

## SECTION X.—CHANGES IN RATES OF WAGES.

1. **General.**—The collection of information regarding changes in rates of wages throughout the Commonwealth dates from the 1st January, 1913, and the statistical results for the first complete year (1913) were published in Labour Report No. 5, pp. 62-70. The annual figures for the year 1914 have not been published, but are included in this Section, together with complete figures for the year 1915. Details relating to all changes in rates of wages recorded for each quarter of these years were, however, published in Labour Bulletins Nos. 5 to 12 respectively.

(i.) *Definition of a Change in Rate of Wage.*—For the purpose of these statistics a change in rate of wage is defined as 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 changes are excluded, such, for example, as (a) changes in rates of pay due to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which higher paid classes of workers bear to lower paid classes. Each single change recorded relates to a change in the rates of wages effected in a specific industry or calling, and includes any and all changes to workers in that industry, irrespective of the different number of separate occupations or trades affected. Further, it should be observed that in some instances 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 a number of separate instruments, all of which have not necessarily 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 a multiplicity of changes affecting only a small number of workers in each instance. Particularly is this significant with respect to the large number of industrial agreements filed under the Commonwealth Conciliation and Arbitration Act by the Federated Enginedrivers' and Firemen's Association. In these instances each batch of industrial agreements as filed have been taken as representing a single change in the rates of wages to members of that craft.

(ii.) *Sources of Information.*—Primary information merely as to the fact that a change in rate of wage has occurred is obtained through the following channels:—(a) The Industrial Registrar 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 wages; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iii.) *Collection of Particulars concerning Changes.*—On the occurrence of a change in rate of wage, forms\* (prescribed under the Census and Statistics Act 1905) are issued to employers' associations (if any) and also to the secretaries of the trade unions, the members of which are affected by the change. In certain cases forms are also issued, if necessary, to individual employers. The particulars which have to be inserted in these forms furnish information regarding the occupations of the workers affected, the number of workers in each occupation, the rates of wages paid before and after the change, the locality affected, and the date on which the change took effect. Information must also be furnished regarding employers and employers' associations concerned, if any, and the method by which the change was effected.

When the forms are returned from the various persons who are required to fill them in, the returns 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 unsatisfactory further inquiries are made, and the figures checked by reference to Census results, industrial statistics, factory reports, etc.

(iv.) *Summary of Particulars Tabulated.*—The particulars thus obtained are summarised under the following headings:—(a) Number of workpeople affected; (b) the total net amount of increase in the weekly wage distribution; (c) the consequential average increase per week to each of the workpeople affected; (d) the method by which the change was brought about; and (e) if effected with or without a stoppage of work.† As regards the number of persons affected, the particulars summarised refer to the total number of persons ordinarily engaged in the specific industry or calling. As to the total net amount of increase in wages this is computed for a full week's work for all persons ordinarily engaged in the specific industry or calling, and includes particulars of any decreases effected. In cases of changes in the minimum rates 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 the minimum rates of wages before and after the change.

It should be clearly understood that the computations (amount of increase per week) do not relate to the increase each week, but only to the increase 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 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

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\* Since these forms are issued under the authority of the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.

† In each of the quarterly Bulletins since the beginning of the year 1915 a summary is included, giving the following particulars with respect to each change in rate of wage:—(a) Locality, industry and occupations affected; (b) date from which change took effect; (c) approximate number of workpeople affected (male and female separately); (d) method by which change brought about; and (e) brief information as to the extent of the change.

is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year, and in many branches from season to season also, 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.

Further, it may be pointed out that the aggregate of the particulars given in the Labour Bulletins relating to each of the four quarters of any year, will not necessarily agree with those given in the annual figures published for that particular year. This is due to the inclusion, as far as possible, in the annual figures of particulars of all changes effected within the year. In some instances the advice of a change is not received in time to allow the full particulars relating thereto being collected and included in the Labour Bulletin for the last quarter of the year. These particulars are subsequently included in the annual tabulations.

**2. Numbers and Effect of Changes in each State for 1913, 1914 and 1915.**—The following table gives particulars relating to all changes in rates of wages, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act 1904-15 are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, set out, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

**Changes in Rates of Wages—Number and Effect of Changes in each State and Territory, 1913, 1914 and 1915.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'with.
No. of Changes ... {								
1913	149	81	41	26	20	12	..	329
1914	185	69	50	18	42	19	..	384*
1915	169	87	60	31	25	24	3	401†
No. of Persons Affected ... {								
1913	89,818	49,254	16,645	4,574	3,036	3,005	..	166,132
1914	56,469	29,876	20,198	5,624	3,399	4,262	..	125,218*
1915	109,260	39,087	22,864	10,206	2,661	3,147	185	197,410†
Total Net Amount of Increase per week {								
1913	£21,789	£9,880	£3,702	£1,279	£423	£635	..	£37,713
1914	£13,558	£6,638	£5,128	£1,941	£2,423	£804	..	£30,688*
1915	£29,525	£8,078	£8,398	£3,539	£562	£778	£87	£51,905†
Average Increase per Head per week. {								
1913	4s. 10d.	4s. 0d.	4s. 5d.	5s. 7d.	2s. 10d.	4s. 3d.	..	4s. 6d.
1914	4s. 10d.	4s. 6d.	5s. 1d.	6s. 11d.	5s. 9d.	3s. 9d.	..	4s. 11d.*
1915	5s. 5d.	4s. 2d.	6s. 7d.	6s. 11d.	4s. 3d.	4s. 11d.	9s. 5d.	5s. 3d.†

\* Including one change brought about by agreement made pursuant to Section 24 of the Commonwealth Conciliation and Arbitration Act: the particulars relating to which in respect to the numbers of workpeople who were affected and the net amount of increase per week in each State were not ascertainable.

