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. Thirtysix 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-

As these forms have been prescribed under the Consus and Statistics Act 1905, it is com pulsory for prescribed persons to furnish the information required.

- (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."

pute." "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.

† 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.

^{*} 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 beld during working hours so as to ensure a full attendance, and are generality called to discuss some question with a view to ascertain whether any definite action should be taken

"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 beforementioned 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 Lists Disputes No. of Lists Disputes No. of Directive Involved No. of Directive Directive Involved No. of Directive Directive Directive Involved No. of Directive Directive Directive Directive Directive Direc					. <u> </u>				
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$ \begin{array}{c c c c c c c c c c c c c c c c c c c $			Disputes	INVOLVED			Total	1 12056.	Wages.
and display the books, etc. j j Gray the books, etc. j< j< j< j< j< j< j< <		Regineering, metal works, etc Food, drink, &c., manufacturing	14	314	2,909		4,083		108,687
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		and distribution			10	127	804	1,513	1,389
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	VI.	Other manufacturing	์ จิ	12	2.281	142	2,423	19,632	14,559
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	TX.	Railway and tramway service-	£	6	214	12,205	330	1,122	784
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	xî.	Shipping, wharf labour, etc.	11	11	572	244	816	54,547	40,344
I. Vood, sawmill, timber, etc. 1 150 1, 500 2,500 2,500 5,600 2,500 6,600 H. Food, drink, etc. 4 92 871 9,486 7,105 9,982 VIII Building - 4 124 871	XIV	Pastoral, agricultural, etc. Miscellaneous			1,094				
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		Total .	342*	657	88.257	14,042	102,299	686,520	579,491
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	r		1	150	1 500		1.500	0.000	6 A.M.
VIII IX. Boltaings 1 1 0 65 6 2 11 82.9 63.1 XII Shipping, etc. 2 2 11.1 12.1 17.7 15.93.7 14.25.2 XIV Miscellaneous 4 4 11.0 10 22 90.9 90.107 13.4 XIV Miscellaneous 2 29 91.9 90.107 13.4 Wood, sawmill, 41mber, etc. 1 1 13.3 12 25.2 2.92.5 2.083 VIII Binesenia, metal works, etc. 7 7 93.7 3.63.7 2.3.75 2.3.75 VIII Binesenia, warries, etc. 7 1.3.0 36.17 2.2.75 2.9.825 2.0.933 VIII Binesenia, warries, etc. 7 1.4 1.3.0 1.2 2.3.75 1.6.3.772 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 3.3.3.72.72 2.3.75	л.	Engineering, metal works, etc.	4	92	540		776	15,998	0,882
VIII IX. Boltaings 1 1 0 65 6 2 11 82.9 63.1 XII Shipping, etc. 2 2 11.1 12.1 17.7 15.93.7 14.25.2 XIV Miscellaneous 4 4 11.0 10 22 90.9 90.107 13.4 XIV Miscellaneous 2 29 91.9 90.107 13.4 Wood, sawmill, 41mber, etc. 1 1 13.3 12 25.2 2.92.5 2.083 VIII Binesenia, metal works, etc. 7 7 93.7 3.63.7 2.3.75 2.3.75 VIII Binesenia, warries, etc. 7 1.3.0 36.17 2.2.75 2.9.825 2.0.933 VIII Binesenia, warries, etc. 7 1.4 1.3.0 1.2 2.3.75 1.6.3.772 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 2.3.75 3.3.3.72.72 2.3.75	VI.	Other manufacutring	4	30	313	1	313	6.923	3,911
IX. Rallway and trainway services 2 2 112 17 120 6009 475 XII Shipping, etc. 1 t 122 10 122 10 XIV Miscellaneous 2 299 90 107 134 XIV Miscellaneous 2 299 311 6,130 64,701 47,696 Miscellaneous 2 299 311 6,130 64,701 47,696 III Engineering, metal works, etc 1 1 13 12 25 2,083 VII. Building 1 106 36 142 3,072 2,382 2,087 VII. Building 12 12 75 6,457 7,430 VIII. Building 2 11 100 36 142 2,382 2,021 6,160 XIV. Building 2 2 107 6 10	VII. VIII	Ballding	6	6	$ \begin{array}{r} 66 \\ 2,171 \end{array} $			826	$\frac{637}{14.252}$
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$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	XII.	Pastoral, agricultural, etc.	1	Ł	22		22	22	10
I. Queensland. Wood, sawmill, timber, etc. 1 1 13 12 25 3,925 2,083 II. Engineering, metal works, etc. 7 7 847 3,072 2,372 VI. Other manufacturing 1 1 123 12 25 3,925 2,083 VI. Other manufacturing 1 1 130 2,2834 2,325 1,317 1,338 2,325 1,410 1,338 2,426 1,118 3,117 3,123 2,525 1,101 </td <td>літ</td> <td></td> <td></td> <td></td> <td></td> <td>311</td> <td></td> <td></td> <td><u> </u></td>	літ					311			<u> </u>
1. Wood, sawmill, dipber, etc. 1 1 13 12 225 2,325 2,083 III. Fragineering, metal works, etc. 7 7 847 3,072 2,372 2,372 VI. Other manufacturing 1 1 100 36 142 3,124 2,325 VII. Building 2 11 100 36 142 3,072 2,372 VII. Building 2 11 120 - 735 6,457 7,430 XI. Pastoral, agricultural, etc. 2 2 02 . 62 161 188 XIV. Sitpping, wharf labour, etc. 2 2 02 . 62 161 188 XIV. Stipping, wharf labour, etc. 2 2 02 . 62 161 188 VI. South Australia. 2 2 102 111 213 865 659 VI. Engineering, netal works, etc. 1 200 1,550 450 2,000 04,000 <td< td=""><td></td><td>Queensland.</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>		Queensland.							
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	1. IL	Wood, sawmill, timber, etc			$13 \\ 23$	12		2,825	2,083 42
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	пі.	Food, drink, etc.	7	7	847		847	3.072	2,372
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	VIJ.	Building	2	11	139	· .	139	2,834	2,601
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	IX.	Railway and tramway services	Ģ	Ģ	400		785 927	0,457	6.160
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	XIL	Pastoral, agricultural, etc.		6 2	62		62	9,726	9,265
II South Australia. Engineering, metal works, etc. 2 2 102 111 213 865 659 IV Cotting, metal works, etc. 2 2 4. 42 300 315 IV Cotting, metal works, etc. 2 2. 4. 42 300 315 VI Diding 2 2. 2.00 104.000 304.000 306.00 VII Building 1 6 30 60 48 VIII. Building 1 1 213 153 366 4.758 2.675 XI Building 1 1 213 153 366 4.758 2.675 XII Buiscethaneous 3 6 150 3 153 250 000 450 XIV Miscethaneous 3 6 150 3 153 250 184 VII	XIV.	Miscellaneous		2				249	167
$\begin{array}{c c c c c c c c c c c c c c c c c c c $				40	2,611	620	3,231	36,730	32,589
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	11	South Australia. Engincering, metal works, etc	2	2	102	111	213	865	659
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	III. IV	i Clotinng, nata, boots, etc 👘 👘	1	200	1,550	450	42	104.000	315 36,600
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	VI.	Other manufacturing	, ¥	2 6	29	181	210	1,326	928
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	VIII.	Mines, quarries, etc.	1	Ĩ	213	153	566	4,758	2,675
XIV Miscellaneous 3 6 150 3 153 250 184 Total 10* 229 2,294 929 3,223 114,334 43,222 Western Australia. 10* 229 2,294 929 3,223 114,334 43,222 Wood, sawnill, timber, etc. 1 1 8 3 11 528 300 VIII. Books, printing, etc. 1 80 448 25 473 38,786 32,561 VIII. Mnes, quarrles, etc. 2 2 14 135 149 609 403 XI. Shipping, whari labour, etc. 2 2 14 135 149 609 403 XI. Moed, sawnill, timber, etc. 2 2 14 135 149 609 403 V. Wood, sawnill, timber, etc. 1 1 90 3,330 2,636 V. Books, printing, etc. 1 100 90 3,330 2,636 V. Bood, sawnill, timber, etc. 1 <	XI	Shipping, wharf labour, etc.	8	5	130		167	2,042	1,343
Western Australia. 1 1 8 3 11 528 300 I. Brgineering, metal works, etc. 1 1 8 3 11 528 300 V. Books, printing, etc. 1 5 112 112 528 300 V. Books, printing, etc. 1 5 112 112 3136 4,500 VIII. Mines, quartics, etc. 2 2 14 135 149 609 403 XI. Shipping, whari labour, etc 3 3 61 611 413 354 Total 8 91 643 163 806 43,472 38,268 I. Engineering, metal works, etc 2 2 208 90 3,330 2,636 I. Hooks, printing, etc. 1 1 100 90 3,330 2,636 V. Hooks, printing, etc. 1 100 4 14 56 60	xiv	Miscellaneous	3	ő	150	` 3			
I. Wood, sawmill, timber, etc. 1 1 8 3 11 528 300 IF Braincering, metal works, etc. 1 80 448 25 473 38,786 32,561 V. Books, printing, etc. 1 80 448 25 473 38,786 32,561 VIII. Mines, quarries, etc. 2 2 14 135 149 609 403 XI. Shipping, whari labour, etc. 3 3 61 413 354 Total 8 91 643 163 806 43,472 38,208 Tesmania. I. Books, sawmill, timber, etc. 1 1 90 90 3,330 2,636 I. Books, guarries, etc. 1 1 00 90 4,101 4,101 V. Books, printing, etc. 1 1 00 90 3,330 2,636 VIII. Mines, quarries, etc. 1 1 10 4 14 56 VIII. Mines, quarries, etc. 1 1 74 74 888 700		Total	19*	229	2,294	929	3,223	114,884	43,222
If Engineering, metal works, etc. 1 80 448 25 473 38,786 32,560 V. Books, printing, etc. 1 5 112 .112 .112 .136 4,500 VIII. Mines, quarries, etc. 2 2 14 135 149 609 403 XI. Shipping, whari labour, etc. 3 .3 61 61 413 354 Total 8 91 643 163 806 43,472 38,286 Total 8 91 643 163 806 43,472 38,288 Tegmania. I. Engineering, metal works, etc. 2 2 208 .000 .000 VIII. Books, printing, etc. 1 1 10 4 14 56 60 VIII. Mines, quarries, etc. 1 1 74 .74 888 700		Western Australia.	,	1		1	1.	5.03	
VIII. Mines, quartes, etc. 2 2 2 14 135 149 609 403 XI. Shipping, whari labour, etc. 3 3 61 413 354 Total 8 91 643 163 806 43,472 38,208 I Wood, sawmill, timber, etc. 1 1 90 90 3,330 2,636 V. Books, printing, etc. 1 1 10 4 14 56 60 VIII. Mines, quartes, etc. 1 1 10 4 14 56 60	11	i Engineering, metal works, etc.	1		-448	25	473	38,786	82,561
Total 8 91 643 163 806 43,472 38,208 I Wood, sawmill, timber, etc. I I 90 3,330 2,636 I. Books, printing, etc. I I 90 3,330 2,636 V. Books, printing, etc. I I 10 4 14 56 60 VIII. Mines, quarties, etc. I I 74 74 888 700	VIII	Mines, quarries, etc.	2	2	14	135	149	609	493
I Wood, sawmill, timber, etc. I I 90 3,330 2,636 I. Books, printing, metal works, etc. 2 2 208 208 5,010 4,101 V. Books, printing, etc. 1 10 4 14 56 60 VIII. Mines, quarties, etc. 1 1 74 74 888 700	XI.					<u>_</u>	61	413	354
I Wood, sawmill, timber, etc I I 90 3,330 2,636 II. Engineering, metal works, etc 2 2 208 208 5,010 4,101 V. Books, printing, etc. I 1 10 4 14 56 60 VIII. Mines, quarties, etc. I 1 74 74 888 700	, 	······	8	91	643	103	806	43,472	38,208
$\begin{array}{c c c c c c c c c c c c c c c c c c c $		Wood, sawmill, timber, etc .] .		3,330	2,636
VIII. Mines, quarries, etc 1 1 74 . 74 888 700	Ц. V.	Engineering, metal works, etc.	i 1	1	10		208	5,010	4,101
Total	VIII.	Mines, quarries, etc.	i		74	· ·	71		
		Total	5	5	382	4	386	0,284	7,497

