

SECTION XII.—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 stated to be more or less incomplete until after March, 1912. With regard to the other States, very meagre information only can be obtained as to the numbers of industrial disputes, much less as to their duration or the number of persons involved.

(i) *Collection of Particulars.*—Under the system initiated in 1913 information as to the occurrence of an industrial dispute is derived from a number of sources, of which the following are the most important:— (a) Reports by labour agents and correspondents who have been appointed in all the most important industrial centres of the Commonwealth; (b) official notifications from heads of various Commonwealth and State Departments; (c) monthly reports sent in by secretaries of trade unions, and (d) newspapers, trade and labour journals, and other publications.

Upon information being furnished as to the existence of an industrial dispute involving stoppage of work, forms* are despatched to the several parties concerned, viz., secretaries of trade unions, employers' organisations, and individual employers. The first parts of these forms are required to be returned immediately, and provide for the insertion of information as to (a) the locality in which the dispute exists; (b) its cause or object; (c) the date of commencement; and (d) the number of persons involved directly and indirectly. The second parts of the forms,

* As these forms have been prescribed under the Census and Statistics Act 1905, it is compulsory upon prescribed persons to furnish the information required.

which are required to be returned as soon as the dispute is terminated, provide for information regarding (a) the date of termination; (b) the conditions or terms on which work was resumed; (c) the method by which settlement was effected; (d) the estimated loss in wages; and (e) particulars as to the number of workpeople affected, etc., if the terms of the settlement involved a change in rates of wages or hours of labour.

(ii.) *Methods of Tabulation.*—Where the information furnished by one party to the dispute substantially agrees with that furnished by the other, the facts are considered to be accurate, and the particulars are accepted for tabulation. In all cases where discrepancies or inconsistent accounts are received, special enquiries are instituted, ordinarily through the labour agents and correspondents. The whole of the available information is then determined as judicially as possible, making the summarised results to agree not necessarily with the testimony of a single individual, but to harmonise with the concurrent evidence of the majority, or of those whose returns appear to be the most reliable. It may, therefore, happen that the particulars, as presented in these Reports concerning certain disputes, do not agree with those submitted by the participants in such disputes. Certain stoppages of work are, however, excluded from the tabulations, for the reason that they are not of sufficient magnitude. Disputes involving less than 10 workpeople or which lasted for less than one day, except where the aggregate number of working days lost exceeded 10 days, are excluded. In tabulating the particulars thus received and compared, the information is divided under four headings:—(a) Number of establishments involved; (b) number of workpeople involved (i.) directly and (ii.) indirectly; (c) number of working days lost; and (d) estimated loss in wages.

(iii.) *Definitions and Explanations of Terms.*—Industrial Disputes involving stoppage of work may be classified under three main headings, viz, (a) a strike, (b) lock-out, or (c) a sympathetic strike. For the purposes of these investigations the following definitions have been accepted:—

- (a) A strike is defined as a concerted withdrawal from work by a part or all of the employees of an establishment or of several establishments, with a view to enforcing a demand on the part of the employees, or of resisting some demand made by their employers.
- (b) A lock-out is a refusal on the part of an employer or several employers, to permit a part or all of the employees to continue at work, such refusal being made to enforce a demand on the part of the employers, or to resist some demand made by their employees.
- (c) A sympathetic strike is one in which the employees of an establishment, or of several establishments, make no demand for their own benefit, but leave work in order to assist employees of some *other* establishment or establishments, on strike or locked out, for the purpose of enforcing or resisting a demand.

In view of the difficulty which may often occur in distinguishing clearly whether a stoppage of work constitutes a strike or a lock-out, for the purposes of these investigations all stoppages* coming within the definitions adopted, are grouped under the generic term "industrial disputes."

"Establishment" means the place of work or business carried on by a person, firm, company, or Government Department. Shops, factories, places of business or construction or repairing works of different employers in the same locality, or of the same employer in different localities, are considered as separate establishments.

"Workpeople directly involved in dispute"† includes only those workpeople who actually joined in the demand and who, on refusal of such demand, ceased work. In the case of a lock-out the term is used to include the number of workpeople whom the employer refused to allow to work unless they complied with his demand.

"Workpeople indirectly involved in dispute" refers only to those employees who were involuntarily thrown out of work as the result of an industrial dispute, caused by certain other employees going on strike or through an employer or employers locking out certain other employees, whose absence from work rendered it impossible for work to proceed in the establishment or establishments affected by the dispute. It often occurs also that when one section of employees is engaged in an industrial dispute the effect of such dispute is to cause loss of time to other employees, following occupations which are dependent upon those followed by the workpeople actually on strike or locked out.

"Working days lost" refers to working time lost in consequence of the dispute, and is obtained by multiplying the number of workpeople directly and indirectly involved by the duration of the dispute in working days.

In computing the duration of a dispute in working days, Sundays (except where continuous processes are carried on) and holidays are excluded. It is generally considered that had a dispute not occurred the employment would have been constant, and allowance is not made for short time work, due to slackness of trade, etc. This course is not precisely correct, but until a complete investigation can be made as to the amount of unemployment due to seasonal trades, or intermittency in trade activity, no definite allowance can be computed and allowed.

* It must be observed, however, that certain stoppages of work do not come within these definitions, such as those where the relationship of employer and employee does not exist, e.g., rabbit trappers who refused to continue to supply certain freezing companies with rabbits owing to the companies refusing to pay an advanced price; and labourers refusing to commence work at the rate of wage offered. It has been held judicially that a refusal to commence or to continue work does not constitute a strike, unless such refusal is a breach of an existing contract of employment. Again, stoppages of work for the purpose of holding meetings are not designated industrial disputes, seeing that the stoppages are not necessarily for the purpose of enforcing or resisting demands. The majority of these meetings are held during working hours so as to ensure a full attendance, and are generally called to discuss some question with a view to ascertain whether any definite action should be taken.

† The stop-work meetings to protest against conscription are, however, included in the tabulations as they were called with a definite object, i.e., to cause a dislocation of industry with a view to directing attention to the opinion of a section of the workers.

‡ The same persons may, of course, be involved in two or more disputes in a single year, in which case they would be duplicated in the statistics of the number of workpeople involved in disputes. This remark also applies to those workpeople involuntarily thrown out of work.

"Estimated loss in Wages" is computed, and represents the amount in wages which would have been earned by the workpeople involved had a stoppage not taken place. It is admitted that the element of unemployment also enters into this phase of the statistics. Further, in some industrial work (e.g., shearing and sugar-cane cutting) the amount of work available is definite, and the amount to be earned in wages, in executing the work, is not reduced by reason of it not being entered upon and finished within a certain reasonable period. For some purposes, therefore, it may be contended that a loss in wages is not necessarily incurred if only the commencement or completion of the work is delayed through a stoppage of work.

In all **quarterly** tabulations particulars of disputes which commenced within the quarterly period (so far as they relate to the number of working days and wages lost) are separated from those respecting disputes which had commenced in a previous quarter, but which had not been settled within that period.

In **annual** tabulations particulars are included, only with respect to industrial disputes **which commenced during any calendar year.*** This course requires the elimination of such data as relates to disputes which commenced during an earlier period, but which remained unsettled during some portion of the succeeding year. On the other hand it necessitates the inclusion of the number of working days and wages lost during the following year in connection with disputes commenced during the calendar year to which the statistics relate. For this reason the aggregate of the particulars relating to the four quarters of any year will not necessarily agree with the annual results.

(iv.) *Other Particulars.*—The information obtained from the before-mentioned tabulations forms the basis for further analysis, and data are thus afforded with respect to the following:—(a) The duration of disputes; (b) the causes of disputes; (c) the results of disputes; and (d) the methods by which settlements of disputes are effected. The main features of and the extent of each analysis are fully dealt with in succeeding sub-sections, and are accompanied by relative tables. In the periodical results published in the quarterly Bulletins, beginning with the first quarter of 1915, brief information has been included with respect to (a) the locality, industry, and occupation affected; (b) the number of workpeople directly and indirectly involved; (c) the dates of commencement and termination; (d) the alleged cause or object; and (e) the result of each dispute.

2. Industrial Disputes, Number and Magnitude in each State and Territory, 1913-1916.—In the following table complete particulars are given with respect to the number and magnitude of industrial disputes which commenced in each State and Territory in the years indicated. The annual figures for the year 1913 were published in Labour

* Any tabulation as to causes, duration, etc., based on disputes which were in existence in any given year, and not on those which commenced in that year, would inevitably result in confusion, seeing that particulars relating to the same dispute would probably occur in two successive years.

Report No. 5, and those for the years 1914 and 1915 were shewn in detail in Labour Report No. 6. In order to allow of a ready comparison of the results, particulars are furnished in the table below for the four years, 1913 to 1916.—

**Industrial Disputes.—Number and Magnitude in each State and Territory,
and for the Commonwealth, 1913-1916.**

State or Territory.	Year.	No. of Disputes	Estab-lishments Involved in Disputes	No. of Workpeople Involved		No of Working Days Lost.	Total Estimated Loss in Wages.
				Directly.	In- directly.			Total.
N. S. Wales	1913	134	406	25,647	14,364	40,011	468,957
	1914	255	909	33,955	22,326	56,281	836,048
	1915	372	604	47,006	22,608	69,614	464,343
	1916	338	717	81,762	31,638	113,400	1,145,222
Victoria	1913	29	63	4,151	2,020	6,177	85,744
	1914	44	164	5,699	1,352	7,051	84,106
	1915	38	154	5,434	809	6,243	64,878
	1916	55	449	13,576	2,092	15,668	283,269
Queensland	1913	17	20	1,781	225	2,006	55,288
	1914	18	42	1,280	406	1,686	25,708
	1915	17	39	1,477	589	2,066	19,984
	1916	64	252	17,367	2,951	20,318	170,690
South Australia	1913	9	13	272	10	288	2,412
	1914	13	45	616	575	1,191	15,275
	1915	15	25	1,314	169	1,483	19,877
	1916	21	46	1,637	606	2,243	14,442
W. Australia	1913	9	324	967	320	1,287	6,772
	1914	18	19	1,117	3,202	4,319	124,176
	1915	6	20	578	68	646	4,068
	1916	24	35	4,318	4,782	9,100	102,357
Tasmania	1913	8	30	444	20	464	987
	1914	6	22	288	25	313	3,286
	1915	2	2	922	..	924	4,808
	1916	6	36	366	68	434	21,388
Fed. Cap. Terr.	1913	1	1	100	100	200	1,400
	1914	1	1	50	..	50	350
	1915	1	1	20	..	20	80
	1916	..	..	..	..	..	..
Nth. Territory	1913	1	4	131	39	170	2,500
	1914	2	2	65	..	68	552
	1915	7	2	234	44	278	5,237
	1916	2	2	120	..	120	459
Commonwealth	1913	208	921	33,493	16,790	50,283	623,528
	1914	268	1,203	45,073	27,970	73,043	1,060,399
	1915	366	942	57,006	12,267	69,273	583,225
	1916	508	1,536	128,546	42,137	170,683	1,678,930

† These figures do not include establishments affected by the anti-conscription stop-work meetings as definite particulars as to the number of establishments were not ascertainable.

It may be seen from the foregoing table that industrial disputes throughout the Commonwealth were more frequent during the year, 1916, than during any of the three preceding years. The number of workpeople involved in disputes increased to an enormous extent, while the losses in working days and wages were considerably in excess of such losses during any previous yearly period. It must be mentioned,

however, that the figures for 1914 and 1916 include particulars of abnormal disputes which occurred in the coal mining industry during those years.

The prevalency of industrial disputes in New South Wales, as compared with the other States, continued during the year 1916. The proportion of disputes in each State is best expressed in a percentage of the aggregate number recorded for all States and Territories. Thus the disputes in New South Wales represented 64 per cent. in 1913, 70 per cent. in 1914, 76 per cent. in 1915, and 66 per cent. in 1916. The disputes in Victoria equalled 14, 13, 11, and 11 per cent. of the total industrial disputes in the respective years, while Queensland disputes represented approximately 8, 5, 5, and 13 per cent. of the total disputes during the same periods. In the other States and Territories the number of disputes recorded form but a small proportion of the aggregate number.

The position which New South Wales occupies in comparison with the other States is practically wholly due to the prevalency of disputes in connection with coal mining. Apart from these stoppages the number of disputes in all other industries, whilst still in excess of that for each of the other States, does not compare unfavourably when the number of workpeople in each State is taken into consideration.

It is, of course, obvious that the mere number of disputes cannot by itself be accepted as a proper basis of comparison, nor does the number of workpeople afford a satisfactory basis. A better idea as to the significance and effect of industrial disputes may be obtained from the number of working days lost and the estimated loss in wages.