† Including two changes (common to all States), which resulted in an increase in wages of £2938 per week to 10,000 workpeople. The particulars relating to the numbers of workpeople who were affected and the net amount of increase per week in each State were not ascertainable.

In point of number of changes in each State, New South Wales has been first, Victoria second, and Queensland third, in each of the years specified. Some little variation has occurred in the position of the remaining States. The relative position of the States in point of the

numbers of workers affected in each year is, of course, largely, due to the magnitude of the different industries and callings in which changes took place. It will be seen that the effect of the total number of changes in rates of wages was wider in its incidence in 1913 and 1915 than in the year 1914. The average number of workers per change who received an increase in their individual rate of wage during the first two mentioned years ranged about 500, whereas in 1914 the average number was about 320.

Included in the particulars contained in the foregoing table are those relating to five decreases during the year 1914, and seven during the year 1915. The States in which these decreases were recorded were in 1914, New South Wales three, Victoria one, and Tasmania one, affecting 272 persons in all, and a decrease of £59 per week, and in 1915 New South Wales two, Tasmania two, and in Victoria, South Australia, and Western Australia one each, affecting in all 494 workers to the extent of a decrease of £81 per week.

**3. Number and Effect of Changes in Rates of Wages in each State Classified according to Industrial Groups, 1913, 1914, and 1915.**—In the table on pages 88 to 91, particulars are given as to the number and effect of changes in rates of wage in 1913, 1914, and 1915, respectively, in each

**Changes in Rates of Wages, Number and Effect of Changes in each**

Particulars.	INDUSTRIAL GROUP.							
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.
1913.								
<b>New South Wales—</b>								
Number of Changes ..	4	11	22	5	7	28	11	6
Number of Persons affected ..	2,408	2,758	6,164	6,050	2,107	12,392	10,888	2,500
Amount of Increase per week £	572	818	1,931	1,150	384	2,696	3,415	545
<b>Victoria—</b>								
Number of Changes ..	4	8	15	7	3	16	4	2
Number of Persons affected ..	3,737	3,304	7,020	3,607	2,435	2,987	6,485	634
Amount of Increase per week £	675	504	1,433	546	721	568	1,768	288
<b>Queensland—</b>								
Number of Changes ..	2	2	6	1	..	5	5	3
Number of Persons affected ..	1,830	235	3,817	800	..	1,133	1,840	813
Amount of Increase per week £	322	88	832	105	..	75	509	198
<b>South Australia—</b>								
Number of Changes ..	..	2	2	2	..	5	1	..
Number of Persons affected ..	..	139	310	1,270	..	384	24	..
Amount of Increase per week £	..	48	45	261	..	79	4	..
<b>Western Australia—</b>								
Number of Changes ..	..	1	2	..	..	3	..	6
Number of Persons affected ..	..	112	97	..	..	194	..	2,165
Amount of Increase per week £	..	43	10	..	..	45	..	179
<b>Tasmania—</b>								
Number of Changes ..	..	1	1	..	1	1	..	..
Number of Persons affected ..	..	46	30	..	60	40	..	..
Amount of Increase per week £	..	16	4	..	21	17	..	..
<b>Commonwealth—</b>								
Number of Changes ..	10	20	45	15	11	55	21	17
Number of Persons affected ..	7,975	6,594	17,428	11,727	4,602	17,110	19,237	6,112
Amount of Increase per week £	1,569	1,607	4,255	2,062	1,126	3,480	5,696	1,210

State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wages, industrial disputes, etc.\*

It should be observed that industrial awards and agreements filed under the provisions of the Commonwealth Arbitration and Conciliation 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 Commonwealth, 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 the Commonwealth 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 totals given for the Commonwealth. On the other hand an award affecting the Inter-State Marine Merchant Service (Seamen, Stewards, and Pantry-men, etc.), where the persons affected are not working solely in any one State, the award is not recorded as a change operating in each State, but is added to the number of changes for all States.

\* See page 6 ante.

