	3	4	3	1	..	..	..	96
* Total .. .. .	335	28	35	19	7	5	2	2	433

**NUMBER OF WORKPEOPLE INVOLVED.**

<b>Negotiation—</b>									
Direct between employers and employees, or their representatives .. .. .	54,131	3,719	860	2,844	197	222	16	17	62,000
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. .. .	14,553	250	477	..	..	74	..	200	15,554
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference .. .. .	906	..	41	163	112	..	..	..	1,222
By reference to Board or Court .. .. .	290	..	808	30	..	..	..	..	1,128
<b>Under Commonwealth Conciliation and Arbitration Act</b>									
By intervention, assistance or compulsory conference .. .. .	16	340	..	..	..	90	..	..	446
<b>By Filling Places of Workpeople on Strike or Locked out .. .. .</b>	528	148	20	55	..	..	30	..	790
<b>By Closing down Establishment permanently .. .. .</b>	100	50	..	8	13	..	..	..	171
<b>By other Methods .. .. .</b>	28,563	1,600	674	123	11	..	..	..	30,971
* Total .. .. .	99,087	6,107	2,889	3,223	333	386	40	217	112,282

\* See notes pages 116 and 128.

## Methods of Settlement of Industrial Disputes in each State and Territory, 1922—cont.

Methods of Settlement.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	Aust.
NUMBER OF WORKING DAYS LOST.									
Negotiation—									
Direct between employers and employees, or their representatives ..	196,736	33,165	5,527	111,515	983	5,066	140	204	353,336
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	165,188	12,500	6,238	..	..	388	..	2,400	187,164
Under State Industrial Act—									
By intervention, assistance or compulsory conference ..	11,865	..	200	815	3,136	..	..	..	16,016
By reference to Board or Court ..	8,900	..	3,901	786	..	..	..	..	13,767
Under Commonwealth Conciliation and Arbitration Act									
By intervention, assistance or compulsory conference ..	592	4,150	..	..	..	3,330	..	..	8,081
By Filling Places of Work-people on Strike or Locked out ..	8,894	1,276	29	600	..	..	900	..	11,750
By Closing down Establishment permanently ..	490	50	..	24	39	..	..	..	603
By other Methods ..	84,544	9,480	6,262	534	523	..	..	..	101,348
*Total ..	477,249	60,630	22,247	114,334	4,686	9,284	1,040	2,004	602,074

## ESTIMATED LOSS IN WAGES.

Methods of Settlement.	£	£	£	£	£	£	£	£	£
Negotiation—									
Direct between employers and employees, or their representatives ..	204,965	26,667	5,477	41,121	819	4,161	140	166	283,515
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	185,188	7,475	5,602	..	..	700	..	1,870	200,835
Under State Industrial Act—									
By intervention, assistance or compulsory conference ..	9,400	..	139	624	4,500	..	..	..	14,663
By reference to Board or Court ..	6,989	..	3,052	550	..	..	..	..	10,541
Under Commonwealth Conciliation and Arbitration Act									
By intervention, assistance or compulsory conference ..	350	2,715	..	..	..	2,636	..	..	5,701
By Filling Places of Work-people on Strike or Locked out ..	6,518	1,006	18	498	..	..	630	..	8,670
By Closing down Establishment permanently ..	557	34	..	16	28	..	..	..	635
By other Methods ..	79,985	6,949	4,661	413	300	..	..	..	92,308
*Total ..	499,902	44,846	18,949	43,222	5,647	7,497	770	2,035	616,868

\* See notes pages 116 and 128.