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* 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

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Class	Industrial Group.	No. of			of Workg Involve	eople d.	No of Working Days Lost	
		Disputes	Involved	Directly.	In- directly.	Total	Lost	Wages.
	Northern Territory. Railway and tramway services Shipping. wharf labour, etc.	l L	L	10 30		10 -30	L40 900	140 630
	Total .	2	2	40		40	1,040	770
ll xiv	Fed. Cap. Territory. Engineering, metal works, etc. Miscellaneous	1 1	 1	17 200		17 200	204 2,400	165 1.870
	Total	2	2	217		217	2,604	2,035
L II. IV VI. VII VII IX XI XII XIV.	All States. Wood, sawmill, timber, etc. Engineering, metal works, &c. Food, drink, &c. manufacturing and distribution Clothing, boots, &c Books, printing, etc. Other manufacturing Buikling Mines, quarries, etc Raitway and tranway services Other Land Transport Shipping, wharf labour, etc Pastoral, agricultural, etc.	4 25 20 2 16 4 307 16 16 18 18 5 5	158 492 144 201 6 45 18 317 16 1 30 6 18	$1,611 \\ 4,313 \\ 2,437 \\ 1,568 \\ 122 \\ 2,729 \\ 235 \\ 83,596 \\ 821 \\ 30 \\ 1,047 \\ 114 \\ 1,040 $	15 1,480 127 450 359 52 12,555 600 384 4 39	$1,626 \\ 5,793 \\ 2,564 \\ 2,018 \\ 126 \\ 3,088 \\ 287 \\ 96,151 \\ 1,421 \\ 30 \\ 1,431 \\ 118 \\ 1,679 \\ 1,670 \\ 1,679 \\ 1,67$	15,183 199,239 14,401 104,054 30,005 30,005 383,414 11,392 270 74,021 284 19,419	11,619 156,097 11,494 30,606 4,500 21,723 3,280 427,363 8,009 270 50,318 108 13,910
	Potal Australia	445*	1,447	100,263	16,069	116,332	858,685	751,507

Industrial Disputes Classified according to Industrial Groups, 1922-continued.

* See note to table on page 116.

Any comparison as to the frequency of industrial disputes in classitied 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); Ropc 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 boatsswain); 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, Littledyke & 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 plaints 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, tines 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 :—

		-		,	,	
Calendar Year	Manu- facturing (Groups I. to VI.).	Building (Group VII.)	Mining. (Group VIII),	Transport, Land & Sea. (Groups 1X. to XI)	Miscel+ laneous (Groups XII to XIV.)	ALL GROUPS
		NUMBER	OF DISPUT	'ES.		
1918	1 77	1 11	135	1 31	44	298
1919 .	94	12	231	67	56	460
1920 .	89	17	816	75	57	554
1921 .	30	9	509	46	30	624
1922*	69	4	307	45	20	*445
1918 to 192	2 359	53	1,498	264	207	2,381
	NUM	BER OF WO	RKPEOPLE	INVOLVED.		
1918 .	10,472	685	35,149	6,507	3,626	56,439
1919 .	19,550	2,810	86,607	36,386	12,238	157,591
1920	21,092	6,527	81,043	15,043	31,801	155,566
1921	3,161	1,421	133,547	22,694	4,278	165,101
1922* .	15,215	287	96,151	2,882	1,797	116,332
1918 to 192	2 69,490	11,730	432,497	83,512	53,800	651,029
	NU	MBER OF V	ORKING D	AYS LOST.		
1918		3,602	215,573	38,922	64,071	539,593
1919	272,405	124,003	1,826,694	1,898,900	181,736	4,303,738
L920 .	367,296	103,373	1,944,038	626,826	545,784	3,587,267
1921		36,406	467,867	666,517	68,010	1,280,185
1922*	\$66,134	3,720	883,414	85,693	19,724	858,685
1918 to 192	2 1,270,645	271,104	4,837,586	3,310,858	879,275	10,575,468
		ESTIMATE	D LOSS IN Y	VAGES.		•
	1 £	£	£	£ I	£	£
1918	131,811	2,235	146,676	21,298	43,114	345,134
1919	167,502	73,643	1,280,265	077,494	119,924	2,018,828
1920	215,057	70,006	1,418,193	357,786	309,345	2,370,387
1921 .	39,416	24,719	459,450	397,169	49,721	970,475
1922*	242,159	3,280	427,363	64,597	14,108	751,507
1918 to 192	2 , 795,945	173,883	3,731.947	1,818,344	536,212	7,056,831

Industrial Disputes in Australia, 1918 to 1922.†

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.

Limits of Duration.	N.S.W.	Vic.	Q'land.	S.A.	W .A.	Taş.	N,T	F.C.T.	Aust.
	N	JMBER	of di	SPUTES.					
day and less	141	4	6	4				•-	155
2 days and more than 1 day. 3 days and more than 2 days Over 3 days and less than 1		2 4	1	22	3	•••			57 41
week	35	2	.4	3		1	••		45
week and less than 2 weeks weeks and less than 4 weeks	40 24	6	12 5	1 2	· .	ż	'i	2	59 43
weeks and less than 8 weeks	16	2		4	ì	ž	î		26
weeks and over	8	3	4	1	3				19
Total	342*	29	38	19•	8	5	2	2	445*
	NUMBER	OF W	ORKPE	OPLE I	NVOLV	ED.			_
day and less	44,111	604	480				.		45,44
days and more than 1 days days and more than 2 days	15,985	224 211	40 533	47 183	i 87				16,29 7,79
over 3 days and less than 1					101	• •		••	4,70
week and less than 2 weeks	10,883 14,385	130	338	230	••	14	• •	• •	11,59
week and less than 2 weeks weeks and less than 4 weeks	14,380	3,908 539	771 800	41 871	18	209	10	217	19.10
weeks and less than 8 weeks	2,032	230		99	112		30		2,6
weeks and over	3,832	284	269	2,000	489	· · ·	••	•	6,87
Total	102,299	6,130	8,231	3,223	806	386	40	217	116,93
:	NUMBER	OF WO	REING	DAYS	LOST.				
day and less	44,020	488	480	247		.	.		45,23
days and more than 1 day		448	60	94					32,04
days and more than 2 days over 3 days and less than 1		594	1,404	564	661		•	•	22,91
week	49,650	650	1,454	1,120	•••	56			52,9
week and less than 2 weeks	108,106	29,496	6,527	452	* 0 7 A	0.00	1.0	a' 204	144,5
weeks and less than 4 weeks weeks and less than 8 weeks		8,548 6,960	11,460	4,823 2,034	210	$3,708 \\ 5,520$	140 900	2,604	106,0
weeks and over	193,645	17,517	15,345	104,000	89,559				370,00
Total	586,520	64,701	36,730	114,934	48,472	9,284	1,040	2,604	858,68
۴	ESTIN	ATED	LOSS I	N WAGI	BS.				
		£	£	£	£	2	£	£	£
	1 £ ï			249	<i>.</i>	·			50,61
day and less	£ 49,407	480	479	-251					35,8
days and more than 1 day	49,407	480 494	45	68		•	•	- •	
days and more than 1 day days and more than 2 days	49,407 35,269	480		68 394	538				24,30
days and more than 1 day days and more than 2 days over 3 days and less than 1 week	49,407 35,269 21,769 52,129	480 494 383 607	45 1,278 1,286	68 304 841	538		l.'.		54,9
days and more than 1 day days and more than 2 days wer 3 days and less than 1 week week and less than 2 weeks	49,407 35,269 21,769 52,129 114,052	480 494 383 607 24,165	45 1,278 1,286 5,004	68 304 841 277		 60	140		54,9 143.5
days and more than 1 day days and more than 2 days lower 3 days and less than 1 week week and less than 2 weeks weeks and less than 4 weeks	49,407 35,269 21,769 52,129 114,052 78,857	480 494 383 607 24,165 5,842	45 1,278 1,286	68 304 841 277 2,715	144	60 2,930	140 630		54,93 143,53 101,70 86,13
days and more than 1 day days and more than 2 days wer 3 days and less than 1 week week and less than 2 weeks	49,407 35,269 21,769 52,129 114,052 78,857	480 494 383 607 24,165	45 1,278 1,286 5,004	68 304 841 277		60 2,930		2,035	54,9 143.5
days and more than 1 day days and more than 2 days ver 3 days and less than 1 week and less than 2 weeks weeks and less than 2 weeks weeks and less than 6 weeks weeks and less than 6 weeks	49,407 35,269 21,769 52,129 114,052 78,857 69,830	480 494 383 607 24,165 5,842 4,634	45 1,278 1,286 5,064 9,101	68 304 841 277 2,715 2,078	144 4,500	60 2,930 4,507	630	2,035	54,9 143,5 101,7 86,1

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

* See note to table on page 116.