### State and Territory classified according to Industrial Groups, 1913-15.

INDUSTRIAL GROUP.							Particulars.
I. N. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellane- ous.	COMMONWEALTH.	
1913.							
7	5	12	1	5	25	149	<b>New South Wales—</b>
7,547	4,610	913	400	2,791	28,100	89,613	Number of Changes
1,350	1,593	364	210	957	5,604	21,789	Number of Persons affected
							Amount of Increase per week
4	2	..	1	1	14	81	<b>Victoria—</b>
12,139	720	..	20	700	5,466	49,254	Number of Changes
1,578	248	..	6	300	1,155	9,880	Number of Persons affected
							Amount of Increase per week
2	4	2	..	1	8	41	<b>Queensland—</b>
247	1,965	60	..	40	3,865	16,645	Number of Changes
74	472	23	..	10	994	3,702	Number of Persons affected
							Amount of Increase per week
..	1	4	..	1	8	26	<b>South Australia—</b>
..	40	730	..	950	697	4,674	Number of Changes
..	11	132	..	485	214	1,279	Number of Persons affected
							Amount of Increase per week
3	..	1	..	..	4	20	<b>Western Australia—</b>
113	..	86	..	..	269	3,036	Number of Changes
17	..	24	..	..	110	428	Number of Persons affected
							Amount of Increase per week
..	..	..	1	1	6	12	<b>Tasmania—</b>
..	..	..	408	2,000	421	3,005	Number of Changes
..	..	..	220	170	187	635	Number of Persons affected
							Amount of Increase per week
16	12	19	3	9	59	312	<b>Commonwealth—</b>
20,046	7,335	1,830	823	6,481	38,813	166,132	Number of Changes
3,219	2,324	543	436	1,922	8,264	37,713	Number of Persons affected
							Amount of Increase per week

## Changes in Rates of Wages, Number and Effect of Changes in each

Particulars.	INDUSTRIAL GROUP.							
	I. Wood, Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.
1914								
<b>New South Wales—</b>								
Number of Changes .. ..	4	12	25	6	7	24	6	17
Number of Persons affected ..	4,416	5,838	6,900	9,510	738	5,013	2,890	5,604
Amount of Increase per week £	1,192	1,103	1,367	1,677	128	1,174	1,016	1,126
<b>Victoria—</b>								
Number of Changes .. ..	2	6	17	3	5	15	1	1
Number of Persons affected ..	1,000	1,470	9,115	4,720	1,093	3,650	1,050	10
Amount of Increase per week £	172	251	2,168	645	224	833	228	2†
<b>Queensland—</b>								
Number of Changes .. ..	3	7	10	1	2	4	12	2
Number of Persons affected ..	640	1,531	4,867	740	713	392	2,680	1,855
Amount of Increase per week £	189	317	1,041	139	134	123	735	492
<b>South Australia—</b>								
Number of Changes .. ..	1	..	2	..	..	..	2	..
Number of Persons affected ..	216	..	1,020	..	..	..	1,100	..
Amount of Increase per week £	36	..	185	..	..	..	355	..
<b>Western Australia—</b>								
Number of Changes .. ..	3	7	3	..	1	1	1	3
Number of Persons affected ..	2,690	486	50	..	14	6	30	152
Amount of Increase per week £	737	112	11	..	6	1	9	21
<b>Tasmania—</b>								
Number of Changes .. ..	1	3	3	..	2	..	2	2
Number of Persons affected ..	1,800	257	740	..	123	..	330	155
Amount of Increase per week £	140	46	186	..	31	..	128	34
<b>Commonwealth—</b>								
Number of Changes .. ..	14	30	58	10	17	41	19	25
Number of Persons affected ..	10,762	9,582	22,692	14,970	2,686	9,061	8,380	7,776
Amount of Increase per week £	2,516	1,834	4,958	2,461	523	2,181	2,471	1,581
1915.								
<b>New South Wales—</b>								
Number of Changes .. ..	4	23	22	2	4	31	2	25
Number of Persons affected ..	675	20,126	10,102	280	1,462	7,103	3,081	13,440
Amount of Increase per week £	235	5,286	2,457	110	460	1,313	585	3,230
<b>Victoria—</b>								
Number of Changes .. ..	6	14	9	2	3	20	2	2
Number of Persons affected ..	1,612	8,692	3,157	78	262	6,463	2,877	908
Amount of Increase per week £	465	2,081	523	23	79	1,212	278	277
<b>Queensland—</b>								
Number of Changes .. ..	6	10	9	..	..	7	5	3
Number of Persons affected ..	2,500	3,341	3,027	..	..	788	430	1,753
Amount of Increase per week £	362	1,421	763	..	..	161	205	831
<b>South Australia—</b>								
Number of Changes .. ..	2	1	6	1	..	5	1	2
Number of Persons affected ..	125	100	490	480	..	804	26	3,271
Amount of Increase per week £	69	90	126	151	..	186	3	1,052
<b>Western Australia—</b>								
Number of Changes .. ..	..	2	3	1	..	3	2	1
Number of Persons affected ..	..	40	329	100	..	173	102	50
Amount of Increase per week £	..	11	79	30	..	35	24	22
<b>Tasmania—</b>								
Number of Changes .. ..	..	..	4	1	..	1	..	6
Number of Persons affected ..	..	..	1,109	85	..	120	..	503
Amount of Increase per week £	..	..	256	25	..	14	..	95
<b>Northern Territory—</b>								
Number of Changes .. ..	..	1	..	..	..	..	1	..
Number of Persons affected ..	..	23	..	..	..	..	150	..
Amount of Increase per week £	..	6	..	..	..	..	78	..
<b>Commonwealth—</b>								
Number of Changes .. ..	18	51	48	7	7	61	13	37
Number of Persons affected ..	4,912	32,322	18,214	1,023	1,724	15,451	6,616	19,025
Amount of Increase per week £	1,131	8,635	4,204	339	539	2,021	1,173	5,507