(ii.) *Methods of Settlement of Industrial Disputes—Australia, 1913-1922.\**—In the following table the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by industrial disputes during the nine years 1913-1922 are classified for Australia according to the adopted schedule of methods of settlement :—

**Methods of Settlement of Industrial Disputes, Australia, 1913-1922.\***

Methods of Settlement.	1913.	1914.	1917.	1918.	1919.	1920.	1921.	1922.†
NUMBER OF DISPUTES.								
Negotiation—								
Direct between employers and employees or their representatives	110	247	234	171	291	380	412	249
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	17	11	38	21	35	25	66	52
Under State Industrial Act—								
By intervention, assistance or compulsory conference	19	7	12	20	33	33	18	7
By reference to Board of Court	22	17	13	14	5	8	4	7
Under Commonwealth Conciliation and Arbitration Act—								
By intervention, assistance or compulsory conference	4	5	3	8	9	3	11	5
By Filling Places of Workpeople on Strike or Locked Out	13	16	36	26	22	22	10	11
By Closing down Establishment Permanently	1	4	4	8	7	4	2	6
By other Methods	13	30	101	30	58	74	102	96
Total	208	337	444	208	460	554	624	483†

**NUMBER OF WORKPEOPLE INVOLVED.**

Negotiation—								
Direct between employers and employees or their representatives	23,357	48,204	49,512	34,680	76,070	101,404	93,912	62,000
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	3,172	8,054	23,338	4,155	47,849	6,278	20,775	15,554
Under State Industrial Act—								
By intervention, assistance or compulsory conference	6,505	770	6,295	2,958	6,926	9,312	11,229	1,222
By reference to Board of Court	12,774	7,308	2,779	3,392	1,380	1,711	1,083	1,128
Under Commonwealth Conciliation and Arbitration Act—								
By intervention, assistance or compulsory conference	659	205	1,490	3,042	1,997	766	12,037	446
By Filling Places of Workpeople on Strike or Locked Out	658	629	17,780	1,933	2,202	2,141	334	790
By Closing down Establishment Permanently	170	86	434	538	401	182	53	171
By other Methods	2,988	5,793	72,342	5,741	20,766	33,772	25,678	30,971
Total	50,283	71,049	173,970	56,439	157,591	155,560	165,101	†102,282

\* See note page 115

† See notes pages 116 and 128

## Methods of Settlement of Industrial Disputes, Australia, 1913-1922†—continued

Methods of Settlement.	1913.	1914.	1916.	1917.	1918.	1919.	1920.	1922.*
<b>NUMBER OF WORKING DAYS LOST.</b>								
<b>Negotiation—</b>								
Direct between employers and employees or their representatives ..	94,400	803,799	551,484	222,846	632,269	827,985	245,765	353,336
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	26,335	128,231	863,896	37,444	5,379,655	217,916	156,076	187,164
<b>Under State Industrial Act—</b>								
By intervention, assistance or compulsory conference ..	187,671	4,256	159,799	57,559	94,557	69,436	136,735	16,016
By reference to Board or Court ..	221,769	120,685	48,352	151,472	8,460	19,236	22,752	18,767
<b>Under Commonwealth Conciliation and Arbitration Act—</b>								
By intervention, assistance or compulsory conference ..	2,105	1,421	33,396	23,280	74,018	34,205	327,048	8,081
<b>By Filling Places of Work-people on Strike or Locked Out ..</b>	14,139	4,402	908,596	35,298	46,021	160,562	3,542	11,750
<b>By Closing down Establishment Permanently ..</b>	20,400	3,646	11,302	4,270	5,787	12,919	538	603
<b>By other Methods ..</b>	56,509	23,955	2,022,743	48,675	67,501	529,806	64,161	101,348
<b>Total ..</b>	<b>623,528</b>	<b>1,090,305</b>	<b>4,599,658</b>	<b>580,853</b>	<b>6,308,226</b>	<b>1,872,065</b>	<b>956,617</b>	<b>* 602,074</b>
<b>ESTIMATED LOSS IN WAGES.</b>								
<b>Negotiation—</b>								
Direct between employers and employees or their representatives ..	£ 43,834	£ 402,729	£ 287,348	£ 139,428	£ 419,573	£ 634,760	£ 240,442	£ 283,515
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	12,394	66,225	591,359	23,271	3,342,611	154,093	146,029	200,835
<b>Under State Industrial Act—</b>								
By intervention, assistance or compulsory conference ..	86,277	1,841	65,362	41,358	59,167	46,831	79,233	14,663
By reference to Board or Court ..	104,293	64,208	32,444	96,211	4,425	11,205	19,462	10,541
<b>Under Commonwealth Conciliation and Arbitration Act—</b>								
By intervention, assistance or compulsory conference ..	1,373	712	18,333	14,811	46,472	19,285	198,867	5,701
<b>By Filling Places of Work-people on Strike or Locked Out ..</b>	6,478	2,076	453,844	24,514	29,586	94,235	2,208	8,670
<b>By Closing down Establishment Permanently ..</b>	7,850	1,651	6,456	2,764	3,106	7,125	355	635
<b>By other Methods ..</b>	25,240	11,786	1,130,672	30,479	46,998	356,182	69,527	92,308
<b>Total ..</b>	<b>287,739</b>	<b>551,228</b>	<b>2,594,808</b>	<b>372,334</b>	<b>3,051,936</b>	<b>1,223,716</b>	<b>757,028</b>	<b>* 616,868</b>

