

(x.) *Industrial Board—Territory for the Seat of Government.*—The appointment of this tribunal was authorised by the Industrial Board Ordinances 1922, which conferred upon it power to fix rates of pay, hours and other conditions of employment in respect of workmen engaged upon Commonwealth Works in the Territory. It is provided, however, that nothing in these Ordinances or in any decision of the Board shall affect the operation of any award of a Commonwealth Court or Commonwealth Industrial Tribunal applying to the Territory. The Board is to consist of one person nominated by the Minister, one person nominated by the workmen, and a chairman nominated by agreement between the Government and the workmen's representatives, or, in default of such nomination within a specified period, by the Prime Minister.

The members of the Board were appointed early in May, the Chairman being nominated by the Prime Minister. On the 29th May the Board issued its award, which covered surface and underground labourers, engine-drivers, survey hands, carpenters, and other building trade operatives. The unskilled labourers' wage was fixed at 85s. per week of 48 hours. Two slight variations of the award were issued during September and December.

CHAPTER XIII.—CHANGES IN RATES OF WAGE.

1. **General.**—The collection of information regarding changes in rates of wage throughout Australia dates from the 1st January, 1913, and the statistical results of the first complete year (1913) were published in Labour Report No. 5. Annual figures for subsequent years have been given in Labour Reports Nos. 5 to 12, while details for the year 1922 are furnished hereunder.

(i) *Definition.*—For the purpose of these statistics a change in rate of wage means a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of change are excluded. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes all changes to workers in that industry, irrespective of the occupations or trades affected. A change may relate to the employees of a single employer or to those of a number of employers, according to the instrument or method operating to bring about the change. In a few instances, separate arrangements, some of which may not have affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course is adopted in order to obviate the necessity for separately recording changes affecting a small number of workers.

(ii) *Sources of Information.*—Information as to the fact that a change in rate of wage has occurred is obtained through the following channels:—(a) The Commonwealth and State Industrial Registrars and the Chief Inspector of Factories in each State; (b) Reports from

Labour Agents and Correspondents ; (c) Quarterly reports from Secretaries of Trade Unions ; (d) Returns relating to industrial disputes which resulted in changes in rates of wage ; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iii.) *Collection of Data.*—On the occurrence of a change in rate of wage, forms prescribed under the Census and Statistics Act 1905 are issued to employers' associations and trade unions affected by the change. In certain cases forms are also issued to individual employers. The particulars asked for these forms relate to (a) the occupations of the workers affected (b) the number of workers in each occupation, (c) the rates of wage paid before and after the change, (d) the locality affected, and (e) the date on which the change took effect. Information is also required regarding employers and employers' associations concerned, and the method by which the change was effected.

On receipt of the completed forms at this Bureau, the particulars are checked and compared with each other and with copies of awards, determinations, and agreements. In all cases when the information furnished on the forms is incomplete or otherwise unsatisfactory, further inquiries are made, and the figures are checked by reference to Census results, industrial statistics, factory reports, etc.

(iv.) *Particulars Tabulated.*—The particulars thus obtained are tabulated under the headings specified. As regards the number of persons affected, the particulars tabulated refer to the number of persons ordinarily engaged in the specific industry or calling. The net change in wage is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling. In cases of changes in the minimum rates of wage payable under awards or determinations of industrial tribunals, it has ordinarily been assumed (in the absence of any definite information to the contrary) that the whole of the workers in each designated occupation received an increase or decrease equal to the change in the minimum rate of wage.

It should be clearly understood that *the computations* (amount of change per week) *do not relate to the actual change in earnings per week, but to the change in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during the whole of that week.* It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. Since unemployment and activity in all branches of industry vary from year to year, and in many branches from season to season, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

2. **Changes in each State, 1918 to 1922.**—The following table gives particulars relating to changes in rates of wage recorded during the years specified. These are set out more fully on p. 105, and again mentioned on p. 109. The net amount of increase per week, as tabulated, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section :—

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1918 to 1922.