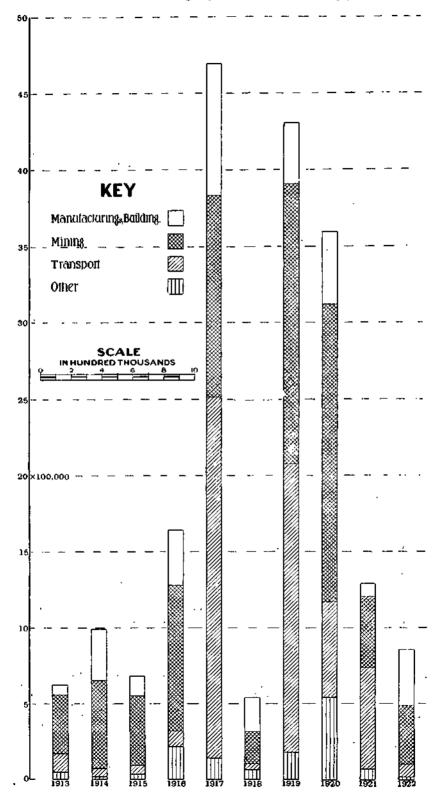
(ii.) Duration of Industrial Disputes in Australia 1918-1922.*-In the following table comparative particulars are given with respect to the number of disputes, workpeople directly and indirectly involved, working days lost, and estimated amount of loss in wages respectively, consequent upon the cessations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

Limits of Duration.	Year.		No. of W	orkpeople In	∀ojved.	Number of Working	Total Estimated Loss in
		Disputes.	Directly.	Indirectly.	Total.	Days Lost.	Wages. £
t 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	50,828	49,862	49,610
	1921	332	70,437	15,913	86,350	85,841	92,235
	1922	1 55	38,460	6,982	45,442	45,235	50,615
2 days and more than 1 day	1018	40	9,720	1,714	11,434	20,746	14,274
	1919	59	10,973	2,767	13,740	26,561	20,210
	1920	62	11,443	2,965	14,408	27,114	23,705
	1921	90	16,773	5,719	22,407	44,441	48,056
	1922	57	15,196	1,100	16,296	32,041	36,876
3 days and more than 2 days	1918	33	5.012	2,530	7,542	29,042	13,618
	1919	36	6,724	3,149	9,873	29,371	20,944
	1920	43	7,280	1,687	8,073	26,739	23,056
	1921	60	10,082	2,397	12,479	37,093	87,418
	1922	41	6,267	1,470	7,737	2 2,977	24,362
Over 3 days and less than one week (6 days)	1918 1919 1920 1021 1922	\$1 52 58 27 45	2,404 9,165 10,228 3,365 6,841	98 1,815 1,810 1,361 2,754	2,502 10,980 12,047 4,720 11,595	11 100 48,935 52,601 20,879 6 2,93 6	7,697 36,147 41,572 21,537 54,923
week and less than 2 weeks {	1918 1919 1920 1921 1922	45 68 66 54 59	5.896 15,670 10,359 8,904 18,573	1,684 2,171 3,100 8,519 532	7,530 17,841 13,459 17,423 19,105	60,967 132,501 107,364 161,379 144,581	42,514 86,101 77,022 113,850 143,558
2 weeks and less than 4 weeks 4	1918	35	2.966	1,251	4,217	62.654	43,700
	1919	32	4,852	7,312	12,164	166,998	102,428
	1920	43	9,549	22,530	31,579	412,219	243,08J
	1921	34	3,891	2,700	0,591	106,779	92,324
	1922	43	6,417	- 1,200	6,617	106,011	101,764
4 weeks and less than 8 weeks	1918 1919 1920 1921 1922	23 26 24 18 26	3.365 4,707 6,027 5,504 8,280	1,272 3,281 10,839 8,124 386	4,637 7,088 16,866 13,628 2,666	169.011 247,106 539,639 386,746 84,838	107,157 159,921 332,125 253,144 86,17 9
8 weeks and over	1918	17	2,128	853	2.981	218,169	131,030
	1919	33	18,991	24,971	43,962	5,616,777	8,490,546
	1920	32	7,024	882	7,406	656,527	433,595
	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	590,853	372,834
	1919	460	100,300	67,291	157,591	6,308,226	3,951,936
	1920	554	102,519	53,047	155,566	1,872,065	1,223,716
	1921	624	120,108	44,908	165,101	950,617	757,028
	1922	445+	100,263	16,069	116,382	858,685	751,507

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

* See note on page 115 † See note to table on page 116

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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. Wages.
 - (a) For increase.
 - (b) Against decrease.
 - (c) System of payment.
 - (d) Readjustment of rates.
 - (e) Other wage questions.
- 2. Hours of Labour.
 - (a) For reduction.
 - (b) Other questions concerning hours.
- 3 Employment of Particular Classes or Persons.
 - (a) Employment of women instead of men.
 - (b) Employment of apprentices
 - (c) For reinstatement of discharged employees.

- (d) Against employment of certain officials.
- (e) Other questions concerning employment.
- 4. Working Conditions and Discipline
 - (a) For change.
 - (b) Against change
 - (c) Other.
- 5. Trade Unionism
 - (a) For closed shop--Employment of non-unionists.
 - (b) Other union questions
- 6. Sympathy.
- 7. Other Causes.*

(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 novements, 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 collery; (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; of (r) for other reasons which are subsequently ruled by the officials of the union to be either impracticable or against former decisions.