The number of working days lost on account of disputes which commenced during the year 1916, totalled 1,678,930, as compared with 583,225 during 1915, 1,090,395 during 1914, and 623,528 for 1913. It has already been mentioned that the figures for the years 1914 and 1916 include the exceptionally heavy losses in working days and wages caused by two serious disputes in the coal mining industry. In 1914 the coal miners in New South Wales were involved in a protracted dispute over the afternoon shift question. The loss in working days occasioned by this dispute represented approximately 48 per cent. of the total number of days lost through disputes commencing during that year. During November, 1916, the coal mining industry in New South Wales, Victoria, Queensland, and Tasmania was completely stopped, owing to the dispute over the "eight hour bank to bank" system of working. This stoppage was responsible for approximately 24 per cent. of the total loss in working days caused by disputes commencing during 1916.

The estimated loss in wages by reason of disputes commencing during the year 1916, was £967,604. This amount is greatly in excess of the loss during any previous year.

3. Industrial Disputes, Classified in Industrial Groups, 1916.—
In the following tables particulars are given for each State and Territory, as well as for the Commonwealth, of industrial disputes which commenced during the year 1916, classified according to industrial groups. Similar information for the year 1913 was published in Labour Report No. 5, and for the years 1914 and 1915 in Labour Report No. 6.

Industrial Disputes Classified according to Industrial Groups, 1916.

INDUSTRIAL GROUP.	No. of Disputes.	No. of Establishments involved	NO. OF WORKPEOPLE INVOLVED.			No. of Working Days Lost.	Estimated Loss in Wages
			Di-rectly.	Indi-rectly.	Total.		
New South Wales.							
I. Wood, sawmill, timber, &c.	3	3	88	8	96	579	£ 314
II. Engineering, metal works, &c.	16	79	2,791	2,287	5,078	224,138	115,815
III. Food, drink, &c., manufacturing and distribution	13	137	1,178	282	1,460	5,566	2,753
IV. Clothing, hats, boots, &c.	2	9	46	10	56	290	130
VI. Other manufacturing	19	19	1,210	555	1,765	17,048	9,486
VII. Building	7	7	195	126	321	2,791	1,507
VIII. Mines, quarries, &c.	214	329	57,346	24,542	82,388	762,581	481,307
IX. Railway and tramway services	27	27	2,471	1,197	3,668	60,796	28,303
X. Other land transport	3	3	188	..	188	944	447
XI. Shipping, wharf labour, &c.	13	14	470	58	528	8,045	5,511
XII. Pastoral, agricultural, &c.	3	52	276	..	276	22,012	11,371
XIII. Domestic, hotels, &c.	1	1	36	..	36	720	200
XIV. Miscellaneous	15	39	24,967	2,572	27,539	39,112	10,860
TOTAL	336	719	91,762	31,638	123,400	1,145,222	674,064
Victoria.							
II. Engineering, metal works, &c.	3	52	550	250	800	84,828	43,034
III. Food, drink, &c., manufacturing and distribution	8	310	1,023	110	1,133	32,593	14,300
IV. Clothing, hats, boots, &c.	2	2	57	81	138	866	201
VI. Other manufacturing	6	13	556	60	616	5,380	2,625
VII. Building	2	2	44	31	75	4,545	2,490
VIII. Mines, quarries, &c.	12	16	3,356	1,274	4,630	72,564	38,552
IX. Railway and tramway services	1	1	140	..	140	52	24
X. Other land transport	1	1	4	15	19	1,577	705
XI. Shipping, wharf labour, &c.	5	12	125	25	150	620	450
XII. Pastoral, Agricultural, &c.	3	12	319	11	330	1,490	644
XIV. Miscellaneous	12	28	7,402	236	7,637	23,754	10,078
TOTAL	55	449	13,576	2,092	15,668	228,269	114,683
Queensland.							
I. Wood, sawmill, timber, &c.	1	1	21	..	21	819	491
II. Engineering, metal works, &c.	6	7	66	10	76	2,187	1,230
III. Food, drink, etc., manufacturing and distribution	3	5	2,050	300	2,350	16,700	8,983
VI. Other manufacturing	6	6	809	525	1,334	15,168	10,557
VII. Building	5	5	34	171	205	917	513
VIII. Mines, quarries, &c.	6	25	3,567	786	4,343	51,935	31,159
IX. Railway and tramway services	4	4	289	..	289	2,437	1,725
XI. Shipping, wharf labour, &c.	15	34	2,308	744	3,050	19,723	9,477
XII. Pastoral, agricultural, &c.	6	154	1,800	320	2,120	49,320	27,384
XIV. Miscellaneous	12	*11	6,436	95	6,530	11,484	5,257
TOTAL	64	252	17,367	2,951	20,318	170,690	96,976
South Australia.							
II. Engineering, metal works, &c.	4	4	163	55	218	934	515
III. Food, drink, &c., manufacturing and distribution	2	7	155	30	185	555	256
VI. Other manufacturing	1	1	42	32	74	2,896	2,150
VIII. Mines, quarries, etc.	1	1	80	..	80	80	38
IX. Railway and tramway services	4	4	155	480	635	4,067	2,145
XI. Shipping, wharf labour, &c.	2	2	50	..	50	250	98
XII. Pastoral, agricultural, &c.	3	22	286	..	286	691	285
XIV. Miscellaneous	4	4	108	9	115	1,140	518
Total	21	45	1,037	606	1,643	10,583	6,004

ial Disputes, Classified according to Industrial Groups, 1916—continued.

INDUSTRIAL GROUP.	No. of Disputes	No. of establishments involved	NO. OF WORKPEOPLE INVOLVED.			No. of Working Days Lost	Estimated Loss in Wages
			Directly.	Indirectly.	Total.		
Western Australia							
II. Engineering, metal works, etc.	3	3	48	18	66	831	£ 470
VIII. Mines, quarries, &c.	4	13	2,344	1,511	3,855	28,490	17,250
IX. Railway and tramway services	4	4	174	163	337	3,513	1,737
X. Other land transport	1	1	7	..	7	42	29
XI. Shipping, wharf labour, &c.	2	2	42	90	132	111	60
XII. Pastoral, agricultural, &c.	1	1	50	..	50	1,550	930
XIV. Miscellaneous	9	11	1,053	3,000	4,053	67,820	43,840
Total	24	35	4,318	4,782	9,100	102,357	64,325
Tasmania							
II. Engineering, metal works, &c.	1	1	13	..	13	52	32
VII. Building	1	30	100	50	150	16,800	9,137
VIII. Mines, quarries, &c.	3	4	193	18	216	4,455	1,972
XI. Shipping, wharf labour, &c.	1	1	55	..	55	82	66
Total	6	36	366	68	434	21,389	11,207
Northern Territory.							
XI. Shipping, wharf labour, &c.	2	2	120	..	120	420	345
TOTAL	2	2	120	..	120	420	345
All States.							
I. Wood, sawmill, timber, &c.	4	3	109	8	117	1,398	805
II. Engineering, metal works, &c.	33	146	3,631	2,620	6,251	312,968	162,005
III. Food, drink, &c., manufacturing and distribution	28	459	4,406	723	5,128	65,416	26,051
IV. Clothing, hats, boots, etc.	4	17	103	91	194	1,156	391
VI. Other manufacturing	32	39	2,617	1,175	3,792	40,462	24,815
VII. Building	16	44	373	378	751	25,053	13,707
VIII. Mines, quarries, &c.	240	388	67,381	28,131	95,512	920,105	570,278
IX. Railway and tramway services	40	40	3,329	1,833	5,067	70,865	33,934
X. Other land transport	5	5	199	15	214	2,563	1,241
XI. Shipping, wharf labour, &c.	40	67	3,168	917	4,085	29,851	15,907
XII. Pastoral, agricultural, &c.	16	241	2,731	331	3,062	75,003	40,814
XIII. Domestic, hotels, &c.	1	1	86	..	86	720	200
XIV. Miscellaneous	52	93	40,563	5,911	46,474	143,310	76,553
TOTAL	508	*1,588	128,546	42,137	170,683	1,678,930	967,604

* Exclusive of establishments affected by anti-conscription stop-work meetings.

Any comparison as to the frequency of industrial disputes in classified industries, can only be reasonably made after omitting those which are recorded for mining, quarrying, etc. (Group VIII.). For the year 1913 the proportion of disputes in those industries represented practically 50 per cent. of the total number recorded. During the year 1914 this proportion rose to 55 per cent., and during 1915 to 57 per cent. In 1916, however, the proportion of disputes in Group VIII. shewed a decrease, the figures representing 47 per cent. of the total number of disputes during the year. In considering this preponderating influence attention has frequently been drawn to the considerable proportion contributed by the coalmining industry in New South Wales. In making any comparison as to the number of disputes in this industrial class in each State, it should be observed that the number of workers engaged in the mining industry is very much larger in New South Wales than in any of the other States. The number of disputes recorded are, however, in excess of a similar proportion.

In Labour Bulletin No. 9, Section XIV., "Prohibition of Strikes and Lock-outs in Australia," the prevalency of industrial disputes in mining industries was investigated, vide pp. 103-4. Comparisons were made of the number of disputes and working days lost (for the years 1913 and 1914 combined) in three main industrial groups, viz., manufacturing, mining, and all other industries, in each State and all States, both as to actual or *absolute* results and relative average annual results computed on a comparable basis (per 100,000 employees), based on the number of workers in each group. The presence of the abnormal figures for 1914, due to the protracted dispute in the northern colliery district of New South Wales, renders any comparison between the results for that and any other single year somewhat indefinite, hence the combination for *absolute* results of the figures for that year with those for the year 1913. The result of that investigation was repeated in Report No. 6, together with similarly computed results for the years 1914 and 1915 combined.

Of the total number of working days lost and the estimated total loss in wages due to disputes which commenced during the year 1916, 55 per cent. and 59 per cent. respectively were due to stoppages which involved employees in the mining and quarrying industries (Group VIII).

It will be seen from the tables above that stoppages in metal-working industries (Group II.) were responsible for serious losses in working days and wages during 1916. The ironmoulders' disputes in New South Wales and Victoria were the principal disputes which involved workers classified in the group. These two dislocations were the main factors in causing the heavy losses in working days and wages.

4. Duration of Industrial Disputes.—The duration of each industrial dispute involving a loss of work, i.e., the period which expires between the cessation and resumption of work, is for statistical purposes computed in working days, exclusive of Sundays and holidays, except in those cases where the establishment involved carries on a continuous process (e.g., Metal Smelting and Cement Manufacture). For the purpose of tabulating comparative results as to the number of disputes, workpeople involved (directly and indirectly) and the consequent loss of working time and wages, the particulars relating to each dispute are classified according to varying periods over which the dispute remained unsettled. The following limitations of time have been adopted:—(a) One day or less; (b) two days and more than one day; (c) three days and more than two days; (d) over three days and under six days (the latter considered as constituting one week); (e) one week and under two weeks; (f) two weeks and under four weeks; (g) four weeks and under eight weeks; and (h) eight weeks and over.

Where a settlement of a dispute is reached and all the workpeople involved return to work at the same time, the duration of the dispute is readily determined. In other disputes (mainly those extending over long periods) varying conditions arise which tend to complicate the situation, such as (a) a proportion of the workpeople involved obtaining other employment; (b) a certain number of other workpeople being temporarily employed; and (c) the establishment involved in the dispute being closed down indefinitely and work abandoned. In such cases the

dispute is considered to have terminated and its duration determined, either when a sufficient number of other workpeople have been engaged to enable the establishment to be carried on (substantially as before the dispute), or when evidence is obtained that the establishment has been closed down indefinitely and work abandoned. Anomalous positions have been reached in some instances. In one case a dispute remained technically in existence so far as the workpeople were concerned, even after the establishment had been closed down and work therein abandoned. In another, a dispute was considered by the workpeople to be still in existence, notwithstanding that their places had been filled and the establishment had resumed operations.

(i.) *Duration of Industrial Disputes in Commonwealth, 1913-1916.*—In the following table comparative particulars are given with respect to the number of disputes, workpeople directly and indirectly involved working days lost, and estimated amount of loss in wages respectively, consequent upon the cessations of work, which were recorded for the Commonwealth during the years 1913, 1914, 1915, and 1916, classified under the adopted limits of duration.

Duration of Industrial Disputes, in the Commonwealth, 1913-1916.