\* See notes pages 116 and 128

† See note page 115

In all years direct negotiation between employers and employees settled the majority of the disputes. During the year 1913, 57 per cent. of the total number of dislocations was settled in this manner, as compared with 73 per cent. during 1914, 71 per cent. during 1915; 63 per cent. during 1916, 53 per cent. during 1917, 57 per cent. during 1918, 63 per cent. during 1919, 69 per cent. during 1920, 66 per cent. during 1921, and 58 per cent. during 1922. 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 negotiation.

9. **Interstate Disputes.**—Disputes involving stoppage of work which extend beyond the limits of a single State are necessarily of an extensive character, but as will be seen from the table given hereunder, they are comparatively few in number.

These disputes rarely start on an interstate basis, but develop into such as the natural result of the interdependence of Trade Union organisations, and the submission to the principle that the objectives of one section of unionists must not be prejudiced by another section.

It will be seen that both the 1917 disputes were due to causes which were hardly capable of presentation to the Arbitration Court, and were rather more susceptible to mutual agreement between the men and their employers. The trouble in the Railway Workshops involved a large number of sympathy strikes, full particulars of which appear in Labour Report, No. 8, pp. 121-127.

The second table relates to the same disputes, but gives some additional particulars to those contained in the first table.

**Industrial Disputes involving stoppage of work which have extended over more than one State during the years 1917 to 1922.**

Dispute	States Involved	No. of Work-people Involved	No of Working Days Lost	Estimated Loss in Wages. £
1917				
Glass Bottle Makers— Protest against non-payment for defective bottles, 24/4/17 to 10/7/17	N.S. Wales Victoria S. Australia	1,000 642 200	67,000 31,700 14,000	36,250 17,600 1,000
Total		1,842	112,700	54,850
Railway Workshop Employees— (Introduction of a card system for job costing in Workshops.) Railway Employees in N.S.W., Seamen and wharf labourers in all States, coal miners in N.S.W., Victoria and Queensland, and other trades were affected, 2/8/17 to 30/11/17	N.S. Wales Victoria Queensland S. Australia W. Australia Tasmania	77,357 14,200 2,350 1,900 1,200 500	3,071,000 637,300 123,600 14,100 84,100 32,150	1,780,000 325,500 62,000 7,400 42,500 15,800
Total		97,507	3,982,250	2,233,000
1918				
	NIL			
1919				
Seamen— (Increased Wages), Queensland Seamen came out in February, the remainder in May, 1919	N.S. Wales Victoria Queensland S. Australia W. Australia Tasmania	7,700 2,190 2,770 1,705 985 655	695,500 197,920 359,430 128,975 73,520 57,180	358,100 109,370 185,430 62,155 35,840 27,765
Total		16,005	1,512,525	775,680
Marine Engineers— (Claim for 35 per cent increase in wages), 13/12/19 to 28/2/20	N.S. Wales Victoria Queensland	5,150 2,695 1,322	302,450 159,090 77,520	167,065 87,755 42,475
Total		9,167	539,060	297,295
1920.				
Building Trade Employees— (Against Saturday work), 10/4/20 to 14/5/20	N.S. Wales Victoria S. Australia	2,500 2,000 300	25,000 48,000 7,710	17,000 33,000 5,000
Total		4,800	80,710	55,000
Marine Stewards—Pantrymen— (Claim for 8 hour day and increase over-time rates), 15/12/20 to 25/1/21	N.S. Wales Victoria Queensland S. Australia	6,200 2,330 1,373 673	204,800 75,920 42,232 20,522	125,435 43,270 25,295 12,650
Total		10,576	343,474	206,650
1921 and 1922.				
	NIL			