					-p	in each	- Deerto		1011100	1 7 , 1	•••••	
Causes	i of Di	sputes	. ·	N.S.W	Vic	Q'land.	8 A	W.A.	Tas.	N.T. 1	7 C.T.	Aust
		. .		NUM	BER (DF DISP	UTES.			'	······	
Wages-					[1	1					
(a) for	increa	5 0		3	5	2	5				••	. 15
.(b) Ago					3	1	3	1			1	18
(c) Oth Hours of	er wag Labor	e quest	tions	67	2	7	3	4			·	83
(a) For			•	4	21		1	2	1 2 J		1	12
(b) Oth	er disp	utes re	:	-		1	- 1	-	-1		1	
	urs	••	••• '	1	·,	1		2		••	·	2
Trade U (a) Aga			ent '				1		1	t		
of no	n-nnior	nists		2	1	2	1	••		1		6
(b) Oth	er unio	n ques	tions	11		1	1	• •		1		15
Employu	ent or es or pe			121	10	17	4	1	2	- [155
Working	conditi	lons		80	4	8	- i i		l ī l			39
Sympath	étic	••	••	. 8	··.	· · . /		••	i j	~·]		8
Other ca		••	••		1	4	1	<u> </u>			<u> </u>	41
Tota	••	•••	••	342*	29	38	19*	8	5	2	2	445
		1	NUMI	BER OF	WOR	EPEOPL	E INV	OLVEI). 			
Wages-				· •								
(a) For (b) Age	ingt dø	APROATA-	:::	144	347 690	79 23	$\frac{273}{2,278}$	112	••	••	200	8 4,4
_(6) อิยี	erwag	e quest	ions	23,689	131	496	2,270	72			.400	24,4
HOUTS OF	Labor	uz	•			1			-	i i		
(a) For (b) Oth	reduct	don		3,482	1,732	••]	5	491	208	· • • • •	17	5,9
	ours	016916	·	33		91	.					1
Trade U	nioniam											
(a) Aga			aent	915	22	105	i			30	1	
(b) Oti	on-unio er unio	1701SG9 181 (F1)/28	tions	3,507	700	25	22		••	10	:	1,0 4,2
Employo	aent of	i partio	cular	0,000				••	11		1	
class Working	es or p	6120112		31,437	2,251	2,064	147	131		•• '		36,1
Sympath	condit	ions		$ \begin{array}{c} 26,541 \\ 1,119 \end{array} $	197	216	366	••	14	••	·	27,3
Other ca				10,303	60	133	60	••				10,5
]		!-				'·		_
Total			• •	102,299	6,130	3,231	3,223	800	386	40	217	116,3
1014	••			1 1		1	I		1 1	1	I	
		_	N	MBER	OF WO	REING	DAYS	LOST.	<u> </u>		I	
			N	MBER	OF WO	REING	DAYS	LOST.	<u> </u>		 	
Wages- (a) Fo	r Increa			1 944	4,411	329	2,010	<u>.</u> 	<u> </u>		I	8,0
Wages- (a) Fo (b) Age	r focres	crease		1 944 23,094	4,411 21,070	329 161	2,010 104,930	, , is			2,400	154,7
Wage8- (a) Fo (b) Age (c) OU	r Increa inst de	e guest		1 944	4,411 21,070	329 161	2,010 104,930	, , is			2,400	154,7
Wages- (a) Fo (b) Age (c) Oth Houts 0	rincres linst de ler wag I Lato	e guest u r —		1 944 23,094 132 484	4,411 21,070 575	329 161 14,980	2,010 104,930 149) 3,13 94	1			154,7
Wages- (a) Fo (b) Age (c) Oth Hours o (a) Fo (b) Oth	rincrea inst de ier wag i Lato reduction reduction	crease e quest ur— tion	tions	1 944 23,094 132 484 111,257	4,411 21,070 575 9,110	329 161 14,980	2,010 104,930 149 205	3, 13 94	1			8,6 154,7 149,1 164,7
Wages- (a) Fo (b) Age (c) OU Hours O (a) Fo (b) OU	rincrea inst de ier wag i Lato reduction reduction	crease e quest ur— tion putes	tions	1 944 23,094 132 484	4,411 21,070 575 9,110	329 161 14,980	2,010 104,930 149 205) 3,13 94	1			154,7 149,1 104,7
Wages- (a) Fo (b) Age (c) OU Hours O (a) Fo (c) OU Hours O (a) Fo (b) OU Du	rincrea inst de er wag i Lato r reduc)er dis jurs inionisi	crease e quest ur- tion putes m-	tions re	1 944 23,094 132 484 111,257	4,411 21,070 575 9,110	329 161 14,980	2,010 104,930 149 205) 3,13 94	1	 		154,7 149,1 104,7
Wages- (a) Fo (b) Ags (c) Oti Hours o (a) Fo (b) Oti Trade U (a) Ag of 1	r Incres inst de er wag t Lato r reduc reduc ours nionisn ainst er on-uni	crease e quest ur- tion putes m- nploy n onlsts	tions re nont	1 944 23,094 132 484 111,257 1 155 3,618	4,411 21,070 575 9,110 22	329 161 14,980 546 945	2,010 104,930 149 205	3, i3 3, 94 5, 39,00	1	··· ··· ··· 900	204	154,7 149,1 104,7 1,7 5,4
Wage8- (a) Fo (b) Age (c) OU Hours o (a) Fo (b) Oth Trade U (a) Ag of II (b) Oth	r lucres sinst de er wap t Lato r reduc per dis jurs nioniss ainst es on-unio	crease e quest ur	tions re nent tions	1 944 23.094 132 484 111,257 1 155	4,411 21,070 575 9,110 22	329 161 14,980 546 945	2,010 104,930 149 205	3, i3 3, 94 5, 39,00	1		204	154,7 149,1 104,7 1,7 5,4
Wage8- (a) Fo (b) Ags (c) Oti Hours o (a) Fo (b) Oti trade U (a) Ag of n (b) Oth Employi	rincres inst de er wap t Lato r redur nioniss nioniss ainst er on-unis on-unis no-unist	crease e quest ur	tions re tions pular	1 944 23,094 132 484 111,257 1 155 3,618 10,889	4,411 21,070 575 9,110 22 5 600	329 161 14,980 546 945 2,325	2,010 104,930 149 205 	3,13 3 94 5 39,00	11 12 5,010	900 140	204	154,7 149,1 104,7 1.7 5,4 18,9
Wages- (a) Fo (b) Ags (c) OU Hours o (c) OU (c) Fo (c) OU (c) Ag of m (c) Oth Employ: olasse Workin	r lincrea inst de ler wap t Labo r reductor reductor noniss ainst er on-unio er unio nent of s or pen s or pen s or pen	crease e quest ur- putes n- onists n- nuesi partic rsons	tions re nent tions	1 944 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373	4,411 21,070 575 9,110 5 600 21,819 , 1,728	329 161 14,980 546 945 2,325 16,322	2,010 104,930 149 205 22 2,200	3, i3 3, 94 5, 39,00 2, 2, 39,00	11 12 5,010	900 140	204	154,7 149,1 164,7 1,7 5,4 18,9 198,2 123,6
Wages- (a) Fo (b) Age (c) Ott Hours o (a) Fo (b) Oth Trade U (c) Age (b) Oth Employ (b) Oth Employ Sorbin Sympti	r increa inst de ler wag i Labo r reducher burs nioniss ainst er on-unio non-unio s or pen s condin betic	crease e quest ur- putes n- onists n- nuesi partic rsons	nent tions	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438	4,411 21,070 575 9,110 21,819 21,819	329 161 14,980 546 2,325 16,322 750	2,010 104,930 149 205 22 2,200 4,758	3 39,00 3 39,00 3 39,00 3 39,00	1 2 5,010 1 3 4,218	900 140	204	154,7 149,1 164,7 1,7 5,4 18,9 198,2 123,6
Wages- (a) Fo (b) Age (c) Ott Hours o (a) Fo (b) Oth Trade U (c) Age (b) Oth Employ (b) Oth Employ Sorbin Sympti	r increa inst de ler wag i Labo r reducher burs nioniss ainst er on-unio non-unio s or pen s condin betic	crease e quest ur- putes putes n ploy n onists n quest partic rsons tions	re nent tions bular	1 944 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373	4,411 21,070 575 9,110 5 600 21,819 , 1,728	329 161 14,980 546 2,325 16,322 750	2,010 104,930 149 205 22 2,200 4,758	3 39,00 3 39,00 3 39,00 3 39,00	1 2 5,010 3 4,218 50	900 140	204	154,7
Wages- (a) Fo (b) Age (c) Ott Hours o (a) Fo (b) Oth Trade U (c) Age (b) Oth Employ (b) Oth Employ (b) Oth Smpiell Working Bympiell	r increa inst de ler wag i Labo r reducher burs nioniss ainst er on-unio non-unio s or pen s condin betic	crease e quest ur- putes putes n ploy n onists n quest partic rsons tions	nent tions	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438	4,411 21,070 575 9,110 22 5 600 21,812 1,729 360	329 161 14,980 546 2,325 16,322 750 372	2,010 104,933 149 205 22 2,200 4,755 60	39,00 39,00 39,00 39,00	1 2 5,010 3 4,218 50	900	204	154,7 149,1 164,7 1,7 5,4 18,9 193,2 9,4 23,7
Wages- (a) Fo (b) Age (c) Oth Hours o (a) Fo (b) Oth Trade U (c) Ag (b) Oth Employ (c) Oth Employ Sympati Other c	r lincres inst de er wage l Lato r redur or redur inionister inionister on-unio er unio nent of s or per s conditio hetic nuses	crease e quest ur- putes m	nent tions	1 944. 23.094 132 484 111,257 J 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520	4,411 21,070 575 9,110 21,819 1,728 360 64,701	329 161 14,980 546 2,325 16,322 750 372 36,730	2,010 104,036 149 205 22 2,200 4,758 60 114,334	3, 13 94 39,00 39,00	1 2 5,010 3 4,218 50 	900	204	154,7 149,1 164,7 1,7 5,4 18,9 193,2 9,4 23,7
Wages- (a) Fo (b) Age (c) Oti Hours o (a) Fo (b) Oti Trade U (a) Ag of 1 (b) Oti Employ; olasse Workin Sympeli Other c: Total	r lincres inst de er wage l Lato r redur or redur inionister inionister on-unio er unio nent of s or per s conditio hetic nuses	crease e quest ur- putes m	nent tions	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 ESTIM	4,411 21,070 575 9,110 21,812 1,722 360 64,701	329 161 14,980 546 945 2,325 16,322 750 36,730 36,730	2,010 104,934 149 205 2,200 4,758 60 114,334 N WAC	394 39,000 39,000 30,0000 30,000 30,00000000	1 2 5,010 3 4,218 50 2 9,284	900 140 3 140	204	154,7 149,1 164,7 1.7 5,4 18,9 193,2 123,6 9,4 23,7 858,6
Wages- (a) Fo (b) Age (c) Oti Houts 0 (c) Fo (c) Oti Trade U (c) Ag of n (c) Oth Employi olasse Working Working Total	r lucres inst de ier wag t Lato r redur purs nioniss ninst er on-uni- ier unio nent of s or pen s or pen s or pen s unses 	crease e quest ur- tion putes m- n pioyn on suest i partic rsons	nent tions	1 944. 23.094 132 484 111,257 J 155 3,618 10,889 153,304 116,373 9,438 22,904 586,520 ESTIN	4,411 21,070 575 9,110 22,818 1,728 360 64,701 44ATED	329 161 14,980 546 945 2,925 16,322 750 36,730 J.OSS I £	2,010 104,933 149 205 22 2,200 4,758 60 114,334 N WAC	3, 13 394 39,00 39,00 39,00 39,00 30,00 43,47 43,47 4158.	1 2 5,010 3 4,218 50 	900 140 3 140 5 1 1 040	204	154,7 149,1 164,7 1,7 5,4 18,5 193,2 123,6 9,4 23,7 858,6
Wages- (a) Fo (b) Age (c) Oth Hours o (a) Fo (b) Oth Trade U (c) Ag Workin. Sympati Other c: Total Wages- (a) Fo	r increa- tinst de ter wag t Labo r redur- per dis purs inion is ainst er on-unio nont of s or pon t condul betic uses 	ase	tions re tions cular	1 944 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 EST11	4,411 21,070 575 9,110 21,810 (1,722 360 04,701 UATED E 2,285	329 161 14,980 546 945 2,325 16,322 750 36,730 J.OSS I 5 338	2,010 104,933 149 205 22 2,200 4,755 60 114,334 N WAC E L,445	33,00 394 39,00 39,00 39,00 39,00 43,47 43,47 4128.	1 2 5,010 3 4,218 50 2 9,284 2 9,284	900 140 3 140	204	154,7 149,1 164,7 1,7 5,4 18,5 198,2 123,6 9,7 858,6
Wages- (a) Fo (b) Age (c) Oth Hourse o (a) Fo (b) Oth Trade U (c) Ag (c) Oth Employ: Workin- Sympati Other c: Totsl	r increa inst de er wap f Lator reduc reduc vurs niont er on-uni- er unio nent of s or pen s condi- hetic uses r incre ainst d	ase ccrease e quest ur- tion putes n ployn on lsts rans tions	nent tions bular	1 944. 23.094 132 484 111,257 J 155 3,618 10,889 153,304 116,373 9,438 22,904 586,520 ESTIN	4,411 21,070 575 9,110 22 5,600 21,812 1,728 360 64,701 4ATED £ 2,287 3,318	329 161 14,980 546 945 2,325 16,322 750 372 36,730 1,058 I 1,058 I £ 338	2,010 104,933 149 205 22 2,200 4,758 60 114,334 N WAC 114,433 37,300	39,00 39,00 39,00 39,00 40,000 40,0000 40,00000000	1 2 5,010 3 4,218 50 	900 140 3 140 5 1 1 040	204	154,7 149,1 164,7 1,7 1,7 193,2 123,6 9,4 23,7 858,0
Wages- (a) Fo (b) Agg (c) Oti Hours o (a) Fo (b) Oti Trade U (a) Ag of 1 (b) Oti Employ: Sympeli Sympeli Other c: Total Wages- (a) Fo (b) Ag (c) Oti Hours o	r increa inst de er wage I Lebo re dis ninst er reduc ninst er s or pen s o	ase ase cucase tion putes m n poloyn onists n nuesi ronists cons tions	nent tions bular	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 ESTL1 43,547	4,411 21,070 575 9,110 22 5,600 21,812 ,1,722 360 64,701 4ATE,D 4ATE,D 4ATE,D 5,2,285 13,186 5,46	329 161 14,980 546 945 2,325 16,322 750 36,730 1,058 I 2,058 I 2,058 I 2,058 I 14,081	2,010 104,934 149 205 2,200 4,755 60 114,334 N WAC L 4,4 1,44,3 37,307 99	39,00 39,00 39,00 39,00 30,000 30,00 30,00 30,00000000	1 12 5,010 13 4,218 50 12 93 4,218 50 12 5,010 50 50 50 50 5,010 5,0	900 140 3 4 1 040	204 	154,7 149,1 164,7 1,7 1,7 1,7 1,8,9 1,23,6 9,4 23,7 858,6 858,6
Wages- (a) Fo (b) Age (c) Oti Hours o (c) Fo (c) Oti Trade U (c) Ag (c) Oti Employ: olasse Workin- Sympali Other c: Total	F lincrea Inst de larvage I Labo P redur- redur- redur- redur- non-uni s or pe- rom-uni s or pe- rom-uni s or pe- s oondu s or pe- s oondu s or so rom- redur- non-uni s or so rom- redur- redu	ase ccrease aguest ur- tion putes m- portes maployn onlats n quest i partic rons tions	nent tions pular	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 2,313 19,460	4,411 21,070 575 9,110 22 5,600 21,812 1,722 360 64,701 4ATED 4ATED 4,2285 3,186 3,186 3,186 3,186	329 161 14,980 546 945 2,325 16,322 750 36,730 1,058 I 2,058 I 2,058 I 2,058 I 14,081	2,010 104,933 149 205 22 2,200 4,758 60 114,334 N WAC 114,433 37,300	39,00 39,00 39,00 39,00 30,000 30,00 30,00 30,0000 30,0000 30,00000000	1 2 5,010 3 4,218 50 	900 140 3 4 1 040	204 	154,7 149,1 164,7 1,7 5,4 18,9 193,2 123,6 9,4 23,7 858,6
