

CHAPTER 1.—LABOUR ORGANISATIONS.

1. **General.**—In Report No. 2 the method adopted in ascertaining the number of members in labour organisations throughout Australia was outlined, and the results, tabulated up to the end of 1912, were given. From the beginning of 1913 quarterly returns have been obtained from a considerable number of trade unions, both as to membership and unemployment, and these were supplemented at the end of the year by special inquiries as to the membership of those unions which, owing to the nature of the callings and industries covered, were unable to furnish quarterly unemployment returns. The following pages show the general situation in regard to the trades union movement in Australia at the present time, and also its development since the year 1918. The recognition of the fact that the affairs of single unions are not disclosed in the published results has assisted in securing complete information, and thanks are again tendered to the Secretaries of Trade Unions for their cordial co-operation in this matter.

2. **Number and Membership of Trade Unions and Branches, 1918 to 1922.**—The following table gives particulars of the number of trade unions, the number of branch unions, and the number of members in each State and for Australia at the end of the years 1918 to 1922.

Trade Unions, Branches and Membership, 1918 to 1922.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N'thern T'tory.	Total.	Aust.
NO. OF SEPARATE UNIONS.									
1918 ..	217	158	102	191	111	74	4	767	*394
1919 ..	211	160	106	101	112	77	4	771	*394
1920 ..	214	158	115	104	121	81	3	796	*388
1921 ..	213	159	118	108	116	79	3	796	*382
1922 ..	217	160	118	106	117	83	3	813	*337
NO. OF BRANCHES.									
1918 ..	785	846	298	137	195	75	..	1,836	12,209
1919 ..	748	411	338	134	161	76	..	1,868	12,245
1920 ..	871	453	340	139	172	81	..	2,056	12,464
1921 ..	925	466	344	150	173	83	..	2,181	12,595
1922 ..	858	452	346	144	189	69	..	2,058	12,484
NO. OF MEMBERS.									
1918 ..	243,176	152,063	87,737	51,659	33,761	11,900	1,559	581,755	581,755
1919 ..	255,899	164,583	97,378	58,379	33,169	13,556	1,221	627,635	627,635
1920 ..	277,519	187,100	103,784	55,958	44,054	15,220	815	634,450	634,450
1921 ..	285,038	195,971	103,786	55,701	45,334	15,842	737	703,009	703,009
1922 ..	284,689	206,231	100,939	55,208	41,405	14,346	70	702,938	702,938
PERCENTAGE INCREASE IN MEMBERSHIP.									
1919 ..	5.2	8.2	11.0	10.3	13.1	13.9	121.7	7.9	7.9
1920 ..	8.4	13.7	6.6	11.6	15.4	12.5	133.3	9.0	9.0
1921 ..	2.9	4.7	..	10.5	2.9	4.1	19.6	2.7	2.7
1922 ..	10.3	5.1	12.7	10.9	18.7	19.4	190.5

* Allowing for inter-State duplication. The figures represent the number of distinct organisations and inter-State groups of organisations. They do not represent the total number of organisations which are practically independent and self-governing (see remarks below).

† Includes not only branches of separate State unions and sub-branches in each State of inter-State unions, but also head State branches of inter-State unions. † Decrease.

In the above table, under the heading "Number of Separate Unions," each union represented in a State is counted only once, regardless of the number of branches in that State. In totalling the number of separate unions in each State (see last column but one), it is obvious that, in the case of Inter-state and similar unions, there will be duplication, since each such union is counted once in each State in which it is represented by a branch. The figures given in the last column have been obtained by applying an adjustment to allow for this duplication.

Except in the last column, "Number of Branches" indicates the number of branches of State head offices, which may, of course, themselves be branches of an inter-State or larger organisation. State branches of inter-State or federated unions, as well as sub-branches within a State, are included under the heading "branches" in the last column. It should be observed that the schemes of organisation of these inter-State or federated unions vary greatly in character, and the number of separate unions does not fairly represent the number of practically independent organisations in Australia. In some of these unions the State organisations are bound together under a system of unification with centralised control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes.