Limits of Duration.	Year.	No. of Disputes.	No. of Workpeople Involved.			Number of Working Days Lost.	Total Estimated Loss in Wages.
			Directly.	Indirectly.	Total.		
1 day and less ..	1913	66	9,698	5,075	14,773	14,773	8,163
	1914	118	15,295	10,192	25,487	25,438	13,744
	1915	147	21,846	11,326	33,172	31,559	18,452
	1916	265	55,690	10,711	66,391	65,767	35,293
2 days and more than 1 day ..	1913	22	2,631	1,045	4,576	9,022	4,449
	1914	53	6,309	3,352	9,661	18,382	8,056
	1915	44	6,671	2,246	8,917	17,794	9,404
	1916	57	11,607	5,923	17,530	31,776	17,672
3 days and more than 2 days ..	1913	17	1,294	610	1,904	5,707	2,946
	1914	29	2,983	1,987	4,970	14,910	7,500
	1915	30	3,526	1,513	5,039	14,944	7,672
	1916	45	8,050	5,220	13,270	39,419	23,612
Over 3 days and less than one week (6 days)	1913	25	3,785	1,004	4,789	19,057	8,040
	1914	38	2,252	2,117	4,369	19,723	9,440
	1915	31	5,032	3,153	8,185	36,460	21,176
	1916	81	13,460	5,918	19,378	86,317	50,494
1 week and less than 2 weeks ..	1913	34	7,551	1,972	9,523	72,156	32,700
	1914	38	5,222	1,206	6,428	53,108	27,868
	1915	48	11,372	4,184	15,556	127,477	41,875
	1916	64	8,081	5,493	13,574	108,978	60,933
2 weeks and less than 4 weeks ..	1913	21	1,439	4,671	6,110	76,260	41,040
	1914	30	6,382	4,491	10,873	181,806	91,419
	1915	21	4,101	624	4,725	64,959	47,404
	1916	41	3,685	3,980	12,525	232,667	117,211
4 weeks and less than 8 weeks ..	1913	11	6,206	1,177	7,383	273,342	121,864
	1914	17	823	719	1,542	52,674	26,717
	1915	22	2,723	681	3,404	95,836	51,761
	1916	32	19,348	3,207	22,556	644,960	402,471
8 weeks and over ..	1913	12	889	386	1,225	153,211	67,632
	1914	14	3,807	3,912	7,719	724,260	365,546
	1915	15	1,734	560	2,294	194,187	100,829
	1916	33	3,765	1,705	5,460	498,567	259,923
Total ..	1913	206	33,493	16,790	50,283	623,523	287,739
	1914	337	43,073	27,976	71,049	1,090,396	551,228
	1915	358	57,005	24,287	81,292	583,225	299,633
	1916	508	128,546	42,137	170,683	1,678,930	967,604

It will be seen from the above table that disputes lasting for one day or less were the most frequent during each of the years for which figures are furnished. In the year 1916, stoppages of one day or less represented 30 per cent. of the total number, while 67 per cent. of the stoppages during the year were terminated in less than one week. The disputes which continued for four weeks or over represented 13 per cent. of the total number recorded.

(ii.) *Duration of Industrial Disputes in each State and Territory.*—In the following tables particulars are given for each State and Territory of the number of disputes which commenced during the year 1916, and relative information, classified according to the adopted limits of duration. For comparative particulars for the year 1913 see Labour Report No. 5, page 77, and for the years, 1914 and 1915, see Labour Report, No. 6, pp. 113-114.

Duration of Industrial Disputes in each State and Territory, 1916.

Limits of Duration.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'wth.
NO. OF DISPUTES.								
1 day and less	133	8	10	1	2	..	1	155
2 days and more than 1 day	41	5	5	4	1	1	..	57
3 days and more than 2 days	34	1	3	3	3	1	..	45
Over 3 days & less than 1 wk	47	7	15	4	6	2	..	81
1 week and less than 2 weeks	35	7	12	5	4	..	1	64
2 weeks and less than 4 weeks	16	9	8	3	5	..	..	41
4 weeks and less than 8 weeks	16	7	6	1	1	1	..	32
8 weeks and over	14	11	5	..	2	1	..	33
Total	336	56	64	21	24	6	2	508

NO. OF WORKPEOPLE AFFECTED.								
1 day and less	51,511	7,431	7,117	80	192	..	60	66,391
2 days and more than 1 day	16,842	119	171	313	30	55	..	17,530
3 days and more than 2 days	11,553	900	294	205	294	24	..	13,270
Over 3 days & less than 1 wk	8,798	882	5,408	321	3,927	42	..	13,378
1 week and less than 2 weeks	8,166	1,567	2,943	565	273	..	60	13,574
2 weeks and less than 4 weeks	4,873	1,507	1,873	85	4,187	..	..	15,525
4 weeks and less than 8 weeks	18,226	2,174	1,868	74	50	163	..	22,555
8 weeks and over	3,431	1,083	644	..	147	150	..	5,460
Total	123,400	15,668	20,318	1,643	9,100	434	120	170,683

NO. OF WORKING DAYS LOST.								
1 day and less	51,066	7,343	7,067	80	141	..	60	65,757
2 days and more than 1 day	30,510	194	309	620	60	32	..	31,775
3 days and more than 2 days	34,351	2,700	799	615	882	72	..	39,419
Over 3 days & less than 1 wk	61,644	3,614	20,886	1,294	19,192	197	..	86,817
1 week and less than 2 weeks	69,707	11,835	21,000	3,918	2,158	..	360	108,978
2 weeks and less than 4 weeks	75,928	29,193	28,700	1,200	67,636	..	..	202,657
4 weeks and less than 8 weeks	520,785	64,130	51,391	2,866	1,550	4,238	..	644,960
8 weeks and over	321,231	109,260	40,538	..	10,738	16,800	..	498,567
Total	1,145,222	228,269	170,690	10,583	102,357	21,389	420	1,678,630

ESTIMATED LOSS IN WAGES.								
	£	£	£	£	£	£	£	£
1 day and less	28,767	3,125	3,243	38	75	..	45	35,293
2 days and more than 1 day	17,117	57	141	256	35	66	..	17,672
3 days and more than 2 days	20,510	1,800	443	288	520	42	..	23,612
Over 3 days & less than 1 wk	25,149	1,661	12,438	700	10,424	112	..	50,484
1 week and less than 2 weeks	39,393	6,708	11,380	2,014	1,138	..	300	60,933
2 weeks and less than 4 weeks	41,637	13,746	17,541	558	43,729	..	..	117,211
4 weeks and less than 8 weeks	337,032	29,794	30,715	2,150	930	1,850	..	402,471
8 weeks and over	164,450	57,792	21,075	..	7,474	9,137	..	259,928
Total	674,064	114,683	96,976	6,004	64,325	11,207	345	967,604

(iii.) *Duration of Industrial Disputes in classified Industrial Groups.*
 —The foregoing particulars for the year 1916 are further analysed in the following tables, in so far as they relate to the industrial groups of industries.

**Industrial Disputes, Commenced during the Year 1916, according to Duration,
 Classified in Industrial Groups.**

INDUSTRIAL GROUP.	LIMITS OF DURATION.									Total.
	1 Day and less.	2 Days and more than 1 Day.	3 Days and more than 2 Days.	Over 3 Days and less than 6 Days.	1 Week and less than 2 Weeks.	2 weeks and less than 4 Weeks.	4 Weeks and less than 8 Weeks.	8 Weeks and over.		
NO. OF DISPUTES.										
I. Wood, sawmill, timber, &c.	..	..	..	..	..	..	..	..	..	4
II. Engineering, metal works, &c.	1	2	4	2	4	..	1	..	..	33
III. Food, drink, tobacco, &c.	3	2	5	1	3	..	..	..	..	26
IV. Clothing, hats, boots, &c.	..	..	..	6	3	..	..	..	..	4
VI. Other manufacturing	5	4	..	1	7	..	..	..	..	32
VII. Building	..	1	..	2	2	..	..	..	..	15
VIII. Mines, quarries, &c.	117	29	26	23	12	12	11	6	..	240
IX. Railway & tramway services	6	2	2	10	13	..	..	..	..	49
X. Other land transport	..	..	..	2	1	..	..	..	..	6
XI. Shipping, wharf labour, &c.	11	7	2	2	9	..	..	..	..	40
XII. Pastoral, agricultural, &c.	2	2	..	3	1	..	1	..	..	15
XIII. Domestic, hotels, &c.	..	..	..	..	..	..	..	..	..	1
XIV. Miscellaneous	10	8	4	10	4	7	3	..	..	52
ALL GROUPS	155	57	45	81	64	41	32	33	..	508

NO. OF WORKPEOPLE INVOLVED.										
I. Wood, sawmill, timber, &c.	..	..	..	36	60	..	21	..	..	117
II. Engineering, metal works, &c.	170	34	344	1,874	124	201	653	2,848	6,251	..
III. Food, drink, tobacco, &c.	667	240	490	475	1,509	868	709	170	5,128	..
IV. Clothing, hats, boots, &c.	..	..	..	23	171	..	..	..	194	..
VI. Other manufacturing	802	184	..	1,365	542	172	623	104	3,792	..
VII. Building	..	15	170	199	109	..	68	173	751	..
VIII. Mines, quarries, &c.	29,983	9,507	11,848	11,384	6,065	5,787	20,111	827	95,512	..
IX. Railway & tramway services	458	65	137	668	3,240	156	4	330	5,067	..
X. Other land transport	..	..	..	172	7	16	..	19	214	..
XI. Shipping, wharf labour, &c.	686	273	110	1,161	1,506	53	36	200	4,085	..
XII. Pastoral, agricultural, &c.	240	261	..	790	25	980	66	700	3,062	..
XIII. Domestic, hotels, &c.	..	..	..	..	..	36	..	..	36	..
XIV. Miscellaneous	38,385	6,951	171	1,234	147	4,256	239	91	46,474	..
ALL GROUPS	66,391	17,530	13,270	19,378	13,574	12,525	22,555	5,460	170,638	..

NO. OF WORKING DAYS LOST.										
I. Wood, sawmill, timber, &c.	..	..	..	159	420	..	819	..	..	1,398
II. Engineering, metal works, &c.	170	68	1,032	9,153	10,379	4,012	18,400	27,025	312,908	..
III. Food, drink, tobacco, &c.	592	480	1,470	2,045	10,354	10,370	21,075	8,330	55,416	..
IV. Clothing, hats, boots, &c.	..	..	..	92	1,064	..	..	..	1,156	..
VI. Other manufacturing	587	278	..	5,140	4,935	3,448	19,434	6,640	40,402	..
VII. Building	..	22	427	975	972	..	2,320	20,337	25,053	..
VIII. Mines, quarries, &c.	29,858	17,313	35,294	51,849	48,682	94,698	570,773	71,640	920,105	..
IX. Railway & tramway services	356	130	382	3,012	29,367	3,164	104	34,250	79,885	..
X. Other land transport	..	..	..	658	42	258	..	1,577	2,563	..
XI. Shipping, wharf labour, &c.	575	493	330	4,663	10,522	680	1,188	11,400	29,851	..
XII. Pastoral, agricultural, &c.	240	516	..	3,450	175	18,900	1,982	51,800	75,063	..
XIII. Domestic, hotels, &c.	..	..	..	..	..	720	..	..	720	..
XIV. Miscellaneous	33,370	12,475	484	5,591	1,366	67,911	8,805	13,299	143,310	..
ALL GROUPS	65,757	31,775	39,419	86,817	108,978	202,657	644,960	498,567	1,678,930	..

5. Causes of Industrial Disputes.—The object which is alleged (by the employers and on behalf of the employees) to have been the cause of a stoppage of work does not in every instance agree in detail. In such instances additional information is sought to verify or support the contention on either side. On occasions the alleged object is of a twofold character, in which case the claim which is fully or partially satisfied, and results in a resumption of work is taken to be the principal cause of the dispute. For the purpose of classification these causes (or objects) of industrial disputes are grouped under seven main headings, viz.:—(1) *Wages*; (2) *Hours of Labour*; (3) *Employment of Particular Classes or Persons*; (4) *Working Conditions*; (5) *Trade Unionism*; (6) *Sympathy*; and (7) *Other Causes*. The first five mentioned groups are subdivided in the following manner to meet varying phases of demands made under each of the main headings:—

Classification of Causes of Industrial Disputes.

- | | |
|---|--|
| <p>1. <i>Wages</i>.</p> <p>(a) For increase.</p> <p>(b) Against decrease.</p> <p>(c) System of payment.</p> <p>(d) Readjustment of rates.</p> <p>(e) Other wage questions.</p> | <p>(d) Against employment of certain officials.</p> <p>(e) Other questions concerning employment.</p> |
| <p>2. <i>Hours of Labour</i>.</p> <p>(a) For reduction.</p> <p>(b) Other questions concerning hours.</p> | <p>4. <i>Working Conditions and Discipline</i>.</p> <p>(a) For change.</p> <p>(b) Against change.</p> <p>(c) Other.</p> |
| <p>3. <i>Employment of Particular Classes or Persons</i>.</p> <p>(a) Employment of women instead of men.</p> <p>(b) Employment of apprentices</p> <p>(c) For reinstatement of discharged employees.</p> | <p>5. <i>Trade Unionism</i>.</p> <p>(a) For closed shop—Employment of non-unionists.</p> <p>(b) Other union questions.</p> |
| | <p>6. <i>Sympathy</i>.</p> <p>7. <i>Other Causes</i>.*</p> |

In the following tables particulars in respect of the number of industrial disputes recorded for the year 1916, the number of workpeople involved, and the number of working days lost are classified (under the adopted classification of causes) for each State and Territory in the Commonwealth:—

* "Other causes" has been adopted to meet various sets of circumstances, which mainly arise in connection with stoppages which are not concerted movements, and include among others the following:—(a) During the course of a meeting of miners, the wheelers return their horses to the stables and leave the colliery; (b) disputes (not necessarily connected with industrial matters that the employer can control) arise between wheelers and clippers or any two sets of workers, and sufficient workmen are not available to work the mine to its full capacity; (c) workmen abstain from work to attend the Police Court to hear prosecutions against certain other employees; (d) to witness some amusement, or (e) for other reasons which are subsequently ruled by the officials of the union to be either impracticable or against former decisions.