Particulars.	N S W	Vic	Q'land.	S A	W.A.	Tas.	N.T.	F C T	*All States	Aust.	
Changes	1918	220	201	236	113	69	46	4	4	896	
	1919	457	218	216	136	112	128	13	4	1,284	
	1920	734	354	300	231	209	154	7	10	1,999	
	1921	353	247	233	166	108	77	..	16	1,200	
	1922	444	187	132	131	60	64	..	1	972	
Persons Affected	1918	140,306	110,027	74,174	16,239	9,871	3,631	624	616	361,581	
	1919	230,031	125,003	116,627	35,377	26,673	16,108	1,247	2,095	603,891	
	1920	454,610	258,211	145,464	70,605	55,489	28,317	702	7,857	1,027,286	
	1921	272,782	238,084	115,722	44,696	22,695	14,783	..	23,503	732,265	
	1922	363,909	90,172	78,781	35,722	18,547	16,038	..	337	24,600	628,116
Net increase per week	1918	£ 32,194	£ 25,514	£ 19,099	£ 3,885	£ 2,133	£ 1,323	£ 273	£ 230	£ 85,260	
	1919	137,642	43,930	43,718	11,989	10,249	7,350	618	..	949	256,445
	1920	228,186	119,706	69,748	30,316	25,195	14,593	684	..	6,280	494,708
	1921	38,371	77,425	30,790	13,409	11,395	6,370	..	7,998	185,658	
	1922	142,530	18,625	114,636	12,687	11,589	11,701	..	156	1138	170,562
Average increase per head per week	1918	s. 4	s. 4	s. 4	s. 4	s. 4	s. 4	s. 4	s. 4	s. 4	
	1919	10 0	7 0	7 6	6 0	7 8	9 2	9 7	..	9 1	3 6
	1920	10 0	9 3	9 7	7 11	9 1	10 4	10 6	..	15 11	9 8
	1921	2 10	6 6	5 4	0 0	10 1	8 7	6 9	5 1
	1922	12 4	11 6	13 9	11 6	11 9	12 1	..	13 4	10 1	12 8

* Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. † Decrease.
 Note: See paragraph (iv.) on page 102.

In point of number of changes in each State, Queensland was first, New South Wales second, and Victoria third during the year 1918. In 1919 the number of changes recorded for New South Wales was greatly in excess of the number for any other State. The upward movement of wages during the year 1920 is shown by the exceptionally large number of changes recorded. In all States the number of changes was greatly in excess of those for any previous years. There was a noticeable decrease in the total number of changes recorded during 1921, as compared with the year 1920, the reduction being general in all States, while during 1922 a further reduction was recorded. The relative position of the States in point of the numbers of changes effected, and also in regard to the numbers of workers affected in each year depends, of course, largely on differences in population and on the magnitude of the different industries and callings in which changes took place.

The number of changes in rates of wage during the year 1922 was 972, as compared with 1200 during 1921, and 1999 during 1920, when the highest number was recorded since the systematic collection of these particulars by the Bureau was instituted. In addition to the number of separate changes being higher in the year 1920, the number of workpeople who were affected by changes in rates of wage during that year was considerably higher than the number affected during any other year. The total net amount of increase per week was also higher during 1920 than for any other year.

The number of workpeople who were affected by changes in rates of wage during the year 1922 was 628,116, and the net decrease per week was £70,562. The corresponding figures for the year 1921 were 732,265 workpeople, and £185,658 net increase per week. One hundred and thirty-five decreases in rates of wage were recorded during 1921, so that 1065 of the changes recorded gave increased rates of pay. The number of workpeople affected by the 135 decreases was 126,970. The number of decreases recorded during 1922 was 667, affecting 472,099 workpeople

to the extent of £92,974 per week. Changes giving increased rates of wage numbered 305. These changes gave a total amount of increase per week of £22,412 to 156,017 workpeople. The net decrease, after allowing for increases, was £70,562 per week.

The average decrease per head per week during the year 1922 was 2s. 3d., as compared with an increase of 5s. 1d. during the previous year, 9s. 8d. during 1920, 8s. 6d. during 1919, and 4s. 9d. during the year 1918.

