

(xi.) *Industrial Board—Territory for the Seat of Government.*—This Tribunal authorized by the Industrial Board Ordinances 1922, having power to fix rates of pay, hours and other conditions of employment in respect of workmen engaged upon Commonwealth works in the Territory, made a new award on the 11th October, 1923, which superseded the original award as varied. The unskilled labourer's rate of wage was fixed at 91s. per week of 48 hours, an increase of 6s. per week.

CHAPTER XII.—CHANGES IN RATES OF WAGE.

1. **General.**—(i.) *History of Collection.*—The collection of information regarding changes in rates of wage throughout Australia dates from 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 13, while details for the year 1923 are furnished in this chapter.

(ii.) *Definition of Change in Rate.*—For the purposes herein a change in rate of wage has been taken to mean an alteration in the weekly rates of remuneration 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 has been adopted to obviate the necessity for separately recording changes affecting a small number of workers.

(iii.) *Sources of Information.*—Information regarding changes in rate of wage 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.

(iv.) *Collection of Data.*—On the occurrence of a change, forms prescribed under the *Census and Statistics Act 1905* are issued to employers' associations and trade unions affected. In certain cases forms are also issued to individual employers. The particulars asked for in 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 in which the information supplied is incomplete or otherwise unsatisfactory, further inquiries are made, and the figures are checked by reference to census results, industrial statistics, factory reports, etc.

(v.) *Tabulation of Returns.*—In regard to the number of persons affected, the particulars tabulated refer to the number of persons ordinarily engaged in the specific industry or calling. 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 generally 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.

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. The aggregate effect per annum cannot therefore 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. Number and Effect of Changes in 1923.—During the year 1923 the number of decreases in rates of wage recorded was less than in 1922. The following table shows 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, 1923.

State.	Increases.			Decreases.			Total Result of all Changes.		
	Changes.	Work-people Affected.	Increase per Week.	Changes.	Work-people Affected.	Decrease per Week.	Changes.	Work-people Affected.	Net Increase per Week.
New South Wales	518	491,916	57,520	60	27,524	3,652	578	519,440	53,868
Victoria	203	195,200	44,797	43	50,894	7,863	246	276,094	36,934
Queensland	55	12,178	1,893	10	17,873	3,870	65	30,051	2,177*
South Australia	124	52,261	10,858	24	10,968	1,074	145	63,209	9,784
Western Australia	71	18,285	2,830	19	13,772	2,899	90	32,057	69*
Tasmania	81	18,829	2,838	19	7,089	1,038	100	25,018	1,755
N. Territory	..	..	..	1	71	20	1	71	20*
Federal Capital Territory	1	1,002	298	..	..	..	1	1,002	298
Common to all States	16	81,105	4,545	8	11,815	900	24	43,010	3,645
Total	1,069	820,858	125,279	184	169,996	21,361	1,253	990,852	104,018

* Decrease.

The changes in wages include all those which have occurred through the operations of wage tribunals, or as the result of direct negotiations between employers and employees. In two States there have been general increases in the basic wage which affected all employees working under State awards or agreements. In New South Wales the Board of Trade increased the basic wage from £3 18s. to £3 19s. and £4 2s. for males, and from £1 19s. 6d. to £2 0s. 6d. and £2 2s. for females; in Queensland no alteration was made by the Arbitration Court in the basic wage of £4 for males, and £2 1s. for females; and in South Australia an increase for males from £3 17s. 6d. to £3 18s. 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 increases in all States during the year, amounting in the case of Melbourne to an aggregate of 10s. per week.

3. Number and Effect of Changes, Australia, 1921 to 1923.—The following table gives separate particulars of the number and effect of increases and decreases in rates of wage in Australia during the years 1921 to 1923:—

Changes in Rates of Wage—Number and Effect in Australia, 1921 to 1923.

Year.	Increases.			Decreases.			Total Result of all Changes.		
	Changes.	Work-people Affected.	Increase per Week.	Changes.	Work-people Affected.	Decrease per Week.	Changes.	Work-people Affected.	Net Increase per Week.
1921	1,065	605,295	205,086	135	126,970	19,428	1,200	732,265	185,658
1922	305	156,017	22,412	667	472,099	92,974	972	628,116	70,562*
1923	1,069	820,858	125,379	184	169,996	21,361	1,253	990,852	104,018

* Decrease.