3. Trade Unions—Number and Membership in Industrial Groups, 1918 to 1922.—The following table gives the number and membership of trade unions in Australia, classified according to Industrial Group, at the end of the years 1918 to 1922. Attention was drawn in Report No. 11 to the fact that the number of unions classified in Group XIV. (Miscellaneous), increased considerably during the period under review; and that a correspondingly large increase occurred in the membership of the group. During recent years, many associations of employees of public and semi-public bodies have been organised, and such unions are now included in the tabulations. Public Service, municipal, banking and insurance associations, which were not previously recognised, are now registered under the provisions of Commonwealth and State Industrial Arbitration Acts, and are therefore classified as industrial bodies. These organisations are responsible, to a great extent, for the increase in Group XIV.

Number and Membership of Trade Unions in Australia, classified in Industrial Groups at the end of years 1918 to 1922.

Industrial Groups.	1918.	1919.	1920.	1921.	1922.
NUMBER OF UNIONS.					
I. Wood, Furniture, etc.	20	20	19	19	19
II. Engineering, Metal Works, etc.	77	77	76	75	69
III. Food, Drink, Tobacco, etc.	80	77	71	66	68
IV. Clothing, Hats, Boots, etc.	28	27	25	25	25
V. Books, Printing, etc.	30	29	26	18	17
VI. Other Manufacturing	84	94	84	85	84
VII. Building	58	57	56	57	54
VIII. Mining, Quarries, etc.	26	20	18	19	19
IX. Railway and Tramway Services	40	43	43	40	32
X. Other Land Transport	23	23	22	20	20
XI. Shipping, etc.	72	71	69	70	74
XII. Pastoral, Agricultural, etc.	9	8	9	9	10
XIII. Domestic, Hotels, etc.	20	20	23	24	26
XIV. Miscellaneous	200	215	254	260	276
Total	767	771	796	796	813

NUMBER OF MEMBERS.

I. Wood, Furniture, etc.	18,953	21,156	23,091	25,541	23,582
II. Engineering, Metal Works, etc.	47,135	49,043	53,870	57,012	53,637
III. Food, Drink, Tobacco, etc.	40,953	46,569	49,447	51,698	54,497
IV. Clothing, Hats, Boots, etc.	31,856	33,020	40,325	42,060	44,540
V. Books, Printing, etc.	11,972	13,259	15,136	15,059	15,341
VI. Other Manufacturing	30,673	34,901	39,710	38,873	37,942
VII. Building	35,761	37,391	40,343	42,244	42,177
VIII. Mining, Quarries, etc.	35,510	40,278	41,777	39,967	38,082
IX. Railway and Tramway Services	74,813	83,183	89,069	88,731	92,152
X. Other Land Transport	14,487	15,903	17,862	16,944	20,376
XI. Shipping, etc.	50,433	48,598	41,668	40,840	41,510
XII. Pastoral, Agricultural, etc.	44,176	46,794	42,923	47,893	43,538
XIII. Domestic, Hotels, etc.	11,169	14,702	19,353	20,442	21,130
XIV. Miscellaneous	133,855	137,378	169,271	175,696	174,434
Total	581,755	627,685	684,150	703,009	702,938

For particulars relating to years 1912 to 1917, see Labour Report No. 10

4. Percentage of Male and Female Members of Trade Unions.—

(i.) *Percentage of Male and Female Members of Trade Unions in each State, 1922.* The results of the Census taken in 1911 shew the percentage of male and female employees (i.e., persons "in receipt of wages or salary," and persons "unemployed"), 20 years of age and over, on the total male and female population. Applying these percentages to the estimated total male and female population in 1922, the estimated number of adult employees of each sex in 1922 is obtained.