Wages- (a) Fo (b) Age (c) Oth Hours o (a) Fo (b) Oth Trade U (c) Oth Trade U (c) Oth Employ Wotkinn. Sympati Other c: Totsl Wages- (a) Fo (b) Ag (c) Oth Hours o (a) Fo (c) Oth Hours o (c) Oth	r increa inst de er wage I Lebo re dis ninst er reduc ninst er s or pen s o	ase ccrease aguest ur- tion putes m- portes maployn onlats n quest i partic rons tions	nent tions pular	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 ESTL1 43,547	4,411 21,676 575 9,110 220 21,816 21,816 44,701 44,701 44,701 44,701 544 544 6,676	329 161 14,980 546 945 2,325 16,322 750 36,730 1,058 I 2,058 I 2,058 I 2,058 I 14,081	2,010 104,936 149 205 22 2,200 4,755 60 114,334 N WAG 1,443 37,305 99 188	39,00 39,00 39,00 39,00 30,000 30,00 30,00 30,0000 30,0000 30,00000000	1 12 5,010 13 4,218 50 12 93 4,218 50 12 5,010 50 50 50 50 5,010 5,0	900 140 3 4 1 040	204	154,7 $149,1$ $164,7$ $1,7$ $5,4$ $18,9$ $193,2$ $123,7$ $6,4$ $76,3$ $159,6$ $129,6$
Wages- (a) Fo (b) Age (c) Oth Hourse (c) Oth Trade U (c) Oth Trade U (c) Oth Employ: (b) Oth Employ: (c) Oth Employ: (c) Oth Workin- Sympati Other c: Totsl Wages- (a) Fo (c) Oth Hours c (a) Fo (c) Oth Hours c (a) Fo (c) Oth Hours c (a) Fo (c) Oth Trade U (c) Oth Hours c (c) Hours c	r lincrea inst de er wage t Lahoo redur redur redur rocau sor per sor	ase crease e quest ur- tion putes n nuest raons tions ase ccrease ccrease ur- putes tions	ions re ions re	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 ESTL1 4,313 19,460 143,547 86,129	4,411 21,070 575 9,110 22 5,600 21,819 (1,722 360 64,701 41ATED 4 4ATED 4 4 546 546 546	329 161 14,980 546 945 2,325 16,322 750 36,730 J.OSS I 42 338 42 14,681	2,010 104,936 149 205 22 2,200 4,758 14,334 N WAC 1,443 37,305 99 94 188	39,00 39,00 39,00 39,00 30,00 30,00 30,00 30,00 4,00 30,00 4,00 30,00 4,00 4	1 12 5,010 13 4,218 50 12 93 4,218 50 12 5,010 50 50 50 50 5,010 5,0	900 140 3 4 1 040	204 	154,7 $149,1$ $164,7$ $1,7$ $5,4$ $18,9$ $193,2$ $123,7$ $6,4$ $76,3$ $159,6$ $129,6$
Wages- (a) Fo (b) Age (c) Oti Houts o (c) Fo (c) Oti Trade U (c) Ag (c) Ag Workin Bympal Other c Totsl Wages- (a) Fo (b) Ag (c) Oti Hours o (c) Oti Hours o	r lincrea finist de ter wage ter disj inist er disj inist er om-unis inist er om-unis inist er om-unist s or por s or s or s or s or s or s or s or s	screase e quest un tion putes mploy I poly I poly I nonista tions	ions re ions re	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 2 1,343 19,460 143,547 86,129 860	4,411 21,070 575 9,110 22 5,600 21,812 ,1,728 3,60 64,701 4ATED 4ATED 4ATED 5,4670 	329 161 14,980 546 2,325 16,322 750 372 36,730 1,088 I \$ 338 42 14,081 \$ 14,085	2,010 104,933 149 205 22 2,200 4,758 60 114,334 1,445 37,364 99 	3 39,00 3 39,000 3 39,0000 3 39,0000 3 39,0000 3 39,0000 3 39,00000000000000000000000000000000000	1 12 5,010 13 4,218 50 12 93 4,218 50 12 5,010 50 50 50 50 5,010 5,0	9000 140 3 140 2 140 1	204	164,7 149,1 164,7 1,7 193,2 123,6 9,4 23,7 8558,6 123,6 9,4 23,7 159,5 159,5 159,5 159,5 159,5
Wages- (a) Fo (b) Age (c) Oti Hours o (c) Fo (c) Fo (c) Fo (c) Age (c) Oti Employ: classe Workin- Sympati Other c: Total Wages- (a) Fo (b) Ag (c) Oti Hours o (c) Ag (c) Age (c) Age (r fincrea finist de ter wag fisionist redur- redur- redur- redur- redur- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- sorpe- reduc- ner wag f Laboo sorpe- reduc- ner wag f Laboo sorpe- reduc- ner wag f Laboo sorpe- ner wag f Laboo sorpe- reduc- ner wag f Laboo sorpe- ner wag f Laboo sorpe- s	see equest ur - tion pplores m- pplores particle particle tions tions ase eques tions ase eques tions m- tions tions ase m- tions ti	re nent tions pular	1 944. 23.094 132 484 111,257 J 155 3,618 10,889 153,364 116,373 9,438 22,964 153,364 586,520 ESTIM £ 1,313 1,313 1,314 86,129 860 1,857	4,411 21,070 575 9,110 22,5600 21,819 1,728 3600 64,701 4ATED 4ATED 4ATED 544 6,670 	329 161 14,980 546 945 2,925 16,322 36,730 J.OSS I 1,0SS I 14,0SI 14,0SI 655	2,010 104,933 149 205 22 2,200 4,758 114,334 N WAC 1,443 37,303 99 188 	39,00 39,00 39,00 39,00 443,47 443,47 415S. 565 332,70		900 140 3 140 5 1 040 1 040	204	164,7 149,1 164,7 1,7 5,4 18,6 198,2 123,6 9,4 23,7 8558,6 19,7 6,4 7,7 6,3 159,5 129,7 1,5 6,4 1,7 6,4 1,7 6,4 1,7 6,4 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7
Wages- (a) Fo (b) Age (c) Oti Hours o (a) Fo (b) Oti Trade U (a) Age (c) Oti Employ; Sympati Other c: Totsl Wages- (a) Fo (b) Ag (c) Oti Hours o (c) Ag (c) Oti Hours o (c) Fo (c) Ag (c) Oti Trade U (c) Ag (c) Oti Trade U (c) Ag (c) Oti Trade U (c) Ag (c) Oti Hours o (c) Oti C) Age (c) Oti Hours o (c) Oti C) Age (c) Ag	r increa ter way t Labo r redur redur redur r redur on-uni s or per s on-uni s on s on s on s on s on s on s on s on	screase ur- tion pploye m- pploye n nuest i partic score tions ase scorease e quest ur- s lon putes s m- tions n nuest i partic tions	re ions ions ment ions ment tions	1 944. 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,904 686,520 EST14 686,520 EST14 143,547 86,129 86,129 86,00 1,857 12,229	4,411 21,070 575 9,110 22 5,600 21,819 5,600 21,819 5,1728 3,600 64,701 4ATED 4,500 	329 161 14,980 546 945 2,925 16,322 36,730 J.OSS I J.OSS I 14,081 655 42 14,081	2,010 104,933 149 205 22 2,200 4,758 114,334 N WAC 1,443 37,300 99 188 10	39,00 39,00 39,00 39,00 443,47 443,47 415S. 24,50 55 32,70	1 12 5,010 13 4,218 50 12 93 4,218 50 12 5,010 50 50 50 50 5,010 5,0	9000 140 3 140 2 140 140 140 140 140 140 140 140 140 140	204	164,7 149,1 164,7 1,7 5,4 18,6 198,2 123,6 9,4 23,7 8558,6 19,7 6,4 7,7 6,3 159,5 129,7 1,5 6,4 1,7 6,4 1,7 6,4 1,7 6,4 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7 1,7
Wages- (a) Fo (b) Age (c) Oth Hours o (a) Fo (b) Oth Trade U (c) Oth Trade U (c) Oth Employ olasse Workinn. Sympati Other c: Total Wages- (a) Fo (b) Oth Employ (c) Oth Hours o (c) Oth Trade U (c) Oth Trade	r increa tinst de er wag t Laboo r redur redur r inionis s or pen s on pen s or pen s or pen s or pen s or pen r increa ainst e s on di batio unas f Laboo r r educ unas f Laboo r r dis ours ainst e con-uni ter wag f Laboo r r dis ours ainst e con-uni ter wag f Seso r ses or l	crease ur- tion pploutes pploutes pploutes parter 	tions re tions bular 	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 ESTL1 4,313 19,460 143,547 86,129 86,129 86,129 86,129 1,3547 86,129 1,3547 86,129 86,129 1,3547 86,129 86,129 1,229 86,129 86,129 1,229 86,129 1,239 1,23	4,411 21,070 575 9,110 22 5,600 21,819 (1,722 360 64,701 4ATED 44,500 18,144	329 101 14,980 546 945 2,325 16,322 36,730 J.OSS I 338 338 42 14,081 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	2,010 104,933 149 205 22 2,200 4,755 114,334 N WAC 1,443 37,305 99 188 114,334 	39,00 39,00 39,00 39,00 30,000 30,00000000		900 140 3 140 140 140 140 140 140 140 140 140 140	204	164,7 149,1 164,7 1,7 5,4 18,6 193,2 123,6 9,4 23,7 18558,6 129,6 123,6 12,6 12,6 12,6 12,6 12,6 12,6
Wages- (a) Fo (b) Age (c) Oti Houts o (c) Fo (c) Oti Trade U (c) Ag of n (c) Oti Employi classe Workinn. Sympeti Other c: Total Wages- (a) Fo (c) Ag (c) Oti Hours c (c) Ag (c) Ag (c) Oti Hours c (c) Ag (c) Ag (c) Oti Hours c (c) Oti Hours	F fincrea finist de ter wage ter diss inist et diss inist er diss or par son to s or par son to s or par son to s or par son to s or par son to ter wage r a latet d er wage f Laboor r reduc her dis f Laboor r reduc her dis disse s disse s son to ses or 1 reduc ment o ses or 1 reduc ment o ses or 1 reduc her dis g oondi	screase ur- tion polory n more n more	tions re tions bular 	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 2 1,313 19,460 143,547 86,129 860 143,547 86,129 860 1,857 12,229 (163,402 116,354	4,411 21,070 575 9,110 22 5,600 21,812 ,1,728 3,60 64,701 4,500 4,500 18,144 1,066	329 101 14,980 546 945 2,325 16,322 36,730 J.OSS I 338 338 42 14,081 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	2,010 104,933 149 205 22 2,200 4,755 114,334 N WAG 1,443 37,305 99 188 1,443 37,305 99 188 	39,00 39,00 39,00 39,00 30,000 30,00000000		900 140 3 140 140 140 140 140 140 140 140 140 140	204	164,7 149,1 104,7 1,7 5,4 18,7 198,2 123,6 23,7 1858,6 129,6 23,7 1558,6 159,7 150,7 150,7 150,7
Wages- (a) Fo (b) Age (c) Oti Hours o (c) Fo (c) Oti Trade U (c) Ag (c) Oti Employ olasse Workina Sympati Other c: Total Wages- (a) Fo (b) Ag (c) Oti Hours o (c) Ag (c) A	r lincrea r lincrea r may redur r redur r redur r redur r increa r increa r increa r increa r reduc her dis r reduc her dis sours r reduc her dis sours alista g condi- inionisi alista r reduc her dis sours alista r reduc her dis sours alista r reduc her dis sours alista r reduc her dis sours alista r dionisi alista r reduc her dis sours alista r di r reduc her dis sours alista r di r reduc her dis sours alista r di r di r di r di r di r di r di r di	crease ur- tion pploutes pploutes pploutes parter 	tions re tions bular 	1 944, 23,094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 586,520 EST11 586,520 EST11 143,547 86,129 86,129 86,00 143,547 12,229 (63,402 116,354 9,000	4,411 21,070 575 9,110 22 5,600 21,819 (1,728 360 64,701 4ATED 4ATED 546 6,676 18,144 1,066	329 161 14,980 546 945 2,325 16,322 36,730 372 36,730 1,088 I 42 14,081 5 338 42 14,081 655 655 2,083 13,072 780	2,010 104,933 149 205 22 2,200 4,755 60 114,334 N WAC 1,443 37,305 99 188 148 37,305 99 188 	39,00 39,00 39,00 39,00 30,000 30,00000000		900 140 3 140 3 140 140 140 140 140 140 140	204	164,7 149,1 164,7 1,7 5,4 18,6 193,2 123,6 9,4 23,7 123,6 9,4 23,7 123,6 12,6 123,6 12,6 12,6 12,6 12,6 12,6 12,6 12,6 12
Wages- (a) Fo (b) Age (c) Oti Houts o (c) Fo (c) Oti Trade U (c) Ag of n (c) Oti Employi classe Workinn. Sympeti Other c: Total Wages- (a) Fo (c) Ag (c) Oti Hours c (c) Ag (c) Ag (c) Oti Hours c (c) Ag (c) Ag (c) Oti Hours c (c) Oti Hours	r lincrea r lincrea r may redur r redur r redur r redur r increa r increa r increa r increa r reduc her dis r reduc her dis sours r reduc her dis sours alista g condi- inionisi alista r reduc her dis sours alista r reduc her dis sours alista r reduc her dis sours alista r reduc her dis sours alista r dionisi alista r reduc her dis sours alista r di r reduc her dis sours alista r di r reduc her dis sours alista r di r di r di r di r di r di r di r di	screase ur- tion polory n more n more	tions re tions bular 	1 944, 23.094 132 484 111,257 1 155 3,618 10,889 153,304 116,373 9,438 22,964 586,520 EST11 2 1,313 19,460 143,547 86,129 860 143,547 86,129 860 1,857 12,229 (163,402 116,354	4,411 21,070 575 9,110 21,810 5,600 21,810 (1,728 360 64,701 44,701 44,701 44,701 44,500 18,141 1,066 (284	329 161 14,980 546 945 2,925 16,322 36,730 J.OSS I 14,081 546 546 	2,010 104,933 149 205 22 2,200 4,758 114,334 114,334 114,334 114,334 114,3344 114,334 114,344,344 114,344,344,344,344,344,344,344,344,344,	39,00 39,00 39,00 39,00 443,47 443,47 443,47 415S. 24,50 55 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5		900 140 3 140 4 L 040 5	204	$\begin{array}{c} 164.7\\ 149.1\\ 104.7\\ 1.7\\ 1.8\\ 1.8\\ 1.8\\ 1.8\\ 1.8\\ 1.8\\ 1.8\\ 1.8$