4. Changes in each State, 1919 to 1923.—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. 96, and again mentioned on p. 97. The net amount of increase per week, as tabulated, is subject to the qualifications mentioned in the fifth paragraph of the first sub-section:—

Changes in Rates of Wage—Number and Effect of Changes, States, etc., 1919 to 1923.

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	P.C.T.	*All States.	Aust.	
Changes	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	103	77	..	..	16	1,206
	1922	444	137	132	131	60	64	..	1	3	972
	1923	578	248	65	148	90	100	1	1	24	1,253
Persons Affected	1919	230,031	125,693	116,027	35,377	26,673	16,108	1,287	..	2,095	603,801
	1920	454,610	258,211	145,464	70,605	55,489	28,317	703	..	7,887	1,027,289
	1921	272,782	238,084	116,722	44,696	22,695	14,783	..	..	23,503	732,265
	1922	363,909	90,172	78,701	35,722	18,547	16,038	..	337	24,600	628,116
	1923	519,440	276,094	30,051	63,209	32,087	25,918	71	1,002	43,010	990,852
Net increase per week	£	£	£	£	£	£	£	£	£	£	
	1919	137,642	43,930	43,718	11,980	10,249	7,350	618	..	949	250,445
	1920	228,186	119,706	69,748	30,318	25,195	14,593	684	..	6,280	494,708
	1921	98,371	77,425	30,790	13,409	11,395	6,370	..	..	7,898	185,058
	1922	142,390	16,626	14,836	12,687	11,530	11,701	..	150	1138	170,582
1923	53,868	36,934	12,177	9,784	169	1,755	120	298	3,645	104,018	
Average increase per head per week	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	
	1919	0 10	7 0	7 6	6 9	7 8	9 2	9 7	..	9 1	8 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	6 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 3
1923	2 9	2 8	11 6	3 11	10 1	1 4	15 8	5 11	1 9	3 0	

* 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 sub-section v on page 92.

The upward movement of wages in 1920 is shown by the exceptionally large number of changes recorded, the figures being greatly in excess of those for any previous year. There was a noticeable decrease in the total number recorded during 1921 and 1922, as compared with 1920, the reduction being general in all States, but during 1923 a large increase was recorded. The relative position of the States in point of 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 1923 was 1,253, as compared with 972 during 1922, 1,200 during 1921, and 1,999 during 1920, when the highest number was recorded since the collection of this information. In addition to the larger number of separate changes in the year 1920, the number of workpeople affected was considerably higher than in any other year. The total net amount of increase per week was also higher during 1920 than for any other year.

5. **Changes in Industrial Groups, 1923.**—The following table shows the number and effect of changes in rates of wage during 1923 in each State, classified according to the industrial groups adopted. Particulars of changes in rates of wage in the industrial groups during 1913, and subsequent years to 1922, have been published in Labour Reports Nos. 5 to 13.

Changes in Rates of Wage—Industrial Groups, 1923.