\* Particulars of resulting increase not ascertainable. † Decrease. § Decreases exceeded Agreement under the Commonwealth Arbitration Act, the particulars of which, in respect to the

## State and Territory, classified according to Industrial Groups, 1913-15—cont.

INDUSTRIAL GROUP.							Particulars.
I.X. Rail and Tramway Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	COMMONWEALTH.	
1914.							
6 3,649 1,014	7 2,010 410	15 6,163 2,269	1 110 72	2 639 77	54 2,980 928	185 56,469 13,558	<b>New South Wales—</b> Number of Changes Number of Persons affected Amount of Increase per week
..	1 60 14	2 3,020 1,209	1 480 48	..	15 4,208 848	69 29,876 6,688	<b>Victoria—</b> Number of Changes Number of Persons affected Amount of Increase per week
1 300 90	1 1,600 240	1 2,930 1,265	..	..	6 1,045 453	50 20,198 5,128	<b>Queensland—</b> Number of Changes Number of Persons affected Amount of Increase per week
3 110 21	..	7 2,750 1,329	..	..	3 128 15	18 5,624 1,941	<b>South Australia—</b> Number of Changes Number of Persons affected Amount of Increase per week
5 1,254 209	1 350 52	4 955 478	..	2 300 111	11 2,112 626	42 8,399 2,423	<b>Western Australia—</b> Number of Changes Number of Persons affected Amount of Increase per week
..	..	1 550 240	..	..	5 307 — 15	19 4,262 804	<b>Tasmania—</b> Number of Changes Number of Persons affected Amount of Increase per week
15 5,313 1,384	10 4,020 716	26† 16,758 6,933	2 590 120	4 939 188	94 11,689 2,869	365† 125,218 30,685	<b>Commonwealth—</b> Number of Changes Number of Persons affected Amount of Increase per week
1915.							
6 14,128 2,181	8 3,288 1,620	13 2,347 424	..	4 4,500 1,012	25 23,638 10,612	169 109,260 29,525	<b>New South Wales—</b> Number of Changes Number of Persons affected Amount of Increase per week
3 6,870 1,134	2 605 81	2 401 150	1 1,500 600	..	21 5,662 1,175	87 39,087 8,078	<b>Victoria—</b> Number of Changes Number of Persons affected Amount of Increase per week
3 3,985 991	2 770 176	2 220 66	1 150 *	1 12 2	11 5,888 1,420	60 22,864 6,398	<b>Queensland—</b> Number of Changes Number of Persons affected Amount of Increase per week
3 915 135	1 75 22	..	1 600 240	2 151 17	6 3,169 1,508	31 10,206 3,539	<b>South Australia—</b> Number of Changes Number of Persons affected Amount of Increase per week
2 1,082 140	..	1 36 27	1 50 12	3 250 63	6 449 119	25 2,661 562	<b>Western Australia—</b> Number of Changes Number of Persons affected Amount of Increase per week
2 148 45	2 730 183	1 150 97	..	1 8 1	6 294 62	24 3,147 778	<b>Tasmania—</b> Number of Changes Number of Persons affected Amount of Increase per week
1 12 3	..	..	..	..	..	3 185 87	<b>Northern Territory—</b> Number of Changes Number of Persons affected Amount of Increase per week
19 27,140 4,622	15 5,468 2,082	21† 13,154 3,702	3 2,300 852	11 5,011 1,095	54 44,150 14,896	365† 197,410 51,905	<b>Commonwealth—</b> Number of Changes Number of Persons affected Amount of Increase per week

increases. † Including one or more changes effected either by an Award or an Industrial numbers affected in each State, are not ascertainable.

4. **Changes in Rates of Wages in Female Occupations. Number and Effect of Changes in each State, 1913-1915.**—Included in the changes in rates of wages recorded in the tables on pages 88 to 91, are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of female workers affected, etc., are set out hereunder.

(i.) *Changes in Rates of Wages according to States.*—In the following table particulars are given of the effect of changes in rates of wage to female workers, as recorded for each State during the years 1913 to 1915 inclusive.

**Changes in Rates of Wages.—Female Occupations.—Effect of Changes in each State, 1913-1915.**

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	C'WLTH.
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**NUMBER OF PERSONS AFFECTED.**

1913 .. ..	6,148	4,562	550	958	..	1,480	13,698
1914 .. ..	7,096	4,232	570	..	783	30	13,311
1915 .. ..	11,588	3,065	1,033	399	73	360	16,518

**NET AMOUNT OF INCREASE PER WEEK.**

	£	£	£	£	£	£	£
1913 .. ..	1,107	563	55	152	..	123	2,000
1914 .. ..	1,400	542	73	..	266	7	2,288
1915 .. ..	2,550	506	148	108	17	48	3,377

**AVERAGE INCREASE PER HEAD PER WEEK.**

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913 .. ..	3 7	2 6	2 0	3 2	..	1 8	2 11
1914 .. ..	3 8	2 7	2 7	..	6 9	4 8	3 5
1915 .. ..	4 5	3 4	2 10	5 5	4 8	2 8	4 1

It will be seen that during the past three years the greatest movement in any State in wages in female occupations has taken place in New South Wales. In view of the chief industries (Millinery, Dressmaking, Shirtmaking, and Whitework) in which females are employed, not being subject to any award of an industrial board, in this State, the results are notable.