3. **Number and Effect of Changes.**—During the year 1922 the number of decreases in rates of wage recorded was greatly in excess of those for any previous year. In the following table particulars are given of the number and effect of increases and decreases in rates of wage in each State during the year :—

Changes in Rates of Wage—Number and Effect in each State, 1922.

STATE.	INCREASES.			DECREASES.			TOTAL RESULT OF ALL CHANGES.		
	Changes.	Workpeople Affected.	Increase Per Week.	Changes.	Workpeople Affected.	Decrease Per Week.	Changes.	Workpeople Affected.	Net Decrease Per Week.
N.S. Wales	75	77,350	10,742	309	286,559	53,672	444	303,000	42,930
Victoria	77	36,374	5,896	60	53,798	12,521	137	90,172	6,625
Queensland	22	3,004	716	110	75,787	15,552	132	78,791	14,836
S. Australia	55	11,310	3,326	76	24,412	6,013	131	35,722	2,687
W. Australia	39	5,726	1,274	21	12,821	2,803	60	18,547	1,529
Tasmania	35	5,853	706	29	10,185	2,407	64	16,038	1,701
Federal Capital Territory				1	337	56	1	337	56
Common to all States	2	16,400	752	1	8,200	800	3	24,600	138
Total	305	156,017	22,412	667	472,099	92,974	972	628,116	70,562

The changes in wages given in the preceding table include all changes which have occurred either through the operations of wage tribunals or as the result of direct negotiations between employers and employees. In three States there have been general reductions in the basic wage which affected all employees working under State awards or agreements. In New South Wales the Board of Trade reduced the Basic Wage from £4 2s. to £3 18s. for males, and from £2 1s. to £1 19s. 6d. for females; in Queensland a reduction was made by the Arbitration Court from £4 5s. to £4 for males, and from £2 3s to £2 1s. for females; and in South Australia a reduction for males from £3 19s. 6d. to £3 17s. 6d. was made by the Board of Industry. Many workers in all States come under the jurisdiction of Awards made by the Federal Arbitration Court. The principle of quarterly adjustments adopted by that Court led to decreases in wages during the former half of the year, and increases during the latter half.

4. **Changes according to Sex of Employees in each State, 1918-1922.**—Included in the changes in rates of wage recorded in the tables on page 103 are those which affected female employees. Particulars in respect to these changes in so far as they relate to the male and female workers separately, are set out hereunder for each State during the years 1918 to 1922 inclusive :—

Changes in Rates of Wage.—According to Sex of Employees, 1918-1922.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	All States.*	Aust.
MALE EMPLOYEES AFFECTED.										
1918	128,728	91,857	59,909	12,889	8,452	3,487	624	..	616	306,562
1919	253,077	106,389	99,167	32,162	24,185	13,906	1,287	..	2,025	532,198
1920	487,118	202,972	126,306	66,824	43,083	24,213	703	..	7,812	862,036
1921	219,813	185,395	90,918	37,062	19,988	13,484	..	..	21,710	588,870
1922	322,813	85,005	64,473	34,035	18,248	14,473	..	337	24,600	564,034

NET INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1918	29,410	22,574	16,186	3,311	1,889	1,284	273	..	239	75,166
1919	132,237	38,115	34,200	10,690	9,560	6,560	618	..	920	236,900
1920	207,403	98,778	63,432	27,498	22,157	13,105	684	..	6,192	439,249
1921	26,735	68,087	26,649	12,079	10,737	6,119	..	..	6,891	157,297
1922	†40,245	†6,943	†13,965	†2,626	†1,640	†1,818	..	†56	†138	†67,431

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.				
1918	4	7	4	11	5	5	5	2	4	6	7	4	8	9	..	7	9	4	11	
1919	10	5	7	2	7	8	6	8	7	11	9	5	9	7	..	9	1	8	11	
1920	10	9	9	9	10	1	8	3	9	3	10	10	19	6	..	15	10	10	2	
1921	2	5	7	4	5	10	6	6	10	9	9	1	..	..	..	6	4	5	4
1922	†2	6	†1	8	†4	4	†1	6	†1	10	†2	6	†3	4	†0	1	†2	5

FEMALE EMPLOYEES AFFECTED.