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

• See note to table on page 116.

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(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 Disputes.	1913.	1914.	1917.	1918.	1919.	19 2 0.	1921.	1929,
	NU	IMBER (F DISP	UTES.				
(a) For increase	42 4	50 3	53 1	54 4	99 2	94	19 2	15 18
(c) Other wage questions 2. Hours of Labour— (a) For reduction	31 3	67 1	69 2	69 1	100	106 16	161 12	83 12
(b) Other disputes <i>re</i> hours). Trade Unionism— (a) Against employment of	7	18	8	11	- 5	9	16	2
non-unionists (d) Other union questions 4. Employment of particular,	8 5	13 11	26 32	7 19	19 29	20 27	5 22	6 15
Classes or Persons 5. Working Conditions 5. Sympathetic 7. Other Causes	44 51 5 8	83 72 3 21	90 81 57 25	92 34 1 6	118 54 6 24	135 106 2 39	169 162 13 43	156 89 8 41
. Total	208	337	444	208	460	654	624	445†
N	UMBER	OF WO	RKPEOI	PLE IN	VOLVEI),		
 L. Wages— (a) For increase (b) Against decrease (c) Other wage questions 	8,633 563 7,160	534	21	7,095 57 12,737	667	41,748	2,659 850 52,704	845 4,435 24,455
2. Hours of Labour— (a) For reduction (b) Other disputes re hours 3. Trade Unionism—	460 1,819	220 3,237	1,004 2,570	26	578	20,758 2 137	2,313 2,113	5,931 124
(a) Against employment of non-unionists (b) Other union questions Employment of particular	5,370 1,418				17,50#		$1,353 \\ 6,607$	1,072 4,264
Classes or Persons Working Conditions Sympathetic	$11,370 \\ 10,785 \\ 947 \\ 1,758$	14,863 17,053 675 4,462	76,078) 7.767	21,488 11,582 3,030 7,971	28,163 21,204 1.39 10 734	45,408 35,790 3,251 12,053	36,19 27,33 1,11 10,55
Total	50,283	71,049	173,970	<u> </u>		155,586	165,101	116,335
N	UMBER	OF WC	RKING	DA YS	LOST.		·	
Wages							10 000	
(a) For increase (b) Against decrease (c) Other wage questions 	100,069 9,438 78,183	99,451 32,965 169,847	50,083 42 225,080	316	5,403,531 10.013 96,118	793,985 101,219	13,731 25,700 192,858	8,694 154,791 149,120
(a) For reduction (b) Other disputes rehours Trade Unionism—	2,77415,111	9,240 16,855	78,016 62,560	312 20,551	10,372 15,760	584,468 37,486	13,315 13,260	164,794 1,701
 (4) Against employment of non-unionists (b) Other union questions Employment of particular 	91,002 32,388	92,720 6,068	87,600 572,949	21,894 24,341	279,804 329,2 05	24,900 21.999	17,890 117,199	5,485 18,976
Classes or Persons Working Conditions Sympathetic	191,723 73,562 24,066 5,212	$\begin{array}{r} 64,367\\584,289\\2,125\\11,568\end{array}$	47,297 211,971 3,239,798 18,262	113466 93,468 7,200 3,421	\$2,029	129,215 128,967 72,940 26,946	431,130 69,732 6,150 55,652	198,250 123,668 9,438 23,756
ŀ					<u> </u>	1,872,065		