**Industrial Disputes involving stoppage of work which extended over more than one State during the years 1917 to 1922—Classified according to causes.**

Dispute.	States Involved.	Cause.	Result.	Method of Settlement
Glass Bottle Makers, 24/4/17 to 10/7/17	N.S. Wales Victoria S. Australia	Protest against non-payment for defective bottles	An acceptance was finally agreed to by employees of payment of half their original demand.	Conference between employers & employees with assistance of an Arbitrator.
Railway Workshop Employees, 2/8/17 to 30/11/17	N S Wales	Protest against introduction of the card system for job costing in workshops.	Work resumed on antecedent conditions (Govt. Terms). Card system to be given a trial for 3 mths, after which to be subject of special inquiry.	By negotiations with assistance of Secretary for Labour and Industry.
Railway Employees other than Workshop Employees	N.S. Wales	Sympathy with N.S.W. Govt. Workshop Employees.	Work resumed on antecedent conditions	Partly by voluntary return to work and partly by filling of men's places.
Industries other than Government Railways whose employees were affected.	N S Wales	Sympathy with N.S.W. Govt. Workshop Employees.	Work resumed on antecedent conditions.	By voluntary return to work.
Seamen, Waterside Workers, Tally Clerks.	All States	Sympathy with N.S.W. Govt. Workshop Employees	Work resumed on antecedent conditions.	By voluntary return to work.
Other Industries affected	Victoria	(a) Closing down of various works through shortage of supplies, and (b) refusal of the various unions to handle goods which had been handled by non-unionists on the waterfront	Work resumed on varying conditions in relation to industries.	(a) On resumption of supplies. (b) By the replacement of non-union labour by unionists on waterfront.
Seamen. Queensland Seamen came out in February and the remainder in May. Strike terminated on 20th August, 1919	N.S. Wales Victoria Queensland S. Australia W. Australia Tasmania	Demand for increase of 35/- per lunar month. Increase of 1/- per hour on overtime rates, 0-hour day in port. Insurance of £500 against death and compensation for illness.	Wages increased by 35/- per month. Leave of absence and overtime increased and other concessions.	By round table conference summoned by Commonwealth Government.
Marine Engineers, 13/12/19 to 20/2/20	N.S. Wales Victoria Queensland	Demand for increased rates and altered conditions of work and rates of overtime.	Increased rates granted. Other matters to be dealt with by Tribunal.	By negotiations and intervention of a distinctive third party.
Building Trade Employees, 10/4/20 to 14/5/20.	N S Wales Victoria S. Australia	Against Saturday work For reduction from 48 to 44 hours	Parties summoned in order to record agitation for reduced hours.	Men decided by ballot to return to work on employers terms.
Marine Stewards and Pantrymen 15/12/20 to 25/1/21	N.S. Wales Victoria Queensland S. Australia	Demand for 8 hours a day, and increased overtime	Work resumed on antecedent conditions	Stewards voluntarily offered to resume work