Particulars.	Industrial Group.														All Groups.
	I. Wood, Furniture, etc.	II. Engi- neering, Metal Works, etc.	III. Food, Dyestuff, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Build- ing.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Trans- port.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic Hotels, etc.	XIV. Miscel- laneous.*	
New South Wales—															
Changes ..	15	66	64	11	19	76	21	9	60	27	24	4	13	169	
Persons Affected ..	25,540	54,191	37,764	10,313	9,368	37,815	38,293	3,796	99,428	15,905	14,907	11,300	15,583	145,237	
Increase per week ..	£ 3,053	6,334	3,334	†94	740	3,822	4,056	407	10,041	1,489	1,441	4,452	837	13,956	
Victoria—															
Changes ..	5	19	29	2	2	88	12	5	17	3	13	3	6	92	
Persons Affected ..	16,150	37,107	14,800	8,009	761	30,305	28,320	6,260	41,049	5,215	9,829	8,250	5,690	63,858	
Increase per week ..	£ 2,435	5,307	3,002	†200	164	3,242	6,755	674	†225	†238	1,066	3,150	2,098	9,674	
Queensland—															
Changes ..	1	1	4	2	..	9	1	2	1	..	6	1	..	37	
Persons Affected ..	27	1,100	15,294	1,200	..	1,303	135	416	3,225	..	77	420	..	6,854	
Increase per week ..	£ 7	†242	†3,267	†90	..	108	72	86	413	..	†6	228	..	454	
South Australia—															
Changes ..	5	15	12	..	1	19	9	2	17	11	1	1	..	54	
Persons Affected ..	3,167	5,721	2,886	..	316	9,416	9,284	502	9,467	900	8,505	4,050	135	8,860	
Increase per week ..	£ 168	682	325	..	87	1,087	1,759	211	1,913	†203	902	1,586	135	1,132	
Western Australia—															
Changes ..	4	4	6	..	..	4	2	2	5	1	5	1	4	52
Persons Affected ..	9,900	3,068	1,319	..	..	527	425	2,369	1,661	600	3,028	200	276	8,684
Increase per week ..	£ †60	48	28	..	..	114	69	†978	†215	†255	315	35	39	791
Tasmania—															
Changes ..	5	7	3	1	..	8	9	5	4	2	8	1	1	46	
Persons Affected ..	5,940	1,288	788	80	..	1,419	2,728	4,880	929	890	2,110	500	40	4,326	
Increase per week ..	£ 606	129	172	†9	..	46	323	428	83	†566	235	196	8	94	
Northern Territory—															
Changes ..	..	..	..	..	..	..	..	..	1	..	..	..	..	1
Persons Affected ..	..	..	..	..	..	..	..	..	71	..	..	..	..	71
Increase per week ..	£ ..	..	..	..	..	..	..	..	†20	..	..	..	..	†20
Federal Capital Territory—															
Changes ..	..	..	..	..	..	..	..	..	..	..	..	..	..	1
Persons Affected ..	..	..	..	..	..	..	..	..	..	..	..	..	..	1,002
Increase per week ..	£ ..	..	..	..	..	..	..	..	..	..	..	..	..	298
All States †—															
Changes ..	..	..	..	..	..	1	..	..	..	23	..	..	..	24
Persons Affected ..	..	..	..	..	..	2,009	..	..	..	41,010	..	..	..	43,010
Increase per week ..	£ ..	..	..	..	..	725	..	..	..	2,920	..	..	..	3,645
Total* Australia—															
Changes ..	†25	†91	†103	16	22	†120	†33	†21	105	†31	†7	25	†269	†939	
Persons Affected ..	60,724	102,475	72,851	19,593	10,445	82,785	79,685	18,223	155,830	23,510	79,486	24,720	21,724	238,821	
Increase per week ..	£ 6,209	12,258	3,594	†333	1,021	9,144	13,034	828	11,090	237	6,873	9,647	3,117	26,399	

* Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others. † Decrease. ‡ After deduction of changes affecting more than one State. § 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.

6. **Changes in Industrial Groups, 1921 to 1923.**—(i.) *All Employees.*—The following table shows the number of changes, number of work-people affected, and the total increase in wages per week in industrial groups during the three years 1921-23 :—

Changes in Rates of Wage—Industrial Groups, Australia, 1921 to 1923.

Industrial Group.	1921.			1922.			1923.		
	Changes.	Persons Affected.	Increase per week.	Changes.	Persons Affected.	Increase per week.	Changes.	Persons Affected.	Increase per week.
I. Wood, Furniture, Timber, etc.	22	11,915	2,650	17	14,824	2,028†	25	60,724	6,209
II. Engineering, Metal Works, etc.	81	58,632	17,244	90	68,344	14,390†	91	102,475	12,258
III. Food, Drink, Tobacco, etc.	105	55,555	13,658	74	34,957	5,805†	103	72,951	3,594
IV. Clothing, Hats, Boots, etc.	45	39,542	16,143	24	13,793	1,412†	10	19,593	†333
V. Books, Printing, etc.	28	12,116	4,000	32	13,533	1,722†	22	10,445	1,021
VI. Other Manufacturing	156	55,706	14,066	116	64,285	9,784†	120	82,785	9,144
VII. Building	27	24,717	10,166	29	48,003	8,060†	33	79,665	13,034
VIII. Mines, Quarries, etc.	22	6,322	2,896	27	17,716	2,330†	21	18,223	828
IX. Rail and Tram Services	67	127,690	18,573	66	86,161	15,311†	105	155,830	11,930
X. Other Land Transport	32	24,885	2,717	36	12,603	2,075†	31	28,510	237
XI. Shipping, etc.	44	37,904	17,966	23	28,432	559†	71	70,466	6,873
XII. Pastoral, etc.	10	1,815	853	14	56,292	4,136	7	24,720	9,647
XIII. Domestic, Hotels, etc.	39	17,904	4,339	28	15,663	1,283†	25	21,724	3,117
XIV. Miscellaneous	294	207,332	59,737	248	152,380	12,016†	260	236,821	26,399
All Groups *	972	732,265	185,658	824	629,116	70,562	930	900,852	104,018