Causes of Industrial Disputes which commenced in the Year, 1916.

Causes of Disputes	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	C'wth.
NO. OF DISPUTES.								
1. Wages—								
(a) For increase ..	59	24	18	11	18	..	..	125
(b) Against decrease ..	5	1	1	..	..	..	..	7
(c) Other wage questions ..	69	6	19	..	1	1	..	96
2. Hours of Labour—								
(a) For reduction ..	13	..	2	..	..	1	..	16
(b) Other disputes re hours ..	2	2	..	..	1	..	..	5
3. Trade Unionism—								
(a) Against employment of Non-unionists ..	9	1	2	1	..	1	..	14
(b) Other union questions ..	4	1	2	1	..	..	..	8
4. Employment of particular Classes or Persons ..	53	2	10	7	8	1	2	83
5. Working conditions ..	70	9	8	1	..	2	..	90
6. Sympathetic ..	11	8	1	..	..	..	..	20
7. Other causes ..	41	1	1	..	1	..	..	44
Total	336	55	64	21	24	6	2	508

NO. OF WORKPEOPLE INVOLVED.

1. Wages—								
(a) For increase ..	15,264	4,013	5,088	1,224	4,604	..	..	30,193
(b) Against decrease ..	872	14	165	..	..	..	..	1,051
(c) Other wage questions ..	19,834	1,308	2,191	..	24	150	..	23,597
2. Hours of Labour—								
(a) For reduction ..	23,723	..	1,595	..	..	168	..	24,481
(b) Other disputes re hours ..	486	60	..	..	33	..	..	579
3. Trade Unionism—								
(a) Against employment of Non-unionists ..	993	43	102	11	..	29	..	1,178
(b) Other union questions ..	439	4	700	24	..	..	..	1,167
4. Employment of particular Classes or Persons ..	9,974	158	985	370	4,279	24	120	15,910
5. Working conditions ..	16,389	813	3,232	14	..	68	..	20,516
6. Sympathetic ..	1,876	2,265	260	..	..	..	..	4,191
7. Other causes ..	34,750	7,000	6,000	..	160	..	..	47,910
Total	123,400	15,668	20,318	1,643	9,100	434	120	170,683

NO. OF WORKING DAYS LOST.

1. Wages—								
(a) For increase ..	300,235	129,427	65,188	8,367	80,410	..	..	592,625
(b) Against decrease ..	4,436	1,344	412	..	..	..	..	6,192
(c) Other wage questions ..	91,622	8,986	25,720	..	120	16,800	..	143,248
2. Hours of Labour—								
(a) For reduction ..	540,030	..	38,775	..	..	4,238	..	583,052
(b) Other disputes re hours ..	1,317	182	..	..	99	..	..	1,598
3. Trade Unionism—								
(a) Against employment of Non-unionists ..	46,475	2,193	52	16	..	145	..	48,881
(b) Other union questions ..	1,213	1,140	7,875	46	..	..	..	10,276
4. Employment of particular Classes or Persons ..	40,118	322	6,448	1,984	21,088	72	420	70,452
5. Working conditions ..	48,837	13,450	18,922	168	..	134	..	81,511
6. Sympathetic ..	9,922	64,225	1,300	..	..	..	..	75,447
7. Other causes ..	52,068	7,000	6,000	..	640	..	..	65,648
Total	1,145,222	228,269	170,690	10,563	102,357	21,389	420	1,678,930

Of the total number of disputes (508) which commenced during the year 1916, "Wage" questions were responsible for 228, of which number 125 were claims by the employees for increases. Ninety disputes occurred over "Working Conditions and Discipline," and 83 over the question of the "Employment of Particular Classes or Persons." The majority of the latter disputes were caused by the refusal of requests for the reinstatement of discharged employees. Twenty-two disputes arose over the question of "Hours of Labour," 21 on account of Trade Union matters, and 20 were classed as "Sympathetic" disputes.

6. **Results of Industrial Disputes.**—The terms or conditions (as between the parties involved in an industrial dispute) upon which a resumption of work is agreed, are taken as the basis of the result of the dispute. These terms or conditions when analysed in comparison with the alleged cause of the stoppage invariably come within one or other of the following four definitions, viz:—

- (a) In favour of workpeople.
- (b) In favour of employer.
- (c) Compromise.
- (d) Indefinite.

Disputes are considered to result:—(a) *In favour of workpeople*, when the employees succeed in enforcing compliance with all their demands or are substantially successful in obtaining their principal object, or in resisting a demand made by their employers; (b) *In favour of employer*, when the demands of the employees are not conceded or when the employer or employers are substantially successful in enforcing a demand; (c) *Compromise*, when the employees are successful in enforcing compliance with a part of their demands or of resisting substantially full compliance with the demands of their employer or employers; (d) *Indefinite*, in other cases, such, for example, as those in which employees stop work owing to some misconception regarding the terms of an award, determination, or agreement, and work is resumed as usual on the matters in dispute being explained, or in cases where a dispute arises in connection with certain work which is, however, abandoned, even though the employees return to the same establishment to be employed on other work. The result of "Sympathetic" disputes, in which a body of workers cease work with the object of assisting another body of workers in obtaining compliance with some concrete demand, are also classed as "Indefinite," except when the stoppage is entered upon partially to enforce a demand in which they might ultimately benefit.

(i.) *Industrial Disputes in Commonwealth classified according to Causes and Results, 1916.*—The following table shows the number of disputes, number of workpeople involved, and the total number of working days lost in disputes which commenced in a State or Territory of the Commonwealth during the year 1916, classified according to principal Cause and Result:—

Industrial Disputes, Classified according to Causes and Results, 1916.

CAUSE.	No. of Disputes.				No. of Workpeople Involved in Disputes.				Total No. of Working Days Lost by Disputes.			
	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.	In Favour of Workpeople.	In Favour of Employer.	Compromise.	Indefinite.
Wages—												
(a) For increase	60	40	24	1	21,083	2,752	6,208	150	301,355	40,904	243,916	450
(b) Against decrease	3	2	2	..	330	314	407	..	825	3,444	1,023	..
(c) Other wage questions	50	28	16	2	13,024	6,307	3,492	684	68,855	17,899	54,310	2,184
Hours of Labour—												
(a) For reduction	8	7	1	..	14,288	5,379	4,814	..	379,587	63,859	139,608	..
(b) Other disputes re hours	2	2	1	..	60	242	277	..	182	308	1,108	..
Trade Unionism—												
(a) Against employment of non-unionists	11	2	1	..	805	330	43	..	12,398	34,290	2,193	..
(b) Other union questions	3	1	3	1	246	24	893	4	511	120	8,505	1,140
Employment of particular Classes or Persons	47	28	8	..	12,002	3,421	487	..	55,054	13,323	2,075	..
Working Conditions	29	39	21	1	5,769	9,551	5,186	10	30,917	35,057	15,477	60
Sympathy	2	9	1	8	1,580	1,748	240	623	33,980	27,234	2,580	11,353
Other Causes	8	20	6	10	1,401	6,002	1,249	38,658	2,346	10,646	4,309	48,347
TOTAL	223	178	84	23	70,588	36,670	23,296	40,129	386,010	253,084	476,302	63,534

NOTE.—For corresponding particulars for 1913 see Labour Report No. 5, pp. 78-9, and for 1914 and 1915, see Labour Report No. 6, p. 119.

(ii.) *Results of Industrial Disputes in each State, 1916.*—The following table shews for each State and Territory the number of disputes, the number of workpeople involved, and the total number of working days lost through disputes which commenced during the year 1916, classified according to Results:—

Industrial Disputes in each State, Classified according to Results, 1916.

State or Territory.	No. of Disputes.				No. of Workpeople Involved in Disputes.				Total No. of Working Days lost by Disputes.			
	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.	In favour of Workpeople.	In favour of Employer.	Compromise.	Indefinite.
New South Wales	133	129	57	17	44,699	32,645	19,225	26,831	481,474	181,242	439,034	43,472
Victoria	17	35	9	4	4,979	2,103	1,458	7,038	143,610	54,619	17,278	12,762
Queensland	40	12	10	2	11,053	671	2,334	6,260	136,568	11,354	15,468	7,300
South Australia	11	5	5	..	807	647	189	..	2,517	4,080	4,006	..
Western Australia	17	5	3	..	8,624	441	35	..	100,526	1,397	434	..
Tasmania	4	1	1	..	368	13	55	..	21,255	52	82	..
Northern Territory	1	1	..	..	60	60	..	..	60	360	..	..
Total, C'wealth	223	178	84	23	70,588	36,670	23,296	40,129	386,010	253,084	476,302	63,534

In the above table it will be seen that 223 of the 508 disputes recorded during the year 1916 were classified as terminating in favour of the workpeople involved; 178 in favour of the employers, while 84 resulted in a compromise. In New South Wales the results as between employers and employees were practically equal; in the other States, with the exception of Victoria, the greater proportion of the disputes resulted in favour of the employees. In Victoria, however, the results were in favour of the employers, 25 disputes being classified as ending in favour of the employers, as against 17 in favour of the employees.

7. Methods of Settlement of Industrial Disputes.—Methods of settlement, i.e., the means adopted, whereby the parties to an industrial dispute or their representatives are either brought into active negotiations or other steps are taken to bring about a termination of the dispute, and a consequent resumption of work, are very varied, but for the purposes of statistical classification may be confined within the following six main headings, viz. :—

- (i.) By negotiations.
- (ii.) Under State Industrial Act.
- (iii.) Under Commonwealth Arbitration Act.
- (iv.) By filling places of workpeople on strike or locked out.
- (v.) By closing down establishment permanently.
- (vi.) By other methods.

The first three main headings are further divided as follows:—

- (i.) By negotiations—
 - (a) Direct negotiations between employers and employees or their representatives.
 - (b) By intervention or assistance of distinctive third party, not under Commonwealth or State Industrial Act.
- (ii.) Under State Industrial Acts—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Board or Court.
- (iii.) Under Commonwealth Conciliation and Arbitration Act—
 - (a) By intervention, assistance, or compulsory conference.
 - (b) By reference to Court.

Each of the first five methods indicate some definite action taken to arrive at a settlement of the issue or issues in an industrial dispute which involves a cessation of work. The sixth "Other Methods" is more or less indefinite, and synchronises with "Other Causes" and mainly

relates to resumptions of work at collieries at the next shift, without any cause for the stoppages being necessarily made known officially to the management.

In the following tables the number of disputes, number of work-people involved, number of working days lost, and estimated loss in wages caused by industrial disputes commenced during the year 1916, are classified for each State and Territory of the Commonwealth according to the adopted schedule of methods of settlement:—

Methods of Settlement of Industrial Disputes Commenced in 1916.

Methods of Settlement.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	N.T.	C'wth.
NO. OF DISPUTES.								
Negotiations—								
Direct between employers and employees, or their representatives	219	31	37	13	17	2	..	319
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	14	3	8	2	6	1	..	34
Under State Industrial Act—								
By intervention, assistance or compulsory conference	2	..	3	3	..	1	..	9
By reference to Board or Court	7	..	2	1	..	..	..	10
Under Commonwealth Conciliation and Arbitration Act—								
By intervention, assistance or compulsory conference	1	3	2	..	..	..	..	6
By Filling Places of Work-people on Strike or Locked out	8	6	3	..	..	1	..	18
By Closing down Establishment permanently	2	2	1	..	..	..	1	6
By other Methods	83	10	8	2	1	1	1	106
TOTAL	336	56	64	21	24	6	2	508

NO. OF WORKPEOPLE INVOLVED.

Negotiations—								
Direct between employers and employees, or their representatives	51,960	5,091	9,472	1,148	1,001	79	..	68,841
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	19,210	2,034	2,641	88	7,007	103	..	32,043
Under State Industrial Act—								
By intervention, assistance or compulsory conference	1,141	..	694	132	..	150	..	2,117
By reference to Board or Court	1,188	..	933	170	..	..	..	2,291
Under Commonwealth Conciliation and Arbitration Act—								
By intervention, assistance or compulsory conference	500	450	160	..	..	..	..	1,110
By Filling Places of Work-people on Strike or Locked out	171	153	76	..	..	13	..	413
By Closing down Establishment permanently	46	32	12	..	..	..	60	150
By other Methods	49,184	7,908	6,330	1,056	102	29	60	63,718
TOTAL	123,400	15,568	20,318	1,643	9,100	434	120	170,683

Methods of Settlement of Industrial Disputes commenced in 1916—continued.