(ii.) *Changes in Rates of Wages in Female Occupations according to Industrial Groups.*—The particulars set out in the immediately preceding table are further analysed and classified according to the industrial groups in which the changes took place in each State. It should



be observed that with respect to the figures for the year 1915 for Victoria and South Australia, particulars as to a change in the rate of wage for fruit harvesters is included in the totals set out under Group XIV. (Miscellaneous).

**Changes in Rates of Wages.—Female Occupations in each State classified according to Industrial Groups, 1913-1915.**

PARTICULARS.	INDUSTRIAL GROUP.						
	III. Food, Drink, etc.	IV. Clothing Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- factur- ing.	XIII. Domestic Hotels, etc.	XIV. Miscel- laneous.	All Groups.
1913.							
<b>New South Wales—</b>							
Number of Persons affected	20	4,100	555	400	623	450	6,148
Amount of Increase per week £	6	675	70	49	183	124	1,107
<b>Victoria—</b>							
Number of Persons affected	1,080	1,792	..	340	..	1,350	4,562
Amount of Increase per week £	127	277	..	39	..	120	563
<b>Queensland—</b>							
Number of Persons affected	..	550	..	..	..	..	550
Amount of Increase per week £	..	55	..	..	..	..	55
<b>South Australia—</b>							
Number of Persons affected	..	360	..	8	590	..	958
Amount of Increase per week £	..	45	..	2	105	..	152
<b>Tasmania—</b>							
Number of Persons affected	..	..	..	..	1,480	..	1,480
Amount of Increase per week £	..	..	..	..	123	..	123
<b>Commonwealth—</b>							
Number of Persons affected	1,100	6,802	555	748	2,693	1,800	13,698
Amount of Increase per week £	133	1,052	70	90	411	244	2,000

1914.

<b>New South Wales.</b>							
Number of Persons affected	719	6,800	..	83	33	61	7,696
Amount of Increase per week £	100	1,261	..	20	7	12	1,400
<b>Victoria—</b>							
Number of Persons affected	1,270	1,800	820	112	..	230	4,232
Amount of Increase per week £	184	152	161	20	..	25	542
<b>Queensland—</b>							
Number of Persons affected—	120	300	150	..	..	..	570
Amount of Increase per week £	12	49	12	..	..	..	73
<b>Western Australia—</b>							
Number of Persons affected	..	..	..	..	230	553	783
Amount of Increase per week £	..	..	..	..	90	176	266
<b>Tasmania—</b>							
Number of Persons affected	80	..	..	..	..	..	80
Amount of Increase per week £	7	..	..	..	..	..	7
<b>Commonwealth—</b>							
Number of Persons affected	2,139	8,900	970	195	263	844	13,311
Amount of Increase per week £	303	1,462	173	40	97	213	2,238

**Changes in Rates of Wages.—Female Occupations in each State classified according to Industrial Groups, 1913-1915—continued.**

PARTICULARS.	INDUSTRIAL GROUP.						
	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- factur- ing.	XIII. Domestic Hotels, etc.	XIV. Miscel- laneous.	All Groups.
1915.							
<b>New South Wales—</b>							
Number of Persons affected	992	..	48	120	3,659	6,760	11,588
Amount of Increase per week £	136	..	8	7	833	1,566	2,560
<b>Victoria—</b>							
Number of Persons affected	940	..	90	1,643	..	*392	3,065
Amount of Increase per week £	83	..	18	271	..	134	506
<b>Queensland—</b>							
Number of Persons affected	30	..	..	20	8	975	1,033
Amount of Increase per week £	7	..	..	3	1	137	148
<b>South Australia—</b>							
Number of Persons affected	..	150	..	..	145	104†	399
Amount of Increase per week £	..	52	..	..	15	41	108
<b>Western Australia—</b>							
Number of Persons affected	..	..	..	..	67	6	73
Amount of Increase per week £	..	..	..	..	16	1	17
<b>Tasmania—</b>							
Number of Persons affected	329	23	..	..	8	..	360
Amount of Increase per week £	41	6	..	..	1	..	48
<b>Commonwealth—</b>							
Number of Persons affected	2,291	173	138	1,783	3,887	8,246	16,518
Amount of Increase per week £	287	58	26	281	866	1, 79	3,377

\* Including 300 workers in Group XII. (Fruit Harvesters). Amount of weekly increase, £120.

† Including 100 workers in Group XII. (Fruit Harvesters). Amount of weekly increase, £40.