* 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. † Decrease. Note.—See paragraph (v.), page 92.

During the year 1923 the combined effect of the variations in rates of wage, which include both increases and decreases, was a net increase in all the groups except Group IV. (Clothing, Hats, Boots, etc.).

(ii.) *Female Employees, 1923.*—The following table shows the number of female employees affected, classified according to the industrial groups in which the changes took place in each State during the year 1923. Similar information for the years 1913 to 1922 was published in Labour Reports Nos. 5 to 13 :—

Changes in Rates of Wage—Female Occupations in Industrial Groups, 1923.

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.	IX. Rail and Tram Services.	XI. Shipping.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	
New South Wales—												
Persons Affected	290	313	7,120	2,120	4,520	3,621	3,172	..	100	10,687	22,081	53,891
Increase per week	£ 2	25	650	*22	186	187	52	..	33	428	1,373	2,914
Victoria—												
Persons Affected	..	12	1,116	..	..	2,088	595	20	400	3,150	12,047	19,423
Increase per week	£ ..	3	140	..	..	140	*60	*5	136	953	1,723	3,032
Queensland—												
Persons Affected	..	..	100	..	..	58	..	4	..	..	2,468	2,630
Increase per week	£ ..	..	*15	..	..	10	..	1	..	..	111	114
South Australia—												
Persons Affected	150	..	325	..	..	..	..	..	..	110	1,657	2,242
Increase per week	£ 20	..	70	..	..	..	..	..	..	110	314	514
Western Australia—												
Persons Affected	..	..	..	..	..	..	73	..	..	193	344	550
Increase per week	£ ..	..	..	..	..	..	*2	..	..	10	46	54
Tasmania—												
Persons Affected	..	..	240	..	..	..	..	..	..	35	712	987
Increase per week	£ ..	..	19	..	..	..	..	..	..	7	*164	*138
Common to all States—												
Persons Affected	..	..	..	..	..	..	..	150	..	..	..	160
Increase per week	£ ..	..	..	..	..	..	..	*0	..	..	..	*0
Australia—												
Persons Affected	410	325	8,901	2,120	4,520	5,767	3,780	204	500	14,175	39,969	80,011
Increase per week	£ 22	28	870	*22	136	343	*10	*13	163	1,510	3,403	6,481

* Decrease.

7. **Changes according to Sex of Employees, 1919 to 1923.**—The next table gives particulars of changes in rates of wage for male and female workers separately for the years 1919 to 1922 :—

Changes in Rates of Wage—Male and Female Employees, 1919 to 1923.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	F.C.T.	AH States.*	AUST.
MALE EMPLOYEES AFFECTED.										
1919 ..	253,077	106,389	99,167	32,162	24,185	13,906	1,287	..	2,025	532,198
1920 ..	385,118	202,972	126,306	66,824	48,088	24,213	703	..	7,812	862,036
1921 ..	219,813	185,895	90,918	37,062	19,988	13,484	..	..	21,710	588,870
1922 ..	322,813	85,005	64,473	34,085	18,248	14,473	..	337	24,000	564,034
1923 ..	465,446	256,666	27,421	60,967	31,507	24,931	71	1,002	42,830	910,841

NET INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1919 ..	132,237	38,115	38,200	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
1923 ..	50,954	33,902	†2,290	9,270	†123	1,893	†20	298	3,654	97,538

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.	s. d.	s. d.
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
1923 ..	2 2	2 8	1 8	3 1	†0 1	1 6	†5 8	5 11	1 9	2 2

FEMALE EMPLOYEES AFFECTED.