The following table shows separately for males and females and for each State (a) the number of members of trade unions, (b) the estimated total number of employees of each sex 20 years of age and over in all professions, trades, and occupations, and (c) the percentage of the former (a) on the latter (b). It should be pointed out that the estimated total number of employees comprises all persons (over the age specified) in receipt of wages or salary, as well as those unemployed; the estimate therefore includes a large number of adults who are either not eligible for membership of any trade union (such as certain persons employed in

professional occupations) or who, while eligible for membership in so far as the nature of their trade or occupation is concerned, do not reside in a locality which is covered by any union embracing their particular trade or occupation. It is also proper to observe that the age at which persons are eligible for membership varies in different unions. The Census results are classified in quinquennial age groups, and the sum of the groups 20 years of age and over is taken as more closely approximating to the average age of admission to membership than that of any other groups.

Percentage of Male and Female Members of Trade Unions on Estimated Total Number of Male and Female Employees 20 years of Age and over in all Professions, Trades, and Occupations, at end of Year 1922.*

Particulars.	N.S.W.	Vic.	Q'tand.	S.A.	W.A.	Tas.	Nthn. Territory.	Total
MALES.								
No. of Members of Unions ..	256,919	168,354	61,533	49,750	37,008	13,243	70	616,886
Estimated Total No. of Employees 20 years of age and over ..	421,472	278,721	148,207	81,813	73,605	36,466	1,541	1,041,015
Percentage of Members on Estimated Total No. Employees	61.0	60.4	61.8	49.8	50.2	36.3	4.5	59.2
FEMALES.								
No. of Members of Unions ..	27,776	37,927	9,406	5,449	4,307	1,103	..	86,052
Estimated Total No. of Employees 20 years of age and over ..	92,957	84,391	29,556	20,807	13,778	7,825	74	249,388
Percentage of Members on Estimated Total No. Employees	29.9	44.9	31.8	26.2	31.9	14.1	..	34.5

* Corresponding figures for years back to 1912 will be found in previous issues of this Report.

(ii) *Percentage of Male and Female Members of Trade Unions 1918 to 1922.* The following table shows separately for males and females for Australia (a) the number of members of trade unions, (b) the estimated total number of employees of each sex 20 years and over in all professions, trades and occupations, and (c) the percentage of the former (a) on the latter (b).

Percentage of Male and Female Members of Trade Unions on Estimated Total Number of Male and Female Employees, 20 years of Age and over, in all Professions, Trades, and Occupations in Australia, 1918 to 1922.

Particulars.	1918.	1919.	1920.	1921.	1922.
MALES.					
No. of Members of Unions ..	531,090	564,262	606,620	622,493	616,886
Estimated Total No. of Employees 20 years of age and over ..	948,239	1,017,147	1,034,853	1,074,182	1,041,015
Percentage of Members on Estimated Total Number of Employees ..	56.0	55.5	58.6	58.0	59.2
FEMALES.					
No. of Members of Unions ..	50,665	63,423	77,830	80,516	86,052
Estimated Total No. of Employees 20 years of age and over ..	238,301	240,807	245,596	251,391	249,388
Percentage of Members on Estimated Total Number of Employees ..	21.3	26.3	31.7	32.0	34.5

For particulars relating to years prior to 1918 see previous issues of Labour Report

5. **Trade Unions—Classification according to Number of Members, 1918 to 1922.**—The following table shows the number and membership of all trade unions in Australia for the years 1918 to 1922 inclusive, classified according to size. In this table inter-State unions are, of course, only counted once :—

Trade Unions—Classification according to Number of Members, 1918 to 1922.

Classification.	10,000 and over.	5000 and under 10,000.	2000 and under 5000.	1000 and under 2000.	500 and under 1000.	300 and under 500.	200 and under 300.	100 and under 200.	50 and under 100.	Under 50.	Total.
1918 ..	11	16	33	39	51	35	19	66	65	57	364
1919 ..	13	13	34	44	52	31	32	62	62	51	394
1920 ..	11	13	41	43	57	29	27	60	54	50	343
1921 ..	15	15	37	41	55	26	30	57	53	53	352
1922 ..	16	14	44	42	42	30	33	53	56	57	387

MEMBERSHIP.