**5. Changes in Rates of Wages classified according to Methods by which Effected, 1913-1915.**—The particulars contained in the foregoing tables in this Section are herein classified for each State and for the Commonwealth according to the methods by which the changes in rates of wages were arranged.\* In the first of these classifications the aggregate figures for the Commonwealth are given for each of the years 1913, 1914, and 1915, irrespective of whether the change was effected "without a stoppage of work" or "after a stoppage of work." In the subsequent tables these characteristics are applied, and separate details are given in respect to each State and the Commonwealth, for each of the three years specified.

It should be observed that the particulars given for each State include the number and effect of each change recorded for each separate State, whereas the aggregate particulars for the Commonwealth are based on the number of changes effected according to the industrial group

\* The methods whereby changes in rates of wages are effected, have been classified by this Bureau under the seven headings specified in the following table. In some instances more than one method is adopted as a means to effect the attained result. In those instances the method actually in operation at the time the change is determined is taken for the purpose of classification.

tables given on pages 88 to 91. The result is due to the inclusion of changes effected by awards or industrial agreements under the Commonwealth Conciliation and Arbitration Act, in the total only, irrespective of the number of States to which such changes may apply.

Provision is not included in the existing industrial statutes in Victoria and Tasmania for the registration of industrial agreements.

(i.) *Changes in Rates of Wages and Methods by which effected, Commonwealth, 1913-1915.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wages brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods.

**Changes in Rates of Wages classified according to Methods by which Effected, Commonwealth, 1913-1915.**

Methods by which Changes were Effected.	Number of Changes.			Number of Work-people Affected.			Total Net Amount of Increase per wk.		
	1913	1914	1915	1913	1914	1915	1913	1914	1915
By voluntary action of employers	2	12	21	12,011	3,042	17,727	£ 1,543	£ 478	£ 3,041
By direct negotiations	30	57	63	4,336	8,357	11,593	1,120	2,503	2,872
By negotiations, intervention or assistance of third party	4	1	20	101	60	2,537	20	18	593
By award of Court under Commonwealth Act	3	5	0	4,487	21,412	16,286	1,679	7,451	4,317
By agreement registered under Commonwealth Act	24	31	14	3,387	3,180	11,620	831	953	3,080
By award or determination under State Act	213	197	202	136,702	87,131	128,531	31,328	18,719	34,290
By agreement registered under State Act	36	62	36	5,108	2,030	8,966	1,192	563	2,812
<b>Total*</b>	<b>312</b>	<b>365</b>	<b>365</b>	<b>166,132</b>	<b>125,218</b>	<b>197,410</b>	<b>37,713</b>	<b>30,685</b>	<b>51,905</b>

\* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act is counted as one Change only, although such Award or Agreement may be operative in more than one State. See also remarks on page 87 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.

Of the results as set out in the above table, the most notable is the increase in the number of changes in rates of wages which were granted voluntarily by employers or brought about by direct negotiations between representatives of employers and employees, with or without the assistance of any third party.

(ii.) *Changes in Rates of Wages and Methods by which Effected in each State and Territory, 1914 and 1915.*—The following tables set out particulars of the results of all changes in rates of wages which were recorded for the years 1914 and 1915 respectively, 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, and include those involving any decrease in rates of wages.

\* For comparative information for the year 1913, see Labour Report, No. 5, pp. 68 and 69.

## Changes in Rates of Wages. Methods by which effected, 1914.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
<b>New South Wales—</b>									
By voluntary action of employers	2	387	65	..	..	..	2	387	65
By direct negotiations	10	1,791	520	7	275	43	17	2,066	563
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	5	8,670	3,005	..	..	..	5	8,670	3,005
By agreement registered under Commonwealth Act	19	673	168	..	..	..	19	673	168
By award under State Act	100	42,280	9,105	2	950	240	102	43,230	9,345
By agreement registered under State Act	40	1,443	412	..	..	..	40	1,443	412
<b>TOTAL</b>	<b>176</b>	<b>55,244</b>	<b>13,275</b>	<b>9</b>	<b>1,225</b>	<b>283</b>	<b>185</b>	<b>56,469</b>	<b>13,558</b>
<b>Victoria—</b>									
By voluntary action of employers	6	2,373	423	1	10	12	7	2,383	421
By direct negotiations	5	1,121	238	8	876	275	13	1,997	513
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	5	5,720	1,795	..	..	..	5	5,720	1,795
By agreement registered under Commonwealth Act	6	976	186	..	..	..	6	976	186
By determination under State Act	38	18,800	3,774	..	..	..	38	18,800	3,773
<b>TOTAL</b>	<b>60</b>	<b>29,990</b>	<b>6,415</b>	<b>9</b>	<b>886</b>	<b>273</b>	<b>69</b>	<b>29,876</b>	<b>6,698</b>
<b>Queensland—</b>									
By voluntary action of employers	..	..	..	..	..	..	..	..	..
By direct negotiations	3	522	157	4	100	34	7	622	191
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	4	4,076	1,559	..	..	..	4	4,076	1,559
By agreement registered under Commonwealth Act	..	..	..	..	..	..	..	..	..
By award under State Act	38	15,310	3,343	1	190	30	39	15,500	3,373
By agreement registered under State Act	..	..	..	..	..	..	..	..	..
<b>TOTAL</b>	<b>45</b>	<b>19,008</b>	<b>5,004</b>	<b>5</b>	<b>290</b>	<b>64</b>	<b>50</b>	<b>20,198</b>	<b>5,123</b>
<b>South Australia—</b>									
By voluntary action of employers	..	..	..	..	..	..	..	..	..
By direct negotiations	3	1,901	904	4	140	30	7	2,041	934
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	3	1,616	626	..	..	..	3	1,616	626
By agreement registered under Commonwealth Act	2	327	46	..	..	..	2	327	46
By award or determination under State Act	2	1,600	320	..	..	..	2	1,600	320
By agreement registered under State Act	4	40	15	..	..	..	4	40	15
<b>TOTAL</b>	<b>14</b>	<b>5,484</b>	<b>1,911</b>	<b>4</b>	<b>140</b>	<b>30</b>	<b>13</b>	<b>5,624</b>	<b>1,941</b>
<b>Western Australia—</b>									
By voluntary action of employers	..	..	..	..	..	..	..	..	..
By direct negotiations	5	1,118	175	3	230	60	8	1,348	235
By negotiations, intervention or assistance of third party	..	..	..	1	60	18	1	60	18
By award of court under Commonwealth Act	2	508	155	..	..	..	2	508	155
By registered agreement under Commonwealth Act	4	744	390	..	..	..	4	744	390
By award under State Act	9	5,186	1,439	..	..	..	9	5,186	1,439
By agreement registered under State Act	18	553	136	..	..	..	18	553	136
<b>TOTAL</b>	<b>38</b>	<b>8,109</b>	<b>2,345</b>	<b>4</b>	<b>290</b>	<b>78</b>	<b>42</b>	<b>8,399</b>	<b>2,423</b>