Methods of Settlement.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	North Terr	C'with.
NO. OF WORKING DAYS LOST.								
Negotiations—								
Direct between employers and employees, or their representatives ..	423,678	51,342	01,282	8,686	18,686	154	..	503,828
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	530,031	118,368	76,174	332	83,620	4,238	..	812,763
Under State Industrial Act—								
By intervention, assistance or compulsory conference ..	6,055	..	8,041	800	..	16,800	..	31,696
By reference to Board or Court ..	43,122	..	4,390	510	..	..	..	48,022
Under Commonwealth Conciliation and Arbitration Act								
By intervention, assistance or compulsory conference ..	500	14,177	6,020	..	..	..	..	20,697
By Filling Places of Work-people on Strike or Locked out ..	5,900	744	2,364	..	..	52	..	9,060
By Closing down Establishment permanently ..	382	1,614	420	..	..	..	360	2,776
By other Methods ..	135,554	42,024	11,990	255	51	145	60	190,083
TOTAL ..	1,145,223	228,269	170,690	10,583	102,357	21,389	420	1,678,980

ESTIMATED LOSS IN WAGES.

	£	£	£	£	£	£	£	£
Negotiations—								
Direct between employers and employees, or their representatives ..	228,522	26,325	37,797	5,065	11,800	108	..	309,617
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act ..	341,830	01,682	42,502	173	52,500	1,850	..	500,537
Under State Industrial Act—								
By intervention, assistance or compulsory conference ..	4,415	..	4,103	420	..	9,137	..	18,075
By reference to Board or Court ..	20,992	..	1,825	230	..	..	..	23,047
Under Commonwealth Conciliation and Arbitration Act								
By intervention, assistance or compulsory conference ..	300	4,628	3,300	..	..	..	..	8,228
By Filling Places of Work-people on Strike or Locked out ..	2,890	312	1,092	..	..	32	..	4,326
By Closing down Establishment permanently ..	179	865	244	..	..	..	300	1,588
By other Methods ..	74,936	20,871	6,113	116	25	80	45	102,186
TOTAL ..	674,064	114,683	96,976	6,004	64,325	11,207	345	967,604

"Direct negotiations" between the representatives of employers and employees was the most popular method of settling disputes during the year 1916. Of the total number of disputes (508) no less than 319 were settled by that method. Thirty-four stoppages were terminated by the intervention of a third party (not an official under Commonwealth or State Industrial Act); eighteen were settled by filling the places of the employees on strike, while twenty-five were terminated by intervention, assistance, or reference to Courts or Boards appointed under Commonwealth or State Arbitration or Industrial Acts. One hundred and six disputes were classified as having been settled "By other methods." It must be mentioned that a large number of stoppages of work occur each year, principally at the collieries, without any cause for such stoppages being brought officially under the notice of the

employers or their representatives. Such stoppages usually last for one day, and work is resumed on the following morning without any negotiations for a settlement of the trouble which caused the stoppage.

Industrial Disputes.—Number and Magnitude for each State and Territory.
Comparative particulars for the Quarterly periods† of 1915 and 1916.

Periods.	No. of New Disputes.	No. of establishments involved in New Disputes.	No. of Workpeople involved in New Disputes.			No. of Working Days Lost. All Disputes.			Total Estimated loss in Wages. £
			Directly.	Indirectly.	Total.	New Disputes.	Old Disputes.	Total.	
NEW SOUTH WALES.									
1st Quarter, 1915	58	70	8,023	4,869	13,792	52,308	129,200	181,508	92,472
2nd " 1915	31	36	3,428	3,143	6,569	34,810	82,439	117,449	63,975
3rd " 1915	60	69	11,344	5,661	17,005	58,957	22,465	81,422	44,998
4th " 1915	114	619	23,299	3,949	27,248	168,527	16,234	184,761	91,731
1st Quarter, 1916	88	114	20,437	3,077	23,512	280,706	27,978	308,686	197,550
2nd " 1916	74	201	10,330	3,169	13,499	70,145	61,858	132,003	75,103
3rd " 1916	124	280	19,122	12,432	31,554	109,914	20,505	130,419	78,505
4th " 1916	60	121	41,788	3,069	44,857	403,326	165,086	568,412	333,281
VICTORIA.									
1st Quarter, 1915	3	3	735	7	742	2,467	..	2,467	1,438
2nd " 1915	5	5	1,446	48	1,494	25,923	..	25,923	10,935
3rd " 1915	10	28	455	69	524	2,570	2,952	5,522	2,375
4th " 1915	20	118	2,798	685	3,483	20,761	..	20,761	13,063
1st Quarter, 1916	17	48	2,575	112	2,687	31,009	1,200	32,209	10,490
2nd " 1916	15	324	1,560	425	1,991	42,072	301	42,373	18,598
3rd " 1916	12	13	534	986	1,520	15,068	1,243	16,311	9,461
4th " 1916	11	64	8,901	569	9,470	70,231	5,524	75,755	38,939
QUEENSLAND.									
1st Quarter, 1915	4	18	125	84	209	594	657	1,251	600
2nd " 1915	2	4	134	19	153	1,545	663	2,208	975
3rd " 1915	5	11	593	458	1,051	13,003	..	13,003	6,476
4th " 1915	6	6	625	28	653	3,745	..	3,745	1,593
1st Quarter, 1916	8	68	2,205	714	3,009	14,799	825	15,624	8,559
2nd " 1916	16	18	2,572	965	3,537	20,122	26,000	46,122	25,383
3rd " 1916	17	30	2,165	436	2,601	28,633	1,074	29,707	15,582
4th " 1916	23	136	10,335	336	11,171	76,472	5,992	82,464	47,505
SOUTH AUSTRALIA.									
1st Quarter, 1915	1	1	150	..	150	900	..	900	470
2nd " 1915	7	7	208	15	221	1,525	..	1,525	762
3rd " 1915	3	3	436	44	480	2,270	170	2,440	1,215
4th " 1915	4	14	522	110	632	15,012	..	15,012	11,995
1st Quarter, 1916	3	30	579	110	689	2,715	..	2,715	1,249
2nd " 1916	8	10	193	33	231	765	28	793	422
3rd " 1916	3	3	182	426	608	3,717	..	3,717	1,933
4th " 1916	2	2	83	32	115	633	..	633	405

* Total estimated loss during the respective periods for all disputes, new and old.

† The aggregates of the particulars for the four quarters of the years, 1915 and 1916, do not agree with the annual figures for the reasons stated on page 488 ante.

Industrial Disputes.—Number and Magnitude for each State and Territory.
Comparative particulars for the Quarterly periods† of 1915 and 1916.—cont.

Periods.	No. of New Disputes.	No. of establishments involved in New Disputes.	No. of Workpeople involved in New Disputes.			No. of Working Days Lost. All Disputes.			Total Estimated loss in Wages. £
			Directly.	Indirectly.	Total.	New Disputes.	Old Disputes.	Total.	
WESTERN AUSTRALIA.									
1st Quarter, 1915
2nd " 1915	..	5	10	528	18	546	3,468	..	3,468
3rd " 1915
4th " 1915	..	1	10	50	50	100	600	..	600
1st Quarter, 1916	..	10	14	2,015	3,213	5,228	77,833	..	77,833
2nd " 1916	..	6	6	194	90	284	2,449	2,610	5,059
3rd " 1916	..	3	10	2,032	1,491	3,493	17,432	1,206	18,038
4th " 1916	..	5	5	107	18	125	507	72	579
TASMANIA.									
1st Quarter, 1915
2nd " 1915
3rd " 1915	..	2	2	922	..	922	4,698	..	4,698
4th " 1915†	110	..
1st Quarter, 1916
2nd " 1916	..	3	32	168	50	218	3,884	..	3,884
3rd " 1916	..	2	2	53	..	53	217	11,850	12,067
4th " 1916	..	1	2	145	18	163	4,238	1,200	5,438
NORTHERN TERRITORY.									
1st Quarter, 1915	..	1	1	39	..	39	39	..	39
2nd " 1915	..	1	1	55	12	67	283	..	283
3rd " 1915	..	1	1	64	16	80	480	..	480
4th " 1915	..	4	4	96	16	112	4,315	..	4,315
1st Quarter, 1916	..	1	1	60	..	60	60	135	195
4th " 1916	..	1	1	60	..	60	360	..	360
FEDERAL CAPITAL TERRITORY.									
Total, 1914	1	1	50	..	50	350	..
Total, 1915	1	1	20	..	20	80	..
Total, 1916
COMMONWEALTH.									
1st Quarter, 1915	..	67	93	9,972	4,960	14,932	56,308	129,857	186,165
2nd " 1915	..	51	63	5,795	3,255	9,050	67,544	83,302	150,846
3rd " 1915	..	91	115	13,834	6,248	20,082	82,058	25,877	107,645
4th " 1915	..	149	671	27,300	9,838	37,228	221,960	16,344	238,304
1st Quarter, 1916	..	132	275	27,959	12,226	40,185	407,724	30,138	437,862
2nd " 1916	..	122	594	14,972	9,728	24,700	148,437	90,295	238,732
3rd " 1916	..	161	338	24,088	15,741	39,829	173,581	41,877	215,458
4th " 1916	..	93	331	61,427	4,548	65,969	554,917	197,884	752,701

* Total estimated loss during the respective periods for all disputes, new and old.

† Particulars relate to a dispute commenced in the preceding quarter.

‡ The aggregates of the particulars for the four quarters of the years, 1915 and 1916, do not agree with the annual figures for the reasons stated on page 488 ante.

8. **Number and Magnitude of Industrial Disputes in each State and Territory—4th Quarter, 1916.**—In the following table particulars are given relating to the number and magnitude of industrial disputes which resulted in a stoppage of work during the fourth quarter of the year 1916. These particulars include (a) the number of establishments, affected; (b) the number of workpeople directly and indirectly involved; (c) the number of working days lost, as a result respectively, of those cessations of work which commenced during the period under review and of those commenced at anterior dates, but which had not terminated at the 1st October, 1916; and (d) the estimated consequential loss in wages, due to all cessations of work which were in progress during the three months ended 31st December, 1916. In addition thereto comparative particulars are given, in respect of the Commonwealth only, for the preceding quarter and for the corresponding quarter of the year 1915.

INDUSTRIAL DISPUTES.—Number and Magnitude of Industrial Disputes in Each State and Territory of the Commonwealth, 4th Quarter 1916, and Comparative Particulars for the preceding Quarter and for the corresponding Quarter 1915.

State or Territory.	No. of New Disputes	No. of Establishments Involved in New Disputes	No. of Workpeople Involved in New Disputes.			No. of Working Days Lost.			Total Estimated Loss in Wages *£	
			Directly.	Indirectly.	Total.	New Disputes.	Old Disputes.	Total.		
New South Wales	50	121	41,796	3,069	44,865	408,326	185,006	588,422	333,281	
Victoria	11	64	8,901	509	9,470	70,281	5,524	75,805	38,939	
Queensland	23	136	10,335	836	11,171	75,472	5,903	81,464	47,505	
South Australia	2	2	83	32	115	633	..	633	465	
Western Australia	5	5	107	18	125	507	72	579	332	
Tasmania	1	2	145	18	163	4,238	1,200	5,438	2,300	
Northern Territory †	1	1	60	..	60	360	..	360	300	
Fed. Cap. Territory .. .. .	..	..	..	..	..	..	..	..	..
Total Commonwealth.	4th Quarter, 1916	93	1331	61,427	4,542	65,969	554,317	1,97,884	752,701	423,152
	3rd Quarter, 1916	161	338	24,068	15,741	39,829	173,581	41,877	215,458	122,452
	4th Quarter, 1915	149	671	27,390	9,833	37,223	221,060	16,344	238,304	120,400

* Total loss during the quarter for all disputes, new and old.

† Definite particulars as to the number of establishments affected by the stop-work meetings held as a protest against conscription were not ascertainable.

The number of new disputes recorded during the fourth quarter of the year 1916 was 93, as compared with 161 during the third quarter; 122 during the second quarter, and 132 during the first quarter of the year. The falling-off in the number of disputes occurred in Group VIII. (Mines, Quarries, etc.). In explanation of the reduction of the number of dislocations in this Group it may be mentioned that the employees in the coalmining industry in four States were involved in a common dispute over the eight hours bank to bank question, and, therefore, the stoppages, which have been so frequent in previous quarters, over purely local questions, did not occur.

