

CHAPTER II.—EMPLOYERS' ASSOCIATIONS.

1. **General.**—Recent investigations show that the spirit of association is no less manifest in the case of employers than in the case of workers. Associations for trade purposes merely are not included in the present chapter, which deals with those associations only whose members are united for their own protection, and for representation in cases before Arbitration Courts, Wages Boards and other wage-fixing tribunals. Associations of employers and employees are recognized under the Commonwealth Conciliation and Arbitration Act as well as under several State Acts, and organizations of these bodies may be registered.

2. **Employers' Associations in each State.**—The following table gives particulars of the number of employers' associations in each State at the end of the years 1922 and 1923:—

Employers' Associations—States, 1922 and 1923.

State.	Number of Associations.		Number of Branches.		Membership.	
	1922.	1923.	1922.	1923.	1922.	1923.
New South Wales	115	137	135	102	18,187	27,027
Victoria	167	132	71	49	18,963	19,813
Queensland	60	85	39	54	7,648	12,918
South Australia	46	48	2,888	5,101
Western Australia	62	54	12	12	1,713	2,477
Tasmania	17	24	5	8	2,307	2,751
Total	467	480	262	225	51,706	70,087

The increase in 1923 in the number and membership of associations is partly explained by the inclusion of certain associations which were not included in 1922 although they were in existence in that year. The year 1922 was the first for which information was collected and it was found impossible to secure complete returns.

3. **Employers' Associations in Industrial Groups.**—The figures in the table hereunder refer to Australia at the end of the years 1922 and 1923.

Employers' Associations—Industrial Groups—Australia, 1922 and 1923.

Class.	Number of Associations.		Number of Branches.		Membership.	
	1922.	1923.	1922.	1923.	1922.	1923.
I. (Wood, Furniture, etc.) ..	28	22	..	2	1,081	1,183
II. (Engineering, etc.) ..	28	17	..	18	2,245	2,889
III. (Food, Drink, etc.) ..	95	102	55	29	13,885	13,583
IV. (Clothing, Hats, etc.) ..	30	21	11	6	2,596	5,278
V. (Books, Printing, etc.) ..	28	36	..	4	2,536	3,653
VI. (Other Manufacturing) ..	55	48	1	..	2,039	2,004
VII. (Building)	24	30	14	9	1,784	2,175
VIII. (Mining, Quarrying, etc.) ..	26	18	2	1	322	372
X. (Other Land Transport) ..	11	14	22	..	1,717	2,356
XI. (Shipping, etc.)	13	17	2	2	165	300
XII. (Pastoral, Agricultural, etc.) ..	31	25	153	151	15,364	18,053
XIII. (Domestic, Hotels, etc.) ..	19	22	..	3	1,843	3,994
XIV. (Miscellaneous)	79	118	2	..	6,120	13,044
Total	467	480	262	225	51,706	70,087

The female membership of these associations was 1,546 for 1922 and 936 for 1923.

The organization of employers is relatively strongest in the pastoral and agricultural industries and in the manufacture and distribution of articles of food and drink. In the former case there has been considerable growth in organization among small farmers, and in the latter the number of small shops purveying foodstuffs of which the proprietors are members of grocers', butchers', and other similar associations accounts for the large membership.

4. **Employers' Associations in Membership Groups.**—The following table gives information in membership groups for Australia for the years 1922 and 1923.

Employers' Associations—Membership Groups—Australia, 1922 and 1923.

Membership Groups.	1000 and over.	500 and under 1000.	300 and under 500.	200 and under 300.	100 and under 200.	50 and under 100.	Under 50.	Total.
1922	10	11	11	21	38	69	307	467
1923	14	18	21	10	46	71	294	480
MEMBERSHIP.								
1922	19,514	7,221	3,970	5,230	5,745	4,591	5,435	51,706
1923	25,982	13,732	8,044	4,784	6,965	4,931	5,649	70,987
PERCENTAGE ON TOTAL MEMBERSHIP.								
1922	38	14	8	10	11	9	10	100
1923	37	20	11	7	10	7	8	100

5. **Federations of Employers' Associations.**—In addition to the associations in various industries, there are Central Associations in each State, to which many of these separate organizations are affiliated. Examples of this kind of association are provided in the Chamber of Manufactures, Chamber of Commerce, and Employers' Federation in each State. Further, these State Associations are, in some cases, organized on a Federal basis, e.g., there is an Associated Chamber of Manufactures, an Associated Chamber of Commerce, and a Central Employers' Association, to which State branches are affiliated.

The affiliation of these associations is, however, of a very loose nature when compared with that of the Federated Trade Unions. Whereas in the latter case the Central Body has complete control of its State Branches, in the case of the Employers' Associations each State Body enjoys complete independence, the Central Body acting in a more or less advisory capacity only.

The following table gives particulars, so far as can be ascertained, of inter-State or federated associations having branches in two or more States in 1923 :—

Inter-State or Federated Employers' Associations, 1923.

PARTICULARS.	ASSOCIATIONS OPERATING IN—					TOTAL.
	2 States.	3 States.	4 States.	5 States.	6 States.	
No. of Associations	4	4	4	5	12	29
No. of Members	679	2,028	465	16,521	26,832	46,525