## Changes in Rates of Wages. Methods by which effected, 1914.—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
<b>Tasmania—</b>			£			£			£
By voluntary action of employers	3	272	18				3	272	18
By direct negotiations	3	160	30	2	123	31	5	233	67
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	3	822	311	..	..	..	3	822	311
By agreement registered under Commonwealth Act	1	70	20	..	..	..	1	70	20
By determination under State Act	7	2,815	414	..	..	..	7	2,815	414
<b>TOTAL</b>	17	4,139	773	2	123	31	19	4,262	804
<b>Commonwealth*—</b>									
By voluntary action of employers	11	3,032	430	1	10	12	12	3,042	478
By direct negotiations	29	6,013	2,030	28	1,744	473	57	8,367	2,503
By negotiations, intervention or assistance of third party	..	..	..	1	60	18	1	60	18
By award of court under Commonwealth Act	5	21,412	7,451	..	..	..	5	21,412	7,451
By agreement registered under Commonwealth Act	31	3,180	953	..	..	..	31	3,180	953
By award or determination under State Acts	194	85,991	18,449	3	1,140	270	197	87,131	18,719
By agreement registered under State Acts	62	2,036	563	..	..	..	62	2,036	563
<b>TOTAL</b>	1332	122,204	29,926	33	2,954	759	1365	125,218	30,685

## Changes in Rates of Wages—Methods by which Effected, 1915.

		£		£		£
<b>New South Wales—</b>						
By voluntary action of employers	3	3,318	992	..	3	3,318
By direct negotiations	9	914	156	13	671	169
By negotiations, intervention or assistance of third party	2	113	27	6	806	183
By award of court under Commonwealth Act	6	2,682	601	..	..	6
By agreement registered under Commonwealth Act	3	3,674	691	1	940	268
By award under State Act	111	92,512	25,856	..	..	111
By agreement registered under State Act	13	850	250	2	2,750	332
<b>TOTAL</b>	147	104,093	28,578	22	5,167	952
<b>Victoria—</b>						
By voluntary action of employers	9	8,357	1,376	..	9	8,357
By direct negotiations	8	3,243	813	7	819	257
By negotiations, intervention or assistance of third party	7	649	173	3	977	194
By award of court under Commonwealth Act	7	2,816	626	..	..	7
By agreement registered under Commonwealth Act	12	3,895	1,210	..	..	12
By determination under State Act	34	18,331	3,429	..	..	34
<b>TOTAL</b>	77	37,291	7,627	10	1,796	451

\* In this section of the table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State. See remarks on pages 87 and 95. † Decrease. ‡ Including changes brought about either by an Award or an Industrial Agreement under the Commonwealth Act, common to all States, but for which particulars in respect to the number of workpeople affected and the consequent increase in the weekly wage distribution in each State was not ascertainable.