Although the number of disputes was considerably less than in past quarterly periods, the number of workpeople involved in new disputes shews a considerable increase when compared with previous quarters of the year. During the three months ending 31st December,

65,969 workpeople were involved in disputes, as compared with 39,829 during the previous three months. The figures for the second quarter were 24,700, while 40,185 were involved in disputes during the first three months of the year; 554,817 working days were lost in consequence of disputes which commenced during the period under review, and 197,884 as a result of disputes commenced prior to the 1st October, making an aggregate loss of 752,701 working days, and an estimated loss of wages of £423,152 during the months of October, November, and December.

9. Number and Magnitude of Industrial Disputes, Classified according to Industrial Groups, 4th Quarter, 1916.—In the following table particulars are given of new disputes classified according to industrial groups, and additional information as to the number of working days lost through old disputes in progress during the quarter indicated, together with the total estimated loss in wages for all disputes. The industrial classification is that adopted in connection with labour organisations, unemployment, current rates of wage and changes therein, etc. (see page 334, *ante*.) Corresponding particulars of industrial disputes in each of the quarters of 1913, 1914, 1915 and the preceding quarters of 1916 respectively, have been published in Labour Bulletins Nos. 1 to 15 inclusive.

Industrial Disputes.—Number and Magnitude of Industrial Disputes in the Commonwealth, classified in Industrial Groups, 4th Quarter, 1916.

Industrial Group.	No. of New Disputes.	No. of Establishments Involved.	No. of Work-people Involved in New Disputes.			No. of Working Days Lost.			Total Estimated Loss in Wages *£
			Di-rectly.	Indi-rectly.	Total	New Dis-putes.	Old Dis-putes.	Total.	
I. Wood, Furniture, Timber, etc.	1	1	13	8	21	84	..	84	22
II. Engineering, Metal Works, etc.	8	57	1,393	568	1,961	34,417	163,674	198,091	102,019
III. Food, Drink, Tobacco, etc.	3	3	1,219	..	1,219	8,645	..	8,645	4,563
VI. Other Manufacturing.	11	11	969	557	1,526	17,289	312	17,601	11,856
VII. Building	3	3	77	36	113	1,084	2,436	3,520	1,856
VIII. Mines, Quarries, etc.	35	127	18,692	3,280	21,972	440,897	22,682	463,579	278,523
IX. Railway and Tramway Services	6	6	566	..	566	2,668	56	2,724	1,805
X. Other Land Transport	2	2	19	..	19	90	304	394	192
XI. Shipping, Wharf Labour, etc.	9	9	560	58	618	3,444	..	3,444	1,950
XII. Pastoral, Agric'l., etc.	3	104	545	11	556	2,360	4,680	7,040	4,795
XIV. Miscellaneous	12	78	37,365	24	37,389	43,839	3,740	47,579	20,571
All Groups	93	7331	61,427	4,542	65,969	554,817	197,884	752,701	423,152

* Total loss during the quarter for all disputes, new and old.

† Definite particulars as to the number of establishments affected by the stop-work meetings held as a protest against conscription were not ascertainable

Of the total number of new disputes recorded (93) during the fourth quarter of the year 1916, 35 (about 37.6 per cent.) were in connection with the Mining and Quarrying industries (Group VIII.). These 35 stoppages involved, directly and indirectly, 21,972 workpeople, and entailed a loss of 440,897 working days. Disputes in this group commencing prior to the first of October caused a loss of 22,682 days. The

total number of working days lost by workpeople engaged in these industries during October, November, and December was 463,579, while the loss in wages is estimated at £273,523. These abnormal figures are mainly due to the dispute over the eight hours bank to bank question. Twelve disputes affecting workpeople classified in Group XIV. (Miscellaneous) were recorded during the period under review. The number of workpeople involved was 37,389, and the working days lost were 43,839. The stop-work meetings called as a protest against conscription are included in this group. The next highest numbers of disputes in classified Groups were:—11 in Group VI. (Other Manufacturing); 9 in Group XI. (Shipping, etc.); 8 in Group II. (Engineering, etc.); and 6 in Group IX. (Railway and Tramway Services). The remaining number of disputes (12) were classified as follows:—Three each in Groups III. (Food, Drink, etc.); VII. (Building), and XII. (Pastoral, Agricultural); two in Group X. (Other Land Transport); and one in Group I. (Wood, Furniture, etc.).

10. Particulars of Principal Disputes recorded during the 4th Quarter, 1916.—Summarised particulars are furnished in tabular form (on pages 513 to 522 herein) of all disputes recorded in the tabulations for the fourth quarter of the year 1916, together with additional information relating to those disputes which remained in progress at the commencement of that period. These particulars comprise information for each dispute as to the following matters, viz.:—(a) The locality, industry and occupations affected; (b) the number of workpeople directly and indirectly involved; (c) the dates respectively of commencement and termination; (d) the alleged cause or object; and (e) the result. In the following paragraphs these particulars are briefly reviewed with respect to disputes in each State.

(i.) *New South Wales.*—During the quarter under review 50 new disputes occurred in this State. Of this number 30 disputes involved workpeople engaged in the mining industry. With the exception of six, these stoppages were of short duration, no less than twenty being one-day stoppages. The disputes which continued for a week or over involved workpeople employed at the undermentioned collieries:—Aberdare and Aberdare Extended, Hermitage, Pelaw Main, Muswellbrook, and Aberdare Central. The employees in the coal mining industry were involved in a serious dislocation during the month of November. Practically the whole of the collieries in the Commonwealth, with the exception of those in Western Australia, were affected by the trouble. The matter in dispute was the eight hours "from bank to bank" system of working. Negotiations between the employees and employers had been in progress for some time, but without definite result. At the end of October the employees decided to stop work with a view to having the matter settled. The collieries in New South Wales were first affected, followed by those in Victoria, Queensland, and Tasmania. The effect upon industry was immediately felt. The Commonwealth Ministry, under the provisions of the War Precautions Act, decided to commandeer all the available coal in Australia with a view to ensure that the limited supply available would be directed into the channels in which it would be of the most service to the community. The primary object of the Ministry's action was to ensure a supply of coal for the warships and transports.

The shortage of coal caused a serious dislocation in the shipping trade, many vessels being laid idle and the men paid off. Railway services in the various States were curtailed and arrangements were completed for further reductions at the end of November. The want of fuel and power caused a large number of factory workers to lose employment. Regulations, framed under the provisions of the War Precautions Act, were gazetted on the 23rd November, to limit the supply of coal or any power generated from coal for industrial purposes. These regulations decreed that any person, firm, etc., possessing more than five tons of coal or coke must submit returns to the Navy Department in each State. The supplying of coal and coke to any person was prohibited, unless with the consent of the Minister or the Coal Board. Persons were not allowed to use any coal or coke in their possession for industrial purposes, without permission, save the following exemptions, and these only for 7 days from 23rd November:—Railways, tramways, electric light and gas works, public hospitals, establishments refrigerating perishable produce, factories manufacturing goods for the Department of Defence or the Department of the Navy, flour mills, newspapers, butchering, baking or dairy produce establishments and fish stores. The use of electric current and gas for industrial purposes was also prohibited. It will be seen that work in factories not included in the exemptions mentioned or to which special exemptions were granted, was practically impossible owing to the want of fuel and power. Proprietors and managers endeavoured to continue work by the use of oil and wood fuel, and in certain cases in the clothing trade arrangements were made to re-introduce treadle machines. The industries most seriously affected were bootmaking, clothing, shipping, jam and confectionery and railway traffic. The position became very acute during the last week in November, and the announcement of the special tribunal on the 30th November, that the collieries would re-open on the 4th December, practically saved the situation, as it appeared certain that the majority of the factories would close early in December. As it was, the loss of work was very large. In New South Wales it is estimated that 25,000 to 30,000 workpeople were idle for periods varying from one week to a fortnight; in Victoria approximately 20,000 were affected, while several thousand were idle in Queensland, South Australia, and Tasmania. A special effort was made to ascertain definite particulars concerning unemployment, caused by the shortage of fuel and power.

The various State Labour Departments were asked to furnish any available statistics, while secretaries of trade unions, agents and correspondents and employers were approached with a view to ascertaining definite particulars. A mass of information was collected, but the statements regarding numbers of workpeople affected and amount of time lost were so guarded and qualified that the data could not be safely used for statistical purposes.

With a view to terminating the dispute the Commonwealth and State Governments conferred as to the best method to be adopted. On the 14th November the Prime Minister took definite action by issuing regulations under the War Precautions Act empowering him to call a compulsory conference to consider the industrial dispute existing in relation to the coal industry in Australia. The conference met on the 16th November. The Prime Minister presided, and representatives of

employers and employees were present. The employees' representatives decided, after a day and a-half's sitting, to recommend the miners to accept the Government's proposal, as submitted by Mr. Hughes. Such proposal was that the men should return to work under the conditions which existed when they ceased, and that on the same day a special tribunal should start to hear their case. The suggestion was made that the tribunal should sit in Sydney, and that the President of the Commonwealth Arbitration Court should decide the case. It was proposed to take a ballot of the men on the question of accepting the Prime Minister's proposal, but practically the whole of the New South Wales miners declined to ballot. Another compulsory conference was held on the 24th November, but with no definite result. After a conference on the 27th November the Prime Minister decided to appoint a special tribunal under the War Precautions Act. Judge Edmunds was appointed chairman, and regulations were passed conferring great powers on the tribunal in regard to the coalmining industry. The tribunal met in Sydney on the 29th November, and on the 30th Mr. Justice Edmunds made the following statement:—

“ The miners' representatives have undertaken that the men shall at once resume duty, and that those officials who are responsible for such work will get the mines into working condition in order that there will be a complete resumption of work by Monday next (4th December).

The resumption of work is to be carried out on the eight hours bank to bank principle, as claimed by the miners.

Other matters in dispute have been reserved for further consideration, but in the meantime the mines are to start work.

The pecuniary loss involved in the arrangement, as far as the owners are concerned, is to be a matter for further consideration. These minor questions will be immediately dealt with.”

On the 8th December the first Order of the special tribunal was gazetted. This Order dealt with the eight hours bank to bank question. The decision of the Judge is stated hereunder:—“ That eight hours bank to bank, inclusive of one-half hour for meal time, on Monday, Tuesday, Wednesday, Thursday, and Friday, and six hours bank to bank, inclusive of one-half hour for meal time, on Saturday, Sunday, and holidays shall constitute a full working shift in all coal and shale mines in the Commonwealth.

The term “ eight hours bank to bank ” in this Order means eight hours reckoned from the time the first person working in a shift leaves the surface to the time the last person working on the same shift returns to the surface.”

Under managers, overmen, and certain other employees were excepted from the Order. It was further ordered that the system of front and back shift be abolished.

On the 22nd December, Order No. 2 was gazetted. In this Order the hewing rate for miners and all customary rates paid to them were increased 15 per cent. on existing rates. The existing rates of pay for off-hand labour, including boys, excepting deputies in New South Wales

and Victoria, were increased 20 per cent. Overtime and special rates for certain employees were also fixed. Provision was also made that

"This Order shall remain in force, unless rescinded or varied, for a period of three years from the 1st January, 1917, and such further time, if any, as the present European War may continue, and industrial peace shall be preserved in the Coal and Shale Mining Industry in the Commonwealth during the said period."

Order No. 3 was also gazetted on the 22nd December. This order dealt with the selling price of coal, and is printed hereunder, as it presents a new feature in connection with the work of wage-fixing tribunals:—

In the matter of the War Precautions Act 1914-1916 and the Regulations thereunder, and of the dispute in the Coal and Shale Mining Industry.

COAL MINING BOARD

ORDER No. 3.

The following Order is made in pursuance of Regulation 22 of the War Precautions (Supplementary) Regulations, made under the War Precautions Act 1914-1916, and of the Commission issued to me by the Attorney-General of the Commonwealth on the 26th day of November, 1916:—

1. Every existing system whereby an increase or decrease of the hewing rate or other wage has hitherto taken place upon the increase or decrease respectively of the selling price of coal is hereby abolished.
2. The selling price of all coal sold by producers or other vendors, wholesale or retail, may be increased by an addition of not more than 3s. to the existing selling price, except in the case of coal produced in the mines in New South Wales at Curlewis, Gunnedah, and Rosedale.
3. Any producer or other vendor of coal may at any time be required by me to submit all his records, books, documents, or other papers for examination by an accountant appointed for that purpose by the Prime Minister, and upon being so required shall submit to such examination accordingly.
4. Upon receipt by me of the report of such accountant, or in case of refusal to submit fully to the said accountant's examination, I may call upon any producer or other vendor of coal to show cause why the selling price of his coal should not be reduced.

Any producer or other vendor of coal may, upon the said accountant's report, apply to me for the right to further increase the selling price.

5. In existing contracts the producers and other vendors of coal shall be entitled to add to the selling price stated in such contracts an amount not exceeding 3s.
6. This Order shall take effect on and from 1st January, 1917.

W. EDMUNDS.

Sydney, 20th December, 1916.