1918 ..	259,824	103,152	91,656	54,119	37,784	14,840	4,599	9,602	4,623	1,656	581,735
1919 ..	292,406	95,300	104,547	64,145	37,083	12,148	7,024	8,392	4,430	1,510	627,685
1920 ..	314,437	101,801	136,587	60,324	40,464	10,761	6,451	8,391	3,763	1,481	684,450
1921 ..	337,683	115,364	120,331	53,775	39,729	10,442	7,213	8,076	3,722	1,674	703,009
1922 ..	338,689	104,299	138,492	57,115	30,334	12,019	8,150	7,602	3,987	1,751	702,938

PERCENTAGE OF TOTAL MEMBERSHIP.

1918 ..	44.7	17.7	15.8	9.3	6.5	2.5	0.8	1.6	0.8	0.3	100.0
1919 ..	46.6	15.2	16.7	10.2	5.9	1.9	1.2	1.3	0.7	0.3	100.0
1920 ..	45.9	14.9	20.0	8.8	5.9	1.6	0.9	1.2	0.6	0.2	100.0
1921 ..	48.0	16.4	17.1	8.4	5.7	1.5	1.0	1.2	0.5	0.2	100.0
1922 ..	48.2	14.8	19.7	8.1	4.4	1.7	1.2	1.1	0.6	0.2	100.0

In the last part of the preceding table the percentage which the membership in each group bears to the total membership of all groups is given for the years 1918 to 1922. The tendency towards closer organisation is evidenced by the fact that though membership of trade unions has increased since 1912 by 62.3 per cent., the number and membership of unions having less than 2000 members have considerably decreased.

6. **Interstate or Federated Trade Unions—Number and Membership at end of Years, 1918 to 1922.**—The following table gives particulars of inter-State or federated trade unions having branches in two or more States. The figures given include inter-State unions registered under the Commonwealth Conciliation and Arbitration Act, as well as federated unions which are not so registered :—

Interstate or Federated Trade Unions—Number and Membership, 1918 to 1922.

PARTICULARS.	UNIONS OPERATING IN—					TOTAL.
	2 States.	3 States.	4 States.	5 States.	*6 States.	
Number of Unions, 1918	14	17	13	18	33	95
" " 1919	18	14	12	17	36	95
" " 1920	15	14	14	16	40	91
" " 1921	17	10	15	19	40	101
" " 1922	19	13	16	15	42	105
Number of Members, 1918	14,700	35,835	53,376	95,042	265,135	469,147
" " 1919	19,323	43,643	51,882	106,430	276,652	497,930
" " 1920	19,494	52,556	53,448	123,258	294,622	543,373
" " 1921	20,787	42,127	60,413	137,535	307,439	568,350
" " 1922	25,291	46,202	65,006	137,351	280,251	562,101

* Certain unions in this group have, in addition to branches in each of the six States, a branch in the Northern Territory.

The development of trade union organisation of an inter-State character is reflected in the figures given in the above table. The number of organisations operating in two or more States has increased from 72 in 1912 to 105 in 1922, and the percentage of the membership of such organisations on the total membership of all organisations has increased from 64.6 per cent. to 79.9 per cent. during the same period.

7. **Central Labour Organisations.**—In each of the metropolitan towns, as well as in a number of other industrial centres, delegate organisations, consisting of representatives from a group of trade unions, have been established. Their revenue is raised by means of a per capita tax on the members of each affiliated union. In most of the towns where such central organisations exist, the majority of the local unions are affiliated with the central organisation, which is usually known as the Labour or Trades Hall Council, or the Labour Federation. In Western Australia a unified system of organisation extends over the industrial centres throughout the State, and there is a provincial branch of the Australian Labour Party, having a central council and executive, and metropolitan and branch district councils, to which the local bodies are affiliated. The central council, on which all district councils are represented, meets periodically. In the other States, however, the organisation is not so close, and though provision usually exists in the rules of the central council in the capital city of each State for the organisation of district councils, or for the representation on the central council of the local councils in the smaller industrial centres of the State, the councils in each State are, as a matter of fact, independent bodies. The table shews the number of metropolitan and district or local labour councils, together with the number of unions and branches of unions affiliated therewith, in each State at the end of the years 1918 to 1922.