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 ..	52,909	52,189	24,804	7,634	2,707	1,299	..	..	1,793	143,395
1922 ..	41,066	5,167	14,318	1,637	299	1,565	..	..	..	64,082
1923 ..	53,994	19,428	2,630	2,242	550	987	..	..	180	80,011

NET INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£	£
1919 ..	5,405	5,815	5,518	1,299	689	790	..	..	29	19,545
1920 ..	20,783	20,928	6,316	2,818	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
1923 ..	2,914	3,032	113	514	54	†138	..	..	†9	6,480

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

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
1923 ..	1 1	3 2	†0 10	4 7	2 0	0 3	..	..	1 0	1 8

* 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 (v.) on page 92.

8. Methods by which changes were Effected, 1923.—(i.) States.—The following table shows the methods by which changes were effected in 1923. For information for the years 1913 to 1922 see Labour Reports, Nos. 5 to 13 :—

Changes in Rates of Wage—Methods by which effected—States, 1923.

METHODS:	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 negotiation ..	5	1,036	†253	4	388	135	9	1,424	†118
By negotiation, intervention or assistance of third party ..	30	9,800	1,085	1	216	130	31	10,016	1,215
By award of court under Commonwealth Act ..	66	89,111	13,966	..	..	..	66	89,111	13,966
By agreement registered under Commonwealth Act ..	11	4,143	357	..	..	..	11	4,143	357
By award under State Act ..	418	381,458	33,949	..	..	..	418	381,458	33,949
By agreement registered under State Act ..	43	33,288	4,499	..	..	..	43	33,288	4,499
Total	573	518,836	53,003	5	604	265	573	519,440	53,868
Victoria—									
By direct negotiation ..	15	12,971	1,070	2	263	155	17	13,234	1,826
By negotiation, intervention or assistance of third party ..	31	30,586	†1,531	1	312	39	32	30,898	†1,492
By award of court under Commonwealth Act ..	104	150,229	21,905	..	..	..	104	150,229	21,905
By agreement registered under Commonwealth Act ..	39	28,841	4,509	..	..	..	39	28,841	4,509
By determination under State Act ..	54	52,802	10,127	..	..	..	54	52,802	10,127
Total	243	275,519	36,740	3	575	194	246	276,094	36,934
Queensland—									
By direct negotiation ..	..	..	..	..	..	..	..	..	..
By negotiation, intervention or assistance of third party ..	27	3,519	401	1	420	228	28	3,939	629
By award of court under Commonwealth Act ..	7	356	51	..	..	..	7	356	51
By agreement registered under Commonwealth Act ..	2	63	15	..	..	..	2	63	15
By award under State Act ..	23	25,048	†2,902	..	..	..	23	25,048	†2,902
By agreement registered under State Act ..	6	45	30	..	..	..	6	45	30
Total	64	29,631	†2,405	1	420	228	65	30,051	†2,177
South Australia—									
By direct negotiation ..	4	3,381	878	..	..	..	4	3,381	878
By negotiation, intervention or assistance of third party ..	27	2,419	289	..	..	..	27	2,419	289
By award of court under Commonwealth Act ..	53	37,073	4,924	..	..	..	53	37,073	4,924
By agreement registered under Commonwealth Act ..	16	9,259	1,296	..	..	..	15	9,259	1,296
By award or determination under State Act ..	40	10,679	2,353	..	..	..	40	10,679	2,353
By agreement registered under State Act ..	9	398	39	..	..	..	9	398	39
Total	148	63,209	9,784	..	..	..	148	63,209	9,784

Changes in Rates of Wage—Methods by which effected—States, 1923—continued.