1918	17,671	18,170	14,265	3,350	1,419	144	..	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	..	70	71,693
1920	69,492	55,239	19,158	9,781	7,401	4,104	..	..	75	165,250
1921	52,969	52,189	24,804	7,634	2,707	1,299	..	..	1,793	143,395
1922	41,096	5,167	14,318	1,637	299	1,565	..	..	..	64,082

NET INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1918	2,784	2,940	3,513	574	244	39	..	..	..	10,094
1919	5,405	5,815	5,518	1,299	689	790	..	..	29	19,545
1920	20,783	20,928	6,316	2,318	3,038	1,488	..	..	88	55,459
1921	11,636	9,338	4,141	1,330	658	251	..	..	1,007	28,361
1922	†2,685	318	†871	†61	51	117	..	..	..	†3,131

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.				
1918	3	2	3	3	4	11	3	5	3	5	5	5	..	..	..	3	8		
1919	4	0	6	0	6	4	8	1	5	6	7	2	..	..	..	8	3	5	5
1920	6	0	7	7	6	7	5	9	8	3	7	3	..	..	..	23	6	6	9
1921	4	5	3	7	3	4	3	6	4	10	3	10	..	..	..	11	3	3	11
1922	†1	4	1	3	†1	4	†0	9	3	5	1	6	†1	0

* Changes recorded in this column are common to all States as the particulars relating to number of workpeople affected and the net amount of increase per week in each State were not ascertainable.

† Decrease.

Note:—See paragraph (iv.) on page 102.

5. Changes according to Industrial Groups, 1922.—(i.) *All Employees, 1922.*—In the following table particulars are given as to the number and effect of changes in rates of wage during 1922, in each State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wage, industrial disputes, etc. Particulars concerning changes in rates of wage during the year 1913, and subsequent years to 1921, classified according to industrial groups, have been published in Labour Reports Nos. 5 to 12.

Changes in Rates of Wage, according to Industrial Groups, 1922.

Particulars.	INDUSTRIAL GROUP.														ALL GROUPS.
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Books, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.*	
New South Wales—															
Changes	9	46	39	11	24	67	24	11	36	25	11	5	13	122	444
Persons Affected	8,952	36,931	17,692	8,985	13,036	30,770	35,613	3,758	50,620	9,496	2,644	49,620	7,541	88,251	363,909
Decrease per week	£ 1,000	7,746	2,993	801	1,686	4,581	5,414	527	9,547	1,704	609	4,332	771	10,284	42,980
Victoria—															
Changes	1	16	11	1	1	32	3	5	4	1	1	4	2	56	137
Persons Affected	500	16,315	7,964	130	32	24,597	2,130	4,852	6,855	150	14	1,730	780	24,623	90,172
Decrease per week	£ 75	4,019	575	29	8	1,141	269	29	1,688	340	341	550	514	541	6,025
Queensland															
Changes	5	3	17	9	3	14	1	4	5	5	4	4	11	47	132
Persons Affected	3,472	2,950	5,090	3,352	351	1,127	7,050	976	17,043	2,235	303	4,202	5,482	25,068	78,791
Decrease per week	£ 733	270	1,908	567	55	198	1,739	269	3,133	465	53	1,486	672	3,274	14,836
South Australia—															
Changes	1	31	9	3	3	20	2	2	4	5	4	1	..	46	131
Persons Affected	900	9,516	3,041	1,050	98	5,756	980	1,100	2,059	722	713	650	..	9,137	35,722
Decrease per week	£ 83	1,538	174	177	54	719	10	110	313	354	1117	3250	..	312	2,687
Western Australia—															
Changes	..	2	4	2	1	12	1	4	12	..	3	..	..	20	60
Persons Affected	..	1,880	390	186	16	1,303	960	3,330	7,226	..	103	..	..	2,643	18,547
Decrease per week	£ ..	434	44	86	37	149	288	919	35	..	355	..	..	132	1,589
Tasmania—															
Changes	1	5	2	1	..	11	2	5	5	..	1	2	..	29	64
Persons Affected	1,000	1,252	310	90	..	727	1,870	4,200	2,358	..	50	1,860	..	2,321	16,038
Decrease per week	£ 38	383	111	18	..	54	349	534	590	..	28	..	..	113	1,701
Federal Capital Territory															
Changes	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1
Persons Affected	..	..	..	..	..	..	..	..	..	..	..	..	..	337	337
Decrease per week	£ ..	..	..	..	..	..	..	..	..	..	..	..	..	56	56
All States—†															
Changes	..	..	..	..	..	..	..	..	..	..	..	..	..	3	3
Persons Affected	..	..	..	..	..	..	..	..	..	..	..	..	..	24,600	24,600
Decrease per week	£ ..	..	..	..	..	..	..	..	..	..	..	..	..	138	138
Total, Australia—															
Changes	17	190	174	124	32	1116	129	127	66	36	14	28	28	1243	1824
Persons Affected	14,324	68,544	34,987	13,793	13,533	64,285	48,603	17,716	86,161	12,603	28,432	56,292	15,663	152,360	628,116
Decrease per week	£ 2,028	14,399	5,805	1,412	1,722	6,784	8,069	2,330	16,311	2,075	559	4,136	1,288	12,916	70,562

*Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others. † See paragraph iv. on page 102. ‡ Including particulars of changes which involved increases in rates of wage. § Increase. ¶ Changes recorded in these columns are common to all States as the particulars relating to the number of workpeople affected and the net amount of decrease per week in each State were not ascertainable.

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

The total number of changes during the year 1922, according to State distribution, was 972, but on classifying the changes according to occupation and industry, and taking into consideration the fact that awards and agreements made and filed under the provisions of the Acts mentioned in the preceding paragraph cover, in the majority of cases, more than one State, the number of separate changes was reduced to 824. Of this number, no less than 248 changes affected workpeople engaged in occupations and industries classified in Group XIV.* (Miscellaneous). The number of employees who were affected by these changes was 152,380, and the amount of decrease per week in wages was £12,916. Sixty-six changes, affecting 86,161 workpeople, were classified in Group IX. (Railway and Tramway Services), and 74 changes affecting 34,987 employees were classified in Group III. (Food, Drink, etc.). Large numbers of workpeople were affected by changes in the following Groups:—Group II. (Engineering, Metal Works, etc.), with 90 changes, affecting 68,844 workpeople; Group VI. (Other Manufacturing), with 116 changes, affecting 64,285 workpeople; Group VII. (Building), with 29 changes, affecting 48,603 workpeople; Group IV. (Clothing, Hats, Boots, etc.), with 24 changes, affecting 13,793 workpeople; Group XI. (Shipping, etc.), with 23 changes affecting 28,432 workpeople; Group X. (Other Land Transport), with 36 changes affecting 12,603 workpeople; and Group XII. (Pastoral, etc.), with 14 changes affecting 56,292 workpeople.

(ii.) *Female Employees, 1922.*—The particulars set out in the preceding table show the total number of workpeople (male and female) affected by changes in rates of wage. In the following table is shown the number of female employees affected, classified according to the industrial groups in which the changes took place in each State during the year 1922. Similar information for the years 1913 to 1921 was published in Labour Reports Nos. 5 to 12.

During the twelve months under review, 64,082 female employees were affected by changes in rates of wage. The net decrease per week for these employees was £3131. The corresponding figures for the year 1921 were 143,395 workpeople, with a net increase per week of £28,361. In New South Wales, 41,096 females had their wages varied during the year 1922, as compared with 5167 in Victoria, 14,318 in Queensland,

* See footnote * page 106.

1637 in South Australia, 299 in Western Australia, and 1565 in Tasmania. The result of the changes which include both increases and decreases, was that females in New South Wales, Queensland and South Australia received lower wages, and in Victoria, Western Australia and Tasmania higher wages in 1922 than in 1921. The industrial group in which the largest number of female employees was affected by changes in rates of wage was Group XIV. (Miscellaneous), which embraces shop Assistants, Clerks, etc., no less than 27,725, or 43 per cent. of the total being classified under this heading. In Group IV. (Clothing, Hats, Boots, etc.), the number of employees was 11,518, while large numbers of females engaged in occupations classified under the following groups were affected by changes in wages during the year:—Group XIII. (Domestic, Hotels, etc.), 10,772 employees; Group III. (Food, Drink, etc.), 2,789 employees; and Group V. (Books, Printing, etc.), 4850 employees.