Causes of Industrial Disputes in	Australia	. 1913-1922.*
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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 In each year of the period 1913-1922, the number of disloca-Persons." tions 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 The results of "Sympathetic" disputes, in which a body of work. 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 :—

,	No	. of D	lepul	es.	No. vol	of Wo ved in	rk peo pl Dispute	r 10-)s.	Total L	No, of ost by I	Working Disputes.	Days
CAUSE.	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-						i						
(a) For increase	5	8	2		366	308	169	••	3,426	2,343	2,925	•
(b) Against de-	2	n	ā		2,040	1,387	1,005		104280	31,100	19,411	
(c) Other wage	~	1			· ·	·	•			,	,	••
questions	16	47	17	L	4,240	16,269	3,622	11	8,834	104,175	23,434	
Hours of Labour-	2	6	2		23	2,335	804		421	20,491	778	528
(a) For reduction (b) Other disputes	4	9	ž	••	20	2,000	0.04	••	421	20,491	110	040
76 hours		2		.,		124				1,701	• • •	
Trade Unionism-	1						.				•	
(4) Against em-							i i					
non-unionists	4	2			965	107		.,	3,892	1,593		
(b) Other union		l	_							0.005		
questions	5	8	1	••	1,694	1,845	700	••	7,064	3,087	6,600	•
ticular Classes or				. 1								
Persons	32	85	35	1	5,833	23,348	6,885	70				210
Working Conditions Sympathetic	12	61 4	16		1,939	22,089	3,306	••	7,727	98,379 7,013	17,559	••
Other Causes	· ' 3	34	•4		[.] 950	8,984	376		4,610	15,866	2,537	
Total * †	- 81	268_{f}^{I}	82	2	18,050	77,785	16,366	81	175879	383,342	132,615	738

Industrial Disputes, Classified according to Causes and Results, Australia, 192

 $^{\circ}$ 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 . Victoria Queensland W. Anstralia	7 1 3 1	3,212 23 342 473	109,271 4,071 14,483 38,786	85,589 2,849 13,040 32,501
Total	12	4,050	166,611	134,639

† See note to table on page 116.

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(ii.) Results of Industrial Disputes in each State, 1922.—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 during the year 1922, classified according to results :—

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	No. of Disputes. No. of Workpeople Involved Total No. of W in Disputes. lost by D						7orking)isputes.	rking Days putes.				
State or Territory.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Ipdefinîte.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.
New South Wales	54	221	60	1	14,223	70,982	13,812	70		325,385		21
Victoria	.5	15	8	••	232	4,411	1,464	• •	1,828	36,266		•
Queensland	13	19	3	••	910	1,677	302	••	7,496			••
buth Australia	- 7	6	5 2	12	2,653	318	252		110,361	2,754	1,219	140
Western Australia	1	3	2	1	18	149	155	n	216	677	3,265	52
Cesmania	1	2	2		14	208	164		56		4,218	• •
N. Territory .	••	2	12	• •	· ·	40		••		1,040		
F C. Territory	<u> </u>	<u></u>	2	<u> </u>				_:			2,604	<u>.</u> :
Total, Aust. *	81	268	82	2	18,050	77,785	16.366	81	175,379	383,342	132,615	73

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

(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.†

	NO, OF D	18901	es.		NUMBER OF WORKPEOPLE Involved in Disputes.					Working Disputes.	
YBAR	In Favour of Workpeople. In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Fayour of Employer,	Compromise.	Inde finite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Inde finite.
1913 1914 1915 1916 1917 1918 1919 1920 1921 1922	67 64 118 98 190 78 223 178 147 188 92 100 154 157 183 199 126 274 81 268	66 110 68 84 100 93 140 168 216 82	11 11 22 9 13 9 4 8 2	10,914 21,224 44,140 70,588 24,331 13,780 54,810 30,899 26,244 18,050	12,211 18,242 15,327 36,670 119,589 15,998 43,140 61,947 63,380 77,785	24,826 30,306 14,800 23,296 22,310 23,739 55,445 62,811 73,887 16,306	2,332 1,187 6,965 40,129 7,740 2,922 4,196 409 2,590 81	59,823 129,995 245,625 886,010 103,267 101,207 2,399,252 180,345 76,381 175,379	104,654 119,819 155,659 253,084 4,201,981 177,223 406,361 911,156 162,331 383,342	483,014 829,285 151,544 476,302 285,103 280,045 3,483,571 777,175 714,501 132,615	26,087 11,316 30,397 63,534 9,307 22,378 20,042 3,389 3,404 738

* 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 employees 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.	Anst.
	N	UMBE	r of di	SPUTE	s.				
Negotiation	 			<u></u>	<u>.</u>		[*
Direct between employers and employees, or their representatives	193	18	18	11		1 3] ,	1	24(
By intervention or assist- ance of distinctive third party-not under Common-									
wealth or State Industrial Act Under State Industrial Act—	44	<u>і</u> 1	5			1		1	55
By intervention, assistance or compulsory conference By reference to Board or	3		2	1	. 1				;
Court Under Commonwealth Concilia- tion and Arbitration Act-	L L		5	L	-				:
By intervention, assistance or compulsory conference By Filling Places of Work-	1	3				1			
people on Strike or Locked out	5	2	1	2			ι		11
By Closing down Establishment permanently By other Methods	3 85	13	4	1			::		9
* Total	335	28	35	19	7	5	,2	2	483

NUMBER OF WORKPEOPLE INVOLVED.

By Filling Places of people on St	t Work- rike or	1		ļ	1	- 1				
Onder Commonwealth tion and Arbitra By intervention, as or compulsory co	tion Act selstance inference	16	340				90			146
By reference to I Court	. [290		808	3 0				••	1,128
Under State Industria By intervention, as or compulsory co	aference	906. 		41	163	122				1,222
ance of distinct) party—not under monwealth or S dustrial Act	ve third er Com- tate In-	14,558	250	477			74		200	15,554
Negotiation Direct between en and employees, representatives. By intervention o	or their	54,131	3,719	860	2,844	197	222	10	17	62,000

* See notes pages 116 and 128,

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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. FCT. Aust			. <u> </u>							
	Methods of Settlement,	N.S.₩.	Vic,	Q'land,	S.A.	W.A.	Tas.	N.T.	FCT.	Aust

NUMBER OF WORKING DAYS LOST.

•Total		477,249	60,630	22,247	114,984	4,686	9 284	1,040	2,604	692,074
By other Methods		84,544	9,480	6,262		528			:	101,348
permanently		490	50		24	39	•		_	603
By Closing down Est		,0,7	·,*/'	"		•	•••		•	
Locked out		8,894,	1,276	29	060	1	. 1	900		11,75
	Strike or									
or compulsory or Filling Places		592	4,159	••	· ·	•	3,330	· 1		8,081
By intervention,		= 09					0.000			
tion and Arbit										
Inder Commonweal										
Court		8,990		8,991	786					13,767
By reference to		41,000		200	φι.,	3,136		•••	•	10,010
By Intervention, or compulsory		11,885	1	200	813	9 108				16.010
Inder State Industi		' I								
dustrial Act		165,138	12,500	6,238	· ·	••	388	.]	2,400	187,164
monwealth or	State in-				[1	1	
party-not ur	nder Cont-		1							
ance of disting			1	1					1	
representatives By jutervention		100,100	33,105	0,024	111,313	903	5,000	140	204	398,340
and employees		196,736	33,165	5.697	111,515	0.04	5,066			358,356
Direct between		. 1		- I						
legotistion-		· /								

ESTIMATED LOSS IN WAGES.