METHODS.	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.
Western Australia—			£			£			£
By direct negotiation ..	1	488	†73	..	..	..	1	488	†73
By negotiation, intervention or assistance of third party ..	29	3,139	86	..	..	..	29	3,139	86
By award of court under Commonwealth Act ..	24	22,697	380	..	..	..	24	22,697	380
By agreement registered under Commonwealth Act ..	..	..	..	..	..	..	..	..	..
By award under State Act† ..	24	4,391	†615	..	..	..	24	4,391	†615
By agreement registered under State Act ..	12	1,342	153	..	..	..	12	1,342	153
Total	90	32,057	†69	..	..	..	90	32,057	†69
Tasmania—									
By direct negotiation ..	1	7	†4	..	..	..	1	7	†4
By negotiation, intervention or assistance of third party ..	25	885	99	..	..	..	25	885	99
By award of court under Commonwealth Act ..	50	18,289	1,567	..	..	..	50	18,289	1,567
By agreement registered under Commonwealth Act ..	14	4,668	396	..	..	..	14	4,668	396
By determination under State Act ..	10	2,069	†303	..	..	..	10	2,069	†303
Total	100	25,918	1,755	..	..	..	100	25,918	1,755
Northern Territory—									
By direct negotiation ..	1	71	20	..	..	..	1	71	20
Total	1	71	20	..	..	..	1	71	20
Federal Capital Territory—									
By negotiation, intervention or assistance of third party ..	1	1,002	298	..	..	..	1	1,002	298
All States—									
By award of court under Commonwealth Act ..	24	43,010	3,645	..	..	..	24	43,010	3,645
Total	24	43,010	3,645	..	..	..	24	43,010	3,645
Australia*—									
By direct negotiation ..	27	17,954	2,198	6	651	290	33	18,605	2,488
By negotiation, intervention or assistance of third party* ..	170	51,350	727	3	948	397	173	52,298	1,124
By award of court under Commonwealth Act* ..	328	360,765	46,438	..	..	..	328	360,765	46,438
By agreement registered under Commonwealth Act* ..	81	46,974	6,633	..	..	..	81	46,974	6,633
By award or determination under State Acts ..	569	477,137	42,614	..	..	..	569	477,137	42,614
By agreement registered under State Acts† ..	69	35,073	4,721	..	..	..	69	35,073	4,721
Total	1,244	989,253	103,331	9	1,599	687	1,253	990,852	104,018

* 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 (v.) page 92.

(ii.) *Australia, 1919 to 1923.*—The following table gives the number and effect of all changes in rates of wage in Australia for the years 1919 to 1923 :—

Changes in Rates of Wage—Methods by which Effected, Australia, 1919 to 1923.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiation.	By Negotiation, Intervention or Assistance of Third Party.	By Award of Court under Commonwealth Act.	By Agreement Registered under Commonwealth Act.	By Award or Determination under State Act.	By Agreement Registered under State Act.	TOTAL.*
1919.								
Changes	36	238	20	42	141	582	100	1,169
Workpeople affected	10,285	84,535	45,049	67,741	27,244	337,025	31,412	603,391
Increase per week £	4,373	28,937	24,233	29,584	10,617	148,632	10,660	256,443
1920.								
Changes	28	333	23	64	163	978	135	1,724
Workpeople Affected	15,193	169,973	64,691	75,048	20,733	648,083	27,565	1,027,280
Increase per week £	4,597	85,469	38,441	24,807	11,098	315,728	14,058	404,708
1921.								
Changes	4	148	18	66	55	594	87	972
Workpeople Affected	2,000	77,210	73,704	189,773	24,106	391,215	24,197	732,265
Increase per week £	565	20,711	26,286	44,360	12,299	76,814	4,719	185,055
1922.								
Changes .. .. .	..	21	36	65	53	595	54	824
Workpeople affected .. .. .	..	7,186	54,378	125,195	43,002	376,994	20,861	623,116
Increase per week £	..	1,905	8,122	112,307	14,242	158,266	12,774	170,562
1923.								
Changes .. .. .	..	33	35	109	64	569	69	939
Workpeople affected .. .. .	..	18,605	52,298	334,180	40,974	503,722	35,073	990,852
Increase per week £	..	2,488	1,124	46,438	6,633	42,614	4,721	104,018

* 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) Acts 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 91 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 subsection (v.) page 92.

The method most frequently employed was by award or determination under State Industrial Acts. Awards and agreements made and filed under the Commonwealth Conciliation and Arbitration Act caused large numbers of changes during the last four years. So far as possible, the effect of awards or agreements is 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 it is difficult to ascertain promptly particulars as to the number of workpeople affected and the effect of the change.