Changes in Rates of Wage.—Female Occupations according to Industrial Groups, 1922.

PARTICULARS.	INDUSTRIAL GROUP.											All Groups.
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing, etc.	IX.—Rail and Tram Services.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.		
New South Wales—												
Persons Affected . . .	180		421	7,770	4,700	2,905	502	100	5,272	19,150	41,096	
Decrease per week £	16		*25	675	261	33	24	*45	403	1,340	2,685	
Victoria—												
Persons Affected . . .		14	2,150			1,025		400	500	478	5,167	
Decrease per week £		3				*62		*140	*30	*80	*318	
Queensland—												
Persons Affected . . .	50		118	2,708	60	40	244	110	3,600	7,388	14,318	
Decrease per week £	5		13	383	9	4	28	25	241	163	871	
South Australia—												
Persons Affected . . .			30	930		20		200		457	1,637	
Decrease per week £			4	141		*1		*70		*13	61	
Western Australia—												
Persons Affected . . .			60	60			32			141	200	
Decrease per week £			*8	*0			6			*40	*61	
Tasmania—												
Persons Affected . . .			10	50					1,400	105	1,565	
Decrease per week £			2	*7					*85	*27	*117	
Australia—												
Persons Affected . . .	230	14	2,789	11,518	4,850	4,500	784	810	10,772	27,725	64,082	
Decrease per week £	21	3	*17	1,183	270	*26	58	*230	529	1,340	3,131	

* Increase.

(iii.) *Changes according to Industrial Groups, 1920-1922.*—In the following table, particulars are shown relating to the number of changes, number of workpeople affected, and the total increase per week resulting from such changes in Australia, classified according to industrial groups during the three years 1920-22. The numbers of changes shown in this table are subject to the qualifications mentioned on page 107 in regard to the awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act and the Industrial Peace Act.

Changes in Rates of Wage in Australia according to Industrial Groups, 1920-1922.

Industrial Group	1920			1921			1922		
	Changes.	Persons Affected.	Increase per week.	Changes.	Persons Affected.	Increase per week.	Changes.	Persons Affected.	Decrease per week
I Wood, Furniture, Timber, &c.	08	44,732	19,015	22	11,915	2,650	17	14,824	2,028
II Engineering, Metal Works, etc.	123	74,853	29,145	81	58,632	17,244	90	68,844	14,399
III Food, Drink, Tobacco, etc.	241	81,876	41,383	105	55,555	13,658	74	34,987	5,805
IV. Clothing, Hats, Boots, etc.	56	55,345	21,271	45	89,542	16,143	24	13,798	1,412
V Books, Printing, etc.	83	10,757	11,088	28	12,116	4,000	32	13,593	1,722
VI Other Manufacturing	245	71,671	31,126	156	55,760	14,666	116	64,285	6,784
VII. Building	82	61,552	41,059	27	24,717	10,196	29	48,603	8,069
VIII Mines, Quarries, etc.	61	47,865	30,385	22	6,322	2,896	27	17,716	2,330
IX Rail and Tram Services	82	136,854	54,059	67	127,860	18,573	66	86,161	15,311
X Other Land Transport	52	28,532	11,005	32	24,885	2,717	36	12,608	2,075
XI. Shipping, etc.	76	16,842	11,871	44	37,904	17,986	23	28,432	559
XII Pastoral, etc.	19	26,580	20,701	10	1,815	853	14	56,292	†4,136
XIII. Domestic Hotels, etc.	55	34,235	12,258	39	17,904	4,339	28	15,063	1,288
XIV Miscellaneous	481	326,542	158,842	294	207,332	59,737	248	152,380	12,916
All Groups*	1,724	1,027,286	404,708	972	732,265	185,658	824	628,116	70,562

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act, or the Industrial Peace Act, is counted as one change only although such Award, Agreement, or Order may be operative in more than one State. † Increase Note:—See paragraph (iv.), page 102.