## Changes in Rates of Wages. Methods by which effected, 1915—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
<b>Queensland—</b>									
By voluntary action of employers	3	4,100	997	..	..	..	3	4,100	997
By direct negotiations	6	2,237	602	1	23	7	7	2,260	609
By negotiations, intervention or assistance of third party	..	..	..	..	..	..	..	..	..
By award of court under Commonwealth Act	4	675	137	..	..	..	4	675	137
By agreement registered under Commonwealth Act	2	326	68	..	..	..	2	326	68
By award under State Act	35	13,598	3,918	..	..	..	35	13,598	3,918
By agreement registered under State Act	7	1,635	661	2	270	8	9	1,905	669
<b>TOTAL</b>	<b>57</b>	<b>22,571</b>	<b>6,383</b>	<b>3</b>	<b>293</b>	<b>15</b>	<b>60</b>	<b>22,864</b>	<b>6,398</b>
<b>South Australia—</b>									
By voluntary action of employers	3	1,777	547	..	..	..	3	1,777	547
By direct negotiations	5	2,202	668	1	26	3	6	2,228	671
By negotiations, intervention or assistance of third party	1	22	7	..	..	..	1	22	7
By award of court under Commonwealth Act	4	450	120	..	..	..	4	450	120
By agreement registered under Commonwealth Act	5	1,327	413	..	..	..	5	1,327	413
By award or determination under State Act	9	1,421	367	1	230	46	10	1,701	413
By agreement registered under State Act	2	2,701	1,368	..	..	..	2	2,701	1,368
<b>TOTAL</b>	<b>29</b>	<b>9,000</b>	<b>3,490</b>	<b>2</b>	<b>306</b>	<b>49</b>	<b>31</b>	<b>10,206</b>	<b>3,539</b>
<b>Western Australia—</b>									
By voluntary action of employers	1	82	110	..	..	..	1	82	110
By direct negotiations	4	1,109	175	1	50	12	5	1,159	187
By negotiations, intervention or assistance of third party	..	..	..	1	20	9	1	20	9
By award of court under Commonwealth Act	3	395	105	..	..	..	3	395	105
By award under State Act	5	275	78	..	..	..	5	275	78
By agreement registered under State Act	9	721	190	1	9	3	10	730	193
<b>TOTAL</b>	<b>22</b>	<b>2,582</b>	<b>538</b>	<b>3</b>	<b>79</b>	<b>24</b>	<b>25</b>	<b>2,661</b>	<b>562</b>
<b>Tasmania—</b>									
By voluntary action of employers	2	93	39	..	..	..	2	93	39
By direct negotiations	6	264	11	..	..	..	6	264	11
By award of court under Commonwealth Act	4	218	62	..	..	..	4	218	62
By agreement registered under Commonwealth Act	5	458	80	..	..	..	5	458	80
By determination under State Act	7	2,114	596	..	..	..	7	2,114	596
<b>TOTAL</b>	<b>24</b>	<b>3,147</b>	<b>778</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>24</b>	<b>3,147</b>	<b>778</b>
<b>Northern Territory—</b>									
By direct negotiations	..	..	..	2	35	9	2	35	9
By award of court under Commonwealth Act	..	..	..	1	150	78	1	150	78
<b>TOTAL</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>3</b>	<b>185</b>	<b>87</b>	<b>3</b>	<b>185</b>	<b>87</b>
<b>All States—</b>									
By award of court under Commonwealth Act	1	9,000	2,588	..	..	..	1	9,000	2,588
By agreement registered under Commonwealth Act	1	1,000	350	..	..	..	1	1,000	350
<b>TOTAL</b>	<b>2</b>	<b>10,000</b>	<b>2,938</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>2</b>	<b>10,000</b>	<b>2,938</b>

† Decrease.

Changes in Rates of Wages. Methods by which effected, 1915—*continued*.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
<b>Commonwealth*—</b>									
By voluntary action of employers	21	17,727	3,941				21	17,727	3,941
By direct negotiations	38	9,969	2,415	25	1,624	457	63	11,593	2,872
By negotiations, intervention or assistance of third party	10	784	207	10	1,803	386	20	2,587	593
By award of court under Commonwealth Act	20	16,236	4,239	1	150	78	80	16,386	4,317
By agreement registered under Commonwealth Act	28	10,680	2,812	1	940	268	29	11,620	3,080
By award or determination under State Acts	201	128,251	34,244	1	280	46	202	128,531	34,290
By agreement registered under State Acts	36	5,937	2,469	5	3,029	343	36	8,966	2,882
<b>TOTAL</b>	<b>358</b>	<b>189,584</b>	<b>50,327</b>	<b>43</b>	<b>7,826</b>	<b>1,578</b>	<b>401</b>	<b>197,410</b>	<b>51,905</b>

\* See footnote, page 97.

† Including results of two decreases.

Comparing the annual results for 1914 and 1915, it may be seen that in the latter year there was an increase in the number of changes effected "after a stoppage of work," also that the increased numbers were brought about almost entirely by negotiations involving the intervention or assistance of a third party not under any Commonwealth or State Act. Other notable features of these results are (a) the increase in the number of changes due to awards of the Commonwealth Court, and (b) the decrease in the number due to agreements registered under State Acts.

## SECTION XI.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) which occur in each State and Territory throughout the Commonwealth 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 shewed that insufficient material existed, for the compilation of anything like complete or comprehensive statistics regarding industrial disputes in the Commonwealth for years prior to 1913. A considerable amount of information relating to strikes and lock-outs which took place in New South Wales after the 1st July, 1907, has been published in the New South Wales Industrial Gazette (April, 1913, January, 1914, and subsequent issues), but even these particulars are