Central Labour Organisations—Number, and Unions Affiliated, 1918 to 1922.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N. Ter.	Total.
No. of Councils ..	1918	4	5	5	3	10	1	28
	1919	3	5	4	3	10	1	26
	1920	3	6	4	3	10	1	26
	1921	3	6	3	3	9	1	24
	1922	3	5	4	3	9	2	27
No. of Unions and Branch Unions Affiliated	1918	143	188	58	80	159	18	646
	1919	127	175	50	76	168	19	615
	1920	144	183	50	67	181	27	662
	1921	126	187	49	74	181	27	644
	1922	97	182	74	79	179	35	647

The figures given in the above table as to number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated to the local trades councils in the several towns in which they are represented.

Between the trade union and the central organisation of unions may be classed certain State or district councils, organised on trade lines and composed of delegates from separate unions, the interests of the members of which are closely connected by reason of the occupations of their members, such, for example, as delegate councils of bakers, bread carters and mill employees, or of unions connected directly or indirectly with the iron, steel or brass trades, or with the building trades.

8. Unions Registered under Commonwealth Conciliation and Arbitration Act.—Under Part V. of the Commonwealth Conciliation and Arbitration Act any association of not less than 100 employees in any industry may be registered.* The following table gives particulars of registered unions at the end of the year 1922. Registered unions include both inter-State associations and associations operating within one State only.

Particulars of Unions Registered under Commonwealth Conciliation and Arbitration Act, classified according to Industrial Groups, at end of Year 1922.

Industrial Group.	No. of Unions.	Mem-ber-ship.	Industrial Group.	No. of Unions.	Mem-ber-ship.
I. Wood, Furniture, etc. . .	3	21,598	IX. Railway & Tramway Services	5	59,926
II. Engineering, Metal Works, etc.	13	49,297	X. Other Land Transport	4	13,490
III. Food, Drink, Tobacco, etc.	14	38,097	XI. Shipping, etc.	3	26,482
IV. Clothing, Hats, Boots, etc.	4	42,552	XII. Pastoral, Agricultural, etc.	1	†
V. Books, Printing, etc. . .	2	†	XIII. Domestic, Hotels, etc.	5	13,574
VI. Other Manufacturing . . .	18	32,509	XIV. Miscellaneous	46	222,476
VII. Building . . .	6	36,399			
VIII. Mining, Quarries, etc. . .	1	†	TOTAL	130	566,400

† Not available for publication separately, included in Group XIV.

The figures given in the above table regarding unions registered under the Commonwealth Act are not comparable with those given in the table in paragraph 6 hereof regarding all inter-State and federated unions. A few federated unions included in the table in paragraph 6 are not registered under the Commonwealth Act, while, on the other hand, a number of purely State organisations registered under the Act are, of course, not included in the table in paragraph 6.

* Under the Arbitration (Public Service) Act an association of less than 100 employees may be registered as an organisation, provided its members comprise at least three-fifths of all persons engaged in that industry in the Service.

CHAPTER II.—EMPLOYERS' ASSOCIATIONS, 1922.

1. General.—In the previous Chapter information is given as to the strength of organisation among trade unionists. Recent investigations show that the spirit of association is no less manifest in the case of employers than in the case of workers. As the result of an enquiry made throughout Australia, the following information has been collected and tabulated. Associations for trade purposes merely are not included; only the returns of those associations whose members are united for their own protection, and in order to be represented unitedly in cases before Arbitration Courts, Wages Boards and other Wage-Fixing tribunals have been tabulated. Associations of employers and employees are recognised under the Commonwealth Conciliation and Arbitration Act as well as several of the State Acts, and organisations of these bodies have the right to be registered.