During the year 1922 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net decrease in all the groups except Group XII. (Pastoral, etc.).

6. Changes according to Methods by which Effected, 1918-1922:—

(i.) Changes and Methods, 1918-1922.—Particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about during the years indicated, as a result of the application of the various methods shown:—

Changes according to Methods by which Effected, Australia, 1918-1922.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act	By Agreement Registered under C'wealth Act	By Award or Determination under State Act	By Agreement Registered under State Act.	TOTAL *
1918.								
Changes	14	132	3	39	142	354	95	779
Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,693	361,581
Increase per week	2,396	9,473	334	4,481	1,683	64,642	2,251	85,260
1919.								
Changes	36	238	29	42	141	582	100	1,168
Workpeople affected	10,285	84,535	45,049	67,741	27,244	337,625	31,412	603,891
Increase per week	4,373	28,937	24,233	29,594	10,017	148,632	10,669	256,446
1920.								
Changes	28	333	23	64	163	978	135	1,724
Workpeople affected	15,193	169,973	64,691	75,048	26,733	648,083	27,565	1,027,286
Increase per week	4,597	85,469	38,441	24,807	11,608	315,728	14,058	404,708
1921.								
Changes	4	148	18	66	55	594	87	972
Persons Affected	2,000	77,210	73,704	139,773	24,168	391,215	24,197	732,265
Increase per week	565	20,711	26,266	44,360	12,209	78,814	4,713	185,658
1922.								
Changes		21	36	56	53	505	54	824
Workpeople affected		7,186	54,878	125,195	43,002	376,994	20,861	628,116
Increase per week		1,906	5,122	†12,307	†4,242	†58,286	†2,774	†70,562

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act or the Industrial Peace Act, is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. See also remarks on page 101 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only. † Decrease Note:—See paragraph (iv.) page 102.

The method most frequently employed was by award or determination under State Industrial Acts, while direct negotiations between employers and employees or their representatives were also responsible for numerous changes. Awards and agreements made and filed under the provisions of the Commonwealth Conciliation and Arbitration Act brought about large numbers of changes during the last four years. So far as possible, the effect of awards or agreements are recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective, while in others the particulars as to the number of work-people affected and the effect of the change are difficult to ascertain promptly.

(ii.) *Changes and Methods in each State and Territory, 1922.*—The following tables give particulars of the results of all changes in rates of wage which were recorded for the year 1922, according to the method by which the changes were effected. The particulars relating to changes effected with or without a stoppage of work are given separately. For information for the years 1913 to 1921 see Labour Reports, Nos. 5 to 12.

Changes in Rates of Wage—Methods by which effected—States, 1922.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES		
	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net Increase per week.
			£			£			£
New South Wales—									
By direct negotiations	4	2,760	1,138	2	102	39	6	2,862	1,177
By negotiations, intervention or assistance of third party	19	51,682	5,500	..	..	..	19	51,682	5,500
By award of court under Commonwealth Act	22	32,319	†5,691	..	..	..	22	32,319	†5,691
By agreement registered under Commonwealth Act	7	7,573	†1,164	..	..	..	7	7,573	†1,164
By award under State Act	355	250,421	†39,819	..	..	..	355	250,421	†39,819
By agreement registered under State Act	35	19,052	†2,939	..	..	..	35	19,052	†2,939
TOTAL	442	363,807	†42,960	2	102	39	444	363,909	†42,930
Victoria—									
By direct negotiations	6	3,450	350	4	133	80	10	3,583	430
By negotiations, intervention or assistance of third party	15	788	106	..	..	..	15	788	106
By award of court under Commonwealth Act	46	44,442	†3,201	1	34	5	47	44,476	†3,286
By agreement registered under Commonwealth Act	34	25,197	†2,170	..	..	..	34	25,197	†2,176
By determination under State Act	81	16,128	†1,099	..	..	..	31	16,128	†1,099
TOTAL	132	90,005	†6,710	6	167	85	137	90,172	†6,625
Queensland—									
By direct negotiations . . . . .	..	..	..	..	..	..	..	..	..
By negotiations, intervention or assistance of third party	9	89	28	..	..	..	9	89	28
By award of court under Commonwealth Act	4	1,948	†349	..	..	..	4	1,948	†349
By agreement registered under Commonwealth Act	4	362	†81	..	..	..	4	362	†81
By award under State Act	112	76,188	†14,518	..	..	..	112	76,188	†14,518
By agreement registered under State Act	3	204	84	..	..	..	3	204	84
TOTAL	132	78,791	†14,836	..	..	..	132	78,791	†14,836

Changes in Rates of Wage—Methods by which effected—States, 1922—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	Changes.	Workpeople Affected.	Net Increase per week.	Changes.	Workpeople Affected.	Net increase per week.	Changes.	Workpeople Affected.	Net Increase per week.
South Australia—									
By direct negotiations	1	650	250	1	8	2	2	658	252
By negotiations, intervention or assistance of third party .. .	10	149	†2				10	149	†2
By award of court under Commonwealth Act .. .	23	10,683	†1,521				23	10,683	†1,521
By agreement registered under Commonwealth Act .. .	20	6,361	†732				20	6,361	†732
By award or determination under State Act .. .	65	17,627	†765	1	30	18	66	17,657	†747
By agreement registered under State Act .. .	5	214	63				5	214	63
TOTAL .. .	129	35,684	†2,707	2	38	20	131	35,722	†2,687
Western Australia—									
By direct negotiations .. .	3	83	46				3	83	46
By negotiations, intervention or assistance of third party .. .	8	108	29				8	108	29
By award of court under Commonwealth Act .. .	10	4,330	†481				10	4,330	†481
By agreement registered under Commonwealth Act .. .	13	1,630	†26				13	1,680	†26
By award under State Act .. .	15	10,955	†1,175				15	10,955	†1,175
By agreement registered under State Act .. .	11	1,391	18				11	1,391	18
TOTAL .. .	60	18,547	†1,589				60	18,547	†1,589
Tasmania—									
By direct negotiations .. .									
By negotiations, intervention or assistance of third party .. .	7	1,725	†489				7	1,725	†489
By award of court under Commonwealth Act .. .	28	6,839	†841				28	6,839	†841
By agreement registered under Commonwealth Act .. .	13	1,829	†63				13	1,829	†63
By determination under State Act .. .	16	5,645	†308				16	5,645	†308
TOTAL .. .	64	16,038	†1,701				64	16,038	†1,701
Federal Capital Territory—									
By negotiations, intervention or assistance of third party .. .	1	337	†56				1	337	†56
All States—									
By award of court under Commonwealth Act .. .	3	24,600	†138				3	24,600	†138
TOTAL .. .									
Australia*—									
By direct negotiations .. .	14	6,943	1,784	7	243	121	21	7,186	1,905
By negotiations, intervention or assistance of third party* .. .	36	54,878	5,122				36	54,878	5,122
By award of court under Commonwealth Act* .. .	64	125,161	†12,312	1	34	5	65	125,195	†12,307
By agreement registered under Commonwealth Act* .. .	53	43,002	†4,242				53	43,002	†4,242
By award or determination under State Acts .. .	594	376,964	†58,284	1	30	18	595	376,994	†58,266
By agreement registered under State Acts .. .	54	20,861	†2,774				54	20,861	†2,774
TOTAL* .. .	815	627,809	70,706	9	307	144	824	628,116	†70,562

* In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, and the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State. † Decrease. ‡ An Industrial Agreement which has been made a Common Rule is classified in this table as an award of the Court of Arbitration. Note:—See paragraph (iv) page 102.

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

CHAPTER XIV.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) occurring in each State and Territory throughout Australia was initiated by this Bureau at the beginning of the year 1913, and particulars relating thereto, for the first complete year, were published in Labour Report No. 5, Section XI. (Strikes and Lock-outs). An examination of the available data contained in official reports, newspapers, and other publications during past years showed that insufficient material existed for the compilation of anything like complete or comprehensive statistics regarding industrial disputes in Australia for years prior to 1913.