Employees at the Small Arms Factory were involved in a dispute at the end of November. Certain men who refused to handle "black" coal were dismissed. The other employees demanded their reinstatement, and after a stoppage of five days the men were reinstated on recommendation of Judge Edmunds that there should be no victimisation in connection with the coal dispute. The ironmoulders' dispute, which commenced in September, continued during the three months ending December. Seven disputes which were in existence at the beginning of October terminated during the quarter.

(ii.) *Victoria*.—Of the eleven disputes which occurred in this State during the fourth quarter the two most important were those which affected workpeople employed in the coalmining and ironmoulding industries. The stoppage at the coal mines has already been mentioned. The dispute in the ironmoulding trade was caused by the action of the men in refusing to work upon certain castings which were intended for transmission to New South Wales, in which State the moulders were on strike. It will be seen, therefore, that the men in Victoria declared a "sympathetic" strike with a view to assisting their fellow workers in New South Wales. The dispute in that State terminated early in January, but the men in Victoria did not return to work, as they decided to claim increased rates of wages. Persons employed in the undermentioned occupations were involved in minor disputes during the quarter:—Labourers, shearers, gold miners, brick-makers, stone crushers, sewer labourers, and tramway employees.

(iii.) *Queensland*.—Twenty-three new disputes were recorded during the fourth quarter. The principal disputes were those in which coalminers, meat industry employees at Ross Creek and Alligator Creek, and sugar industry employees were involved. Railway construction workers on the Oona-Dobbyn section claimed increased rates of wage, which were conceded. Waterside workers at Louisa Creek and Mackay were also involved in disputes over rates of wage.

(iv.) *South Australia*.—Two disputes occurred during the month of December. Furnacemen employed at the zinc distillation works at Port Pirie claimed an increase in wages in lieu of a bonus. The dispute was pending at the end of the quarter. The other dispute involved storemen in the sugar refining works, and was also unsettled at the end of the year.

(v.) *Other States and Territories*.—In Western Australia five disputes commenced during the fourth quarter. The dispute involving ironmoulders in Kalgoorlie terminated in November. One dispute, affecting coalminers, occurred in Tasmania, and in the Northern Territory wharf labourers at Port Darwin were idle for a week in November. Inquiries concerning other disputes which were reported to have occurred in the Northern Territory during previous quarters elicited information which shewed that such disputes did not come within the definition of "industrial dispute" as recorded by this Bureau.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
New South Wales.					
<i>Kurri Kurri—</i> Richmond Main Colliery— Miners.	*	*	20th Aug. 1915.	Objection to tonnage rates for hewing.	Pending at end of December, 1916.
<i>Darlinghurst—</i> United Theatres Limited— Musicians.	†	†	1st Jan. 1916.	Objection to playing with a mechanical musical instrument	Pending at end of December, 1916.
<i>Newnes—</i> Coal and Shale Mining— Surface Workers.	‡	‡	7th April 1916.	To enforce the payment of increased rates of pay.	Pending at end of December, 1916.
<i>Broken Hill. E</i> State Tramways— Fettlers.	§	§	21st Aug. to 6th Oct.	To enforce the payment of an increase of 1s. per day	Increase of 6d. per day conceded.
<i>Spdney—</i> Jas. Ward Ltd— Stove Makers.	††	††	28th Aug. to 6th Dec.	To enforce the payment of time in lieu of piece rates.	Piece rates increased.
<i>Port Waratah.</i> Broken Hill Pty. Ltd.— Engine Drivers.	††	††	8th Sept. to 11th Oct.	To enforce the payment of an increased rate for overtime, etc.	Work resumed on antecedent conditions. Question of re-employment of certain men to be referred to Judge.
<i>Whole State.</i> Iron Moulding— Moulders.	††	††	25th Sept.	To enforce the payment of an increased rate of wage.	Pending at end of December, 1916.
<i>Thirroul.</i> Excelsior Colliery— Miners.	††	††	25th Sept. to 6th Oct.	To enforce the employment of extra wheelers.	Two extra wheelers employed.
<i>Wollongong</i> Mt. Pleasant Colliery— Miners & Others.	††	††	25th Sept. to 9th Oct.	To enforce extra payment for working certain places.	Claims to be submitted to a Board of Reference.
<i>Bull.</i> Bull Colliery— Miners & Others.	††	††	7th Sept. to 26th Dec.	To enforce the substitution of a shorter working time and payment for deficient places	Work resumed. Deficiency claims to be referred to Judge
<i>Spring Hill, Cadia.</i> Railway Construction— Plate Layers.	††	††	15th Sept. to 3rd Oct.	To enforce payment of an increased rate of wage.	Work discontinued.
<i>Cessnock.</i> Aberdare and Aberdare Extended Collieries— Wheelers and Others.	100	500	2nd Oct. to 13th Oct.	To enforce the payment of an increased tonnage rate.	Demand conceded.

* See Labour Bulletin No. 11, page 241.

† See Labour Bulletin No. 13, page 43.

‡ See Labour Bulletin No. 13, page 48.

§ See Labour Bulletin No. 14, page 151.

†† See Labour Bulletin No. 15, pp. 257 to 266.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
<i>N. S. Wales—cont.</i>					
<i>Newcastle.</i> Waterside Working Waterside Workers.	40	10	4th Oct.	To enforce the payment of a "special cargo rate" for lead, bullion and coal	Demand conceded.
<i>Sydney, Newcastle and other Centres.</i> Various Occupations.	20,000	..	4th Oct.	Protest against conscription.	Work resumed on the following day.
<i>Abermain.</i> Abermain No 2 Colliery—Wheelers.	180	..	5th Oct.	Refusal to work with employee who worked during a previous strike.	Matter arranged after resumption of work
<i>Pelaw Main.</i> Pelaw Main Colliery—Miners & Others.	601	..	6th Oct. to 17th Oct.	Protest against threatened dismissal of an employee.	Employee to continue in his employment.
<i>Cessnock.</i> Bellbird Colliery—Drivers & Others.	5	206	6th Oct.	To enforce the payment of an increased rate of wage.	Work resumed on antecedent conditions.
<i>Dudley.</i> Dudley Colliery—Clipper Boys and Others.	20	189	7th Oct. to 9th Oct.	Protest against colliery not working on a previous back Saturday.	Work resumed.
<i>Muswellbrook.</i> Muswellbrook Colliery—Miners & Others.	71	13	9th Oct.	To enforce observance of agreement.	Demand granted pending settlement by Judge.
<i>Thirroul</i> Excelsior Colliery Wheelers & Others.	18	220	10th Oct.	To enforce a reduction in hours.	Demand conceded.
<i>Kitchener</i> Abyrdare Central Colliery—Bricklayers and Shaftsinkers	70	36	10th Oct. to 18th Oct.	(1) Claim for an increase in wages. (2) Objection to labourers backing-in brickwork.	(1) Claim conceded. (2) Same conditions
<i>Cessnock.</i> Bellbird Colliery—Miners & Others.	132	110	10th Oct.	Demand for two bords per pair of miners in machine places.	Work resumed. Bord and cut-through accepted
<i>Luhycow—</i> Hermitage Colliery Miners	163	..	10th Oct. to 21st Oct.	Contract let to non-unionist.	Contractor joined Union
<i>Annandale.</i> Box Making—Box Makers.	13	8	12th Oct. to 16th Oct.	Objection to new foreman.	Work resumed on antecedent conditions.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
N.S. Wales—cont.					
<i>Charlestown</i> Burwood Colliery— Miners & Others.	161	51	16th Oct	Claim for alteration of train arrangements.	Work resumed. Alteration to be made
<i>Boothroyd.</i> Stockton-Borehole Colliery— Wheelers.	236	..	19th Oct.	Protest against dismissal of a wheeler for refusing duty.	Work resumed. Man not reinstated.
<i>Charlestown.</i> Burwood Colliery— Miners & Others.	161	49	21st Oct.	Dissatisfaction <i>re</i> train arrangements	Train arrangements altered.
<i>West Wallsend.</i> South Seaham Colliery— Wheelers and Others.	16	398	23rd Oct	To enforce the payment of an increased rate of wage.	Work resumed. Conference to be held. Increase to be paid.
<i>Cessnock.</i> Bellbird Colliery— Miners & Others.	208	18	23rd Oct. to 24th Oct.	Inefficient number of skips.	Sufficient skips to be provided.
<i>Sydney.</i> State Trawlers— Seamen & Others.	12	24	23rd Oct. to 11th Nov.	To enforce an increase in the overtime rate and a reduction in hours.	Work resumed on old conditions. Conference to be held.
<i>Coledale</i> North Bull Colliery— Miners & Others.	380	..	23rd Oct.	Claim for payment for certain deficient places.	Claim conceded
<i>Scarborough</i> South Clifton Tunnel Colliery— Wheelers & Others.	16	169	24th Oct.	Alleged short payment.	Work resumed on antecedent conditions.
<i>Charlestown</i> Burwood Colliery— Miners & Others.	162	37	24th Oct. to 26th Oct	Claim for payment of day's wage to wheeler who was injured.	Full pay conceded
<i>Neath.</i> Neath Colliery— Wheelers & Others.	15	130	24th Oct.	Roof in certain section of mine considered unsafe.	Roof repaired.
<i>Cressnock</i> Bellbird Colliery— Miners & Others.	225	18	24th Oct.	Protest against discrimination regarding men allowed to work during dispute.	Work resumed on antecedent conditions.
<i>Abermain.</i> Abermain Colliery Wheelers & Others.	450	..	23rd Oct.	Claim for extra pay for long timber.	Demand conceded.
<i>Broken Hill.</i> Miners and Others.	4,000	..	27th Oct to 28th Oct	Protest against conscription.	Work resumed.
<i>Whole State.</i> Coal Mining— Miners & Others.	11,500	..	31st Oct to 2nd Dec	Claim for eight hours from bank to bank	Claim conceded by special tribunal appointed under the War Precautions Act.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
<i>N. S. Wales—cont.</i>					
<i>Helensburgh.</i> Metropolitan Colliery— Carpenters—	4	..	2nd Nov. to 4th Dec.	Refusal to work with a non-unionist.	Man joined Union.
<i>Emu Plains.</i> Coal Loading— Loaders.	24	..	6th Nov. to 10th Nov.	Refusal to load "black" coal.	Work resumed on antecedent conditions.
<i>Kitchener.</i> Aberdare Central Colliery— Mechanics.	44	110	6th Nov. to 2nd Dec.	Sympathy with coal miners' claim for eight hours bank to bank.	Work resumed on termination of coal strike.
<i>North Bulli.</i> Coke Burning— Coke Workers.	60	..	7th Nov. to 2nd Dec.	Sympathy with coal miners' claim for eight hours bank to bank.	Work resumed on termination of coal strike.
<i>Lithgow.</i> Coal Loading— Loaders.	80	..	7th Nov. to 10th Nov.	Refusal to load "black" coal.	Work resumed.
<i>Fyvie and Mosman.</i> Water Supply and Sewerage— Carpenters, Joiners & Others.	25	9	10th Nov. to 6th Dec.	Demand for reinstatement of dismissed employee.	Work resumed. Employee not reinstated.
<i>Sydney.</i> State Trawlers— Masters and Engineers	12	24	15th Nov. to 31st Dec.	To enforce the payment of increased rates of pay.	Men's places filled.
<i>Port Kembla</i> Coke Burning— Coke Workers.	10	..	28th Nov. to 4th Dec.	Sympathy with claim of coal miners for eight hours bank to bank.	Work resumed on termination of coal strike.
<i>Corrimal.</i> Coke Burning— Coke Workers.	25	..	28th Nov. to 4th Dec.	Sympathy with claim of coal miners for eight hours bank to bank	Work resumed on termination of coal strike.
<i>Lithgow.</i> Small Arms Factory— All Occupations.	806	300	28th Nov. to 2nd Dec.	Refusal to reinstate certain men dismissed for refusing to handle "black" coal.	Work resumed. Men reinstated.
<i>Cullen Bullen.</i> Invicta Colliery— Miners.	22	..	5th Dec.	Refusal to work with certain employee.	Man objected to left mine.
<i>Griffith.</i> Water Conservation and Irrigation— Quarrymen.	155	..	7th Dec. to 9th Dec.	Objection to drivers filling drays.	Terms of award to be observed.
<i>Weston.</i> Hebburn Colliery— Miners and Others.	323	..	7th Dec.	Dispute re issue of coal tickets.	Tickets issued later.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
<i>N. S. Wales—cont.</i>					
<i>Meresether.</i> Globe Colliery— Surface Hands.	9	131	8th Dec.	Men engaged packing coal refused to work on screens.	Satisfactory arrangements made.
<i>Riverstone.</i> Slaughtering— Mutton Butchers	69	..	10th Dec. to 14th Dec.	To enforce the payment of an increased rate of wage.	Work resumed on antecedent conditions
<i>Homebush Bay.</i> Railway Construction— Labourers—	100	..	13th Dec	Payment of wages at city on wet pay day desired by men.	Demand conceded.
<i>Strathfield.</i> Transport— Carters.	12	..	14th Dec. to 18th Dec.	Demand for reinstatement of dismissed employee.	Man not re-employed but paid week's wages in lieu of notice.
<i>Scarborough</i> 8th Clifton and 8th Clifton Tunnel Collieries— Miners & Others.	421	3	14th Dec.	For abolition of afternoon shift.	Work resumed on antecedent conditions.
<i>East Moree.</i> Wool Scouring— Scourers.	16	..	15th Dec.	To enforce payment of an increased rate of wage.	Pending at end of December, 1916.
<i>Coaldale.</i> Nth Bulli Colliery— Miners & Others.	350	..	15th Dec	Claim for reinstatement of dismissed employee.	Employee reinstated.
<i>Eveleigh</i> State Railways— Canvas Workers.	8	..	20th Dec. to 21st Dec.	Additional facilities for cleansing after dirty work.	Demand conceded.
<i>Cessnock.</i> Bellbird Colliery— Miners	202	26	27th Dec. to 30th Dec.	Men entered mine and after remaining a short time returned home.	Work resumed after holidays.
<i>Pelaw Main.</i> Pelaw Main Colliery— Wheelers.	64	280	20th Dec.	Dispute between machine men and wheelers	Work resumed on antecedent conditions.
<i>Victoria.</i>					
<i>Williamstown.</i> State Dockyard— Shipwrights and Carpenters.	*	*	3rd May	Against employment of non-union workers.	Pending at end of December 1916
<i>Cambernell.</i> Drain Construction— Labourers	†	†	3rd Aug. to 29th Dec.	To enforce payment of increased rates of wage for sewer builders.	Men's places filled.
<i>Korumburra.</i> Austral Colliery— Miners.	†	†	2nd Aug. to 21st Dec.	To enforce the payment of minimum wage to all miners.	Work resumed.