Negotiation-	£	_ £]	£	£	3	3	£	£	£
Direct between employers	1 1					. 1			
and employees, or their	001000				010				000 515
representatives	204,965	26,607	5,477	41,121	810	4,161	140	105	283,515
By intervention or assist-	1	•	i	1		1	1		
ance of distinctive third party-not under Com-							1		
monwealth or State In-	! 1								
dustrial Act	185,188	7,475	5,602			700	1	1.870	200,835
Opder State Industrial Act-		1,110	0,002		••			1,014	
By intervention, assistance	1								
or compulsory conference	9,400		139	624	4,500	1	I		14,063
By reference to Board or		E E		1	•				
Court	6,939	E	-3,052	550			[10,541
Under Commonwealth Concilia-									
tion and Arbitration Act	1 1					. 1			
By intervention, assistance		!	[Į		
or computsory conference	350	2,715	•		•	2,636	· · ·]		5,701
By Filling Places of Work- people on Strike or	1 I	1		1					
Tashad and	6,518	1,006	15	498			630	1	8,670
By Closing down Establishment	0,010	1,000		4.10	••	· ·	030	••	8,010
permanently	557	34		16	28				635
By other Methods	79.985	6,949	4.661	413	300	' '			02,308
		0,010	1,001	110			<u></u>	<u> </u>	
*Total	493,902	44.846	18,949	43.222	5.647	7,497	770	2.035	616,868

* Sce 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,	1910.	1920.	1921.	1022.
	:	NUMBER	OF DIS	SPUTES	•			
legotistion— Direct between employers and employees or their representatives By intervention or assist- ance of distinctive third party—not undor Com-	119	247	284	171	291	380	412	249
monwealth or State Ir- dustrial Act	17 ·	11	38	21	35	25	65	52
or compulsory conference By reference to Board of	19	7	12	20	33	38	18	7
Court Inder Commonwealth Cor- ciliation and Arbitra- tion Act—	22	17	13	14	5	8	4	7
By intervention, assistance or compulsory conference Filling Places of Work- people on Strike of	4	5	3	8	ŋ	ક	-11	5
Locked Out y Closing down Establist.	13	16	36	26	22	22	10	n
ment Permanently y other Methods		4 30	4 104	8 30	7 58	74	2 102	6 96
Total	208	337	444	298	460	554	624	483†

regotiation-	i			İ				
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 assist-	20,001	10,204	40,312	34,000	10,010	101,404	89,014	00,000
ance of distinctive third			ł				ŀ	
party-not under Com-			l		1			
monwealth or State				- 1				
Industrial Act	3,172	8,054]	23,338	4,155	47,849	6,278	20,775	15,554
Under State Industrial Act-							i i	
By intervention, assistance								+ 000
or compulsory conference	6,505	770	6,295	2,958	6,926	9,312	11,229	1,222
By reference to Board 01	12,774	7,308	2,779	3,392	1,380	1,711	1,083	1.128
Court Inder Commonwealth Con-	12,014	7,308	2,010	3,692	1,500	1,111	1,000	1,120
ciliation and Arbitra-	F							
tion Act—								
By intervention, assistance						1		
or compulsory conference	659	205	1,490	3,042	1,997	766	12,037	- 446
By Filling Places of Work-	1		ŕ		1			
people on Strike or								-
Locked Out	658	629	17,780	1,933	2,202	2,141	384	790
By Closing down Establish-	170	86	434	538	401	182	53	171
ment Permanently .	2,988	5,793	72,342	5,741	20,766	33,772		30,971
sy other Methods	4,800	0,000	10,042		20,100	99,714		
Total	50,283	71,049	173,970	56,439	157,591	155.566	165,101	+112,282

NUMBER OF WORKPEOPLE INVOLVED.

* 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.
	NUMBE	ROFW	ORKING	DAYS	LOST.	···		<u></u>
Negotiation	1 1							
Direct between employers								
and employees or their representatives	94,400	803,799	651 494	000 010	632,269	007 005	245,765	353.330
By intervention or assist-	94,400	000,100	001,404	225,040	002,200	041,000	240,100	333,55
ance of distinctive third								
party-not under Com- monwealth or State In-					1			
dustrial Act	26,335	128,231	863,896	87,444	5,379,655	217.916	150,076	187.16
Inder State Industrial Act—		,	ŕ	· ·		/		
By Intervention, assistance or compulsory conference		4,256	159,799	57,559	94,557	69.136	136,735	16,01
By reference to Board or			,		1 1	00,100		
Court	221,769	120,685	48,352	151,472	8,460	19,236	22,752	18 76
upder Commonwealth Con- ciliation and Arbitration								
Act-								
By intervention, assistance		1,421	33,396	23,280	74,018	04 006	827.048	8.08
or compulsory conference By Filling Places of Work-		1,401	00,000	20,200	14,010	04,200	067.040	0,00
people on Strike or	•							
Locked Out By Closing down Establish-	14,139	4,402	908,596	35,298	46,02%	160,562	3,542	11,75
ment Permanently	20,400	3,846	11,392	4,270	5,787	12,919	638	60
By other Methods	56,509	23,955	2,022,743	48,675	67,501	529,808	64,161	101,84
Total	623,528	1,090,395	4,599,658	580,853	6,808,226	1,872,065	956,617	• 602,07
· · ·	ESTIN	ATED I	JOSS IN	WAGES	۱ <u> </u>		<u> </u>	
	1	<u></u>		1	1		1 1	
Negotiation— Direct between employer-	L E	£	£	£	£	3	£	£
and employees or their	1 -	_	_	[-	-			-
representatives	43,834	402,729	287,348	139,428	419,573	634,760	240,442	283,51
By intervention or assist- ance of distinctive third								
party-not under Com-	-1			i				
monwealth or State In- dustrial Act	12,394	66,225	591,359	92 971	3,842,611	164 009	146,929	200,83
Under State Industrial Act-	12,034	00,020	461,000		0,042,011	109,000	140,020	200,00
By intervention, assistance	00.000	1.041					20 000	
or compulsory conference By reference to Board or		1,841	65,352	41,358	59,167	46,831	79,233	14,66
Court	104,293	64,208	32,444	96,211	4.425	11,205	19,452	10,54
Under Commonwealth Con- ciliation and Arb tra-								
tion Act—	1							
By intervention, assistance	1 0 00							
or compulsory conference By Filling Places of Work-		712	18,333	14,811	46,472	19,285	198,887	5,70
people on Strike of	ri i				1			l I
		2,076	453,844	24,514	29,586	94,235	2,203	8,67
Locked Out	6,478							1
By Closing down Establish-			6,456	2,764	8,104	7,125	355	63
		1,651	6,456 1,139,672				355 69,527	63 92,30
By Closing down Establish mont Permanently	7,850	1,651 11,788	1,139,672	30,479		356,182	69,527	92,30

* 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 connnection 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 worl	k which have extended over more
than one State during the yea	ars 1917 to 1922.

rnan one State nuting	rue years rai	.7 to 1022		
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. Wates 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
 k.ilway Workshop Employees— (Introduction of a card system for job cost- ing in Workshops,) Raitway Employees in N.S.W., Scamen and what labourers in all States, coal miners in N.S.W, Victoria and Queenstand, and other trades were affected, 2/8/17 to 30/11/17 Total 	N S. Wales Victoria Queensland S. Anstralia W Australia Tasmania	77,357 14,200 2,350 1,900 1,200 500 97,507	3,071,000 637,300 123,600 14,100 84,100 32,150 3,982,250	1,780,000 325,500 62,000 7,400 42,300 15,800 2,233,000
1918	NIL	· ·	· · _ ·	
1910 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	695,500 197,920 369,430 128,975 73,520 57,180	358,100 106,370 185,430 62,155 35,840 27,785
Total		16,005	1,512,525	775,680
Narme Engineers- (Claim for 35 per cent increase in wages), 13/12–19 to 28/2/20 Total	N S. Wales Victoria Queensland	5,150 2,695 1,322 9,167	302,450 159,090 77,520 539,060	167,065 87,756 42,475 297,295
1990. Building Trade Employees— (Against Saturday work), 10/4/20 to 14/5/20 Total	N.S. Wales Victoria S. Australia	2,500 2,000 300 4,800	25,000 48,000 7,710 80,710	17,000 38,000 5,000 55,000
Marine Stewards—Pantrymen— (Claim for 8 honr day and increase over- time rates), 15/12/20 to 25/1/21	N.S. Wales Victoria Queensland S. Australia	(,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	843,474	206,650
1921 and 1922.	NIL		1	

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

Disputo.	States Involved.	Cause,	Result.	Method of Settlement
Glass Bottle Makers, 24/4/17 to 10/7/17	N.S. Wales Victoria 8. Australia	Protest against non- payment for de- fective bottles	An acceptance was finally agreed to by employees of payment of hulf- their original de- mand.	Conference between employers & em- ployees with assist- ance of an Arbitrat- or.
Railway Workshop Employees, 2/8/17 to 30/11/17	N S Wales	Protest against intro- duction of the card system for job costing in work- shops.	Work resumed on antecedent con- ditions (Govt. Terms). Card system to be given a trial for 3 mitus, after which to be subject of special inquiry.	Ry negotiations with assistance of Secret- ary for Labour and Industry.
Itailway Employees other than Work- shop Employees	N S. Wales	Sympathy with NSW. Govt. Workshop Em- ployees.	Work resumed on antecedent condi- tions	Partly by voluntary return to work and partly by filling of men's places.
Industries other than Government Rail- ways - whose em- ployees were affect- ed.	N S Wales	Sympathy with N.S.W Govt. Workshop Em- ployees.	Work resumed on antecedent condi- tions.	By voluntary return to work,
Seamen, Waterside Workers, Tally Clerks.	All States	Sympathy with N.S.W Govt. Workshop Em- ployees	Work resumed on antecedent condi- tions.	By voluntary return to work.
Other Industries af- fected	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 in- dustrics.	 (a) On resumption of supplies. (b) By the replace- ment of non-union labour by union- ists on waterfront.
Scamen. Queensland Seamen come out in February and the remainder in May. Strike terminated on 20thAugust, 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 mouth. Leave of absence and overtime in- creased and other concessions.	By round table cou- ference summoned by Commonwealth Government.
Marine Engineers, 13/12/19 to 28/2/20	N.S. Wales Victoria Queensland	Demand for increas- ed rates and alter- ed conditions of work and rates of overtune,	Increased rates granted. Other matters to be dealt with by Tribunal.	By negotiations and intervention of a distinctive third party.
Building Trade Em- ployees, 10/4/20 to 14/5/20.	N S Wales Victoria S. Australia	Against Saturday work For reduc- tion from 48 to 44 hours	Parties summoned in order to record agitation for re- duced 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. Austraha	Demand for 8 hours a day, and in- creased overtime	Work resumed on antecedent condi- tions	Stewards voluntarily offered to resume work