* See Labour Bulletin No. 14, page 157.

† See Labour Bulletin No. 15, pages 266-7.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
Victoria—cont.					
<i>Camberrwell.</i> Transport— Carters.	†	†	3rd Aug to 29th Dec.	In sympathy with demand of labourers on drain construction.	Men's places filled
Building— Builders' Labourers.	†	†	3rd Aug to 29th Dec	Do.	Men's places filled.
<i>Wonthaggi.</i> State Coal Mine— Miners.	†	†	15th Sept to 16th Oct	That shuffmen be put on to work face jigs	Work resumed on antecedent conditions. Each case to be considered on its merits.
<i>Flemington Racecourse</i> Labourers.	150	..	2nd Oct	To enforce the payment of an increased rate of wage.	Demand conceded.
<i>Melbourne.</i> Various Occupations.	7,000	..	4th Oct	Protest against conscription.	Work resumed on following day.
<i>Flemington.</i> Shearing— Shearers.	29	11	30th Oct. to 3rd Nov.	To enforce the payment of an increased rate of wage.	Work resumed on antecedent conditions.
<i>Whole State.</i> Coal Mining— Miners & Others.	1,000	200	1st Nov. to 2nd Dec.	In sympathy with coal miners in New South Wales	Work resumed on conditions in Orders of special tribunal appointed under War Precautions Act.
<i>Maldon.</i> Gold Mining— Miners.	11	..	4th Nov.	To enforce observance of new agreement re starting time.	Agreement complied with.
<i>Northcote.</i> Brickmaking— Brickmakers.	23	..	6th Nov. to 8th Nov.	Refusal of men to work in rain.	Work resumed. Satisfactory arrangements made re starting work on wet days.
<i>Whole State</i> Iron Moulding— Moulders & Others.	500	250	17th Nov.	Refusal of men to handle castings intended for transmission to New South Wales, in which State moulders were involved in a dispute	Pending at end of December, 1916
<i>Camperdown.</i> Local Authority— Stone Crushers.	8	4	4th Dec.	To enforce the payment of an increased rate of wage	Pending at end of December, 1916

† See Labour Bulletin, No. 15, pages 260-7.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object	Result.
	Directly.	Indirectly.			
Victoria—<i>cont.</i>					
<i>Crib Point</i> Naval Base— Sewer Labourers.	14	..	4th Dec.	Refusal to work under Award of Industrial Court of Appeals by which hours were increased from 44 to 48 per week.	Pending at end of December, 1916.
<i>Prahran-Malvern and St. Kilda</i> Electric Tramways Motor Drivers and Others.	140	..	11th Dec	Demand for reinstatement of dismissed employees	Work resumed on antecedent conditions. Case of dismissed men to be considered.
<i>Gaffney's Creek.</i> Gold Mining— Miners.	26	104	13th Dec.	Refusal to work drills single-handed.	Pending at end of December, 1916.
Queensland.					
<i>Brisbane</i> Telephone Service— Conduit Workers.	*	*	2nd Aug	To enforce the payment of increased rates of wage	Pending at end of December, 1916.
<i>Cooktown</i> Lighthouse Construction— Concrete Hands and Others.	*	*	31st Aug to 2nd Oct.	To enforce a reduction of working time and increased rates of wage.	Work discontinued until beginning of 1917 season
<i>Mossman.</i> Sugar Culture— Cane Cutters.	*	*	18th Sept. to 11th Oct.	To enforce the payment of award rates of wage	Award rates paid.
<i>Port Douglas.</i> Local Authority— Labourers and Others	†20	..	26th Sept to 30th Sept.	Claim for payment of increased rates of wage	Claim conceded.
<i>Brisbane, Townsville, and Other Districts</i> Various Occupations	6,000	..	4th Oct.	Protest against conscription	Work resumed on following day.
<i>Alligator Creek.</i> Slaughtering for Export— Watch-keeping Engineers	2	..	6th Oct. to 11th Oct.	To enforce payment of an increased rate of wage.	Demand conceded.
Builders' Labourers	3	..	26th Oct. to 2nd Nov.	To enforce payment of overtime rates.	Overtime rates paid.
<i>Bolinda</i> Sugar Culture— Field Workers.	500	..	9th Oct. to 12th Oct.	Claim to be paid rates of wage awarded by Industrial Court.	Claim conceded.
<i>Cairns.</i> Sugar Manufacture Mill Hands.	124	..	9th Oct. to 14th Oct.	Claim for retrospective pay.	Court held that men were not entitled to retrospective pay.

* See Labour Bulletin No. 15, pp. 268-9.

† Particulars concerning this dispute were received too late to be included in the 3rd quarter

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—cont

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
Queensland—cont.					
<i>Gordonvale.</i> Sugar Manufacture Mill Hands.	300	..	9th Oct. to 6th Nov.	Claim for retrospective pay.	Retrospective pay allowed.
<i>Babinda.</i> Sugar Manufacture. Mill Hands.	260	..	9th Oct. to 13th Oct	Sympathy with field workers.	Work resumed.
<i>Gordonvale.</i> Sugar Manufacture. Mechanics.	11	..	12th Oct. to 8th Nov.	Claim for back money	Claim conceded.
<i>Babinda</i> Sugar Manufacture. Mechanics and Mill Hands.	15	525	15th Oct. to 17th Oct	Claim for retrospective pay.	Claim conceded.
<i>Cairns.</i> Sugar Manufacture. Mechanics.	6	..	17th Oct.	Sympathy with field workers, but afterwards claimed back money.	Pending at the end of December, 1916.
<i>Rockhampton</i> Local Authority— Various Occupations.	83	11	30th Oct. to 15th Nov	Alleged victimisation of an employee.	Matter referred to Industrial Court Judge who refused to order reinstatement.
<i>Townsville.</i> Waterside Working Waterside Workers	60	..	2nd Nov. to 9th Nov.	Demand by men in hold for same rates as men in freezing chamber.	Matter referred to Commonwealth Arbitration Court.
<i>Whole State.</i> Coal Mining— Miners & Others.	1,100	300	3rd Nov. to 2nd Dec.	Claim for eight hours bank to bank.	Claim conceded by special tribunal appointed under the War Precautions Act.
<i>Ross River.</i> Slaughtering for Export— All Occupations.	500	..	8th Nov.	Alleged victimization of Union official.	Employee reinstated
<i>Townsville</i> Locomotive Sheds Boilermakers.	22	..	9th Nov.	Withdrawal of "dirt money" pending enquiry by Royal Commission.	Pending at end of December, 1916.
<i>Alligator Creek.</i> Slaughtering for Export— Engineers and Others.	650	..	11th Nov to 25th Nov.	Dispute between members of two Unions.	Work resumed Conference to be convened
<i>Pleystowe.</i> Sugar Manufacture Mill Hands.	90	..	20th Nov	To compel employee to join Union	Employee joined Union.
<i>Oona-Dobbyn.</i> Railway Construction— Labourers.	214	..	29th Nov. to 9th Dec.	To enforce the payment of increased rate of wage.	Demand conceded.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object.	Result.
	Directly.	Indirectly.			
Queensland—<i>cont.</i>					
<i>Louisa Creek</i> Waterside Working Waterside Workers	165	..	9th Dec to 12th Dec.	To enforce the payment of the same rates and conditions as prevailing at Flat Top.	Demand conceded.
<i>Mackay.</i> Coal Loading— Waterside Workers	150	..	11th Dec.	To enforce payment of an increased rate of wage.	Demand conceded.
<i>Brisbane.</i> s.s. "Canberra"— Stewards.	40	..	12th Dec to 13th Dec	Against employment of a certain steward.	Vessel sailed without the stewards, who were subsequently prosecuted
<i>Miara.</i> Sugar Manufacture. Mill Hands.	20	..	13th Dec. to 20th Dec.	To enforce payment of rates prescribed by Award of Industrial Court	Payment refused. Remaining cane put through mill by sugar growers.
South Australia.					
<i>Port Pirie</i> Zinc Distillation— Furnacemen	42	32	20th Dec	To enforce payment of increased rates of wage in lieu of a bonus offered by Company.	Pending at end of December, 1916.
<i>Port Adelaide.</i> Sugar Refining— Storemen.	41	..	30th Dec.	Dispute <i>re</i> holidays.	Pending at end of December, 1916.
W. Australia.					
<i>Kalgoorlie.</i> Robin-Adair Foundry— Ironmoulders.	*	*	20th May to 3rd Nov.	Against the employment of an additional apprentice	Additional apprentice not employed.
<i>Cockburn Sound</i> Naval Base— Teamsters	7	..	4th Nov. to 11th Nov	Claim for increased wage and improved conditions	Claim partially conceded.
Blacksmiths, &c.	33	..	4th Nov. to 6th Nov.	Men ordered to work 44 hours per week in six days instead of five.	Work resumed. Working week to consist of six days.
Clerks.	24	..	21st Nov. to 25th Nov	To enforce the payment of overtime rates.	Demand conceded.
<i>North Fremantle.</i> Ironworking— Riveters and Others.	13	18	20th Dec	To enforce the payment of increased rates of wage.	Pending at end of December, 1916.
<i>Fremantle.</i> Waterside Working Waterside Workers	30	..	22nd Dec. to 23rd Dec.	Claim for reduction of number of foremen	Matters satisfactorily arranged

* See Labour Bulletin No. 14, page 160.

Particulars of Industrial Disputes recorded during the 4th Quarter, 1916.—*cont.*

Locality, Industry and Occupations Affected.	No. of Workpeople Involved.		Dates of Commencement and Termination	Alleged Cause or Object	Result
	Directly.	Indirectly.			
Tasmania.					
<i>Hobart.</i> Building— Builders' Labourers.	*	*	1st June to 10th Oct.	Refusal of employers to pay amended Award rate of wage	Work resumed. Amended Award rates paid.
Coal Mining— Miners & Others.	145	18	3rd Nov. to 2nd Dec.	Claim for eight hours bank to bank.	Claim conceded by special tribunal ap- pointed under the War Precautions Act.
Northern Territory.					
<i>Port Darwin.</i> S.S. "Houtman." Wharf Labourers	60	..	1st Nov. to 7th Nov.	Objection to be- haviour of captain when man was hurt.	Steamer sailed with out being fully dis- charged.

* See Labour Bulletin No. 14, page 180.

SECTION XIII.—STATE FREE EMPLOYMENT BUREAUX.

1. **General.**—In the following paragraphs, particulars are given of the operations of the various State Labour Bureaux. In Labour Report No. 6 (page 130), attention was drawn to the fact that the systems adopted in the several States for the registration of applications for work and from employers are not uniform, and that the comparisons which can be drawn from the figures shewing the results of the operations of these Bureaux are subject to certain limitations.

2. **Applications and Positions Filled, 1913, 1914, 1915, and 1916.**—The following table shews the total number of applications for employment and from employers, and the number of positions filled in the Commonwealth during the years 1913, 1914, 1915, and 1916: