

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

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

\* See footnote, page 97.

† Including results of two decreases.

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

## SECTION XI.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) which occur in each State and Territory throughout the Commonwealth was initiated by this Bureau at the beginning of the year 1913, and particulars relating thereto, for the first complete year, were published in Labour Report No. 5. Section XI. (Strikes and Lock-outs). An examination of the available data contained in official reports, newspapers, and other publications during past years shewed that insufficient material existed, for the compilation of anything like complete or comprehensive statistics regarding industrial disputes in the Commonwealth for years prior to 1913. A considerable amount of information relating to strikes and lock-outs which took place in New South Wales after the 1st July, 1907, has been published in the New South Wales Industrial Gazette (April, 1913, January, 1914, and subsequent issues), but even these particulars are

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) monthly reports sent in by secretaries of trade unions, and (c) 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, 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.

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

(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 lockout 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

\* 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 stoppage is not necessarily for the purpose of enforcing or resisting demands.

† 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.

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.

"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.†

(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

\* 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.

† For this reason the aggregate of the particulars relating to each quarter of any year will not necessarily agree with the annual results.

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, 1913-1915.**—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 Report No. 5, page 73, but those for the years 1914 and 1915 are now published for the first time. In order to allow of a ready comparison of the results the particulars are given for the three years. It should be observed that the abnormal results recorded for the year 1914 were consequent upon the very extended stoppage which occurred on the northern coalfields of New South Wales, in connection with the refusal to work the afternoon shift. This dispute alone accounted for a loss of 523,000 workings days, and an estimated loss in wages of approximately £259,000.

**Industrial Disputes.—Number and Magnitude in each State and Territory, and for the Commonwealth, 1913-1915.**

State or Territory.	Year.	No. of Disputes	No. of Establishments Involved in Disputes.	No. of Workpeople Involved.			No. of Working Days Lost.	Total Estimated Loss in Wages.
				Directly.	Indirectly.	Total.		
New South Wales	1913	134	466	25,647	14,864	40,011	468,957	£ 216,368
	1914	235	908	33,955	22,326	56,281	836,048	419,656
	1915	272	694	47,006	22,608	69,614	464,343	240,322
Victoria	1913	20	63	4,151	2,026	6,177	85,212	35,744
	1914	44	164	5,699	1,352	7,051	84,106	39,610
	1915	38	154	5,434	809	6,243	64,878	28,476
Queensland	1913	17	20	1,781	225	2,006	55,288	28,374
	1914	18	42	1,280	406	1,686	25,703	11,747
	1915	17	39	1,477	589	2,066	19,934	9,505
South Australia	1913	9	13	272	16	288	2,412	1,029
	1914	13	45	616	575	1,191	15,275	7,877
	1915	15	25	1,314	169	1,483	19,877	14,442
W. Australia	1913	9	324	967	..	967	6,772	3,515
	1914	18	19	1,117	3,292	4,409	124,175	70,552
	1915	6	20	578	68	646	4,068	2,294
Tasmania	1913	8	30	444	20	464	987	434
	1914	6	22	288	25	313	3,286	1,459
	1915	2	2	922	..	922	4,808	2,174
Fed. Cap. Terr.	1913	1	1	100	100	200	1,400	600
	1914	1	1	50	..	50	350	170
	1915	1	1	20	..	20	80	55
Nth. Territory	1913	1	4	131	39	170	2,500	1,675
	1914	2	2	68	..	68	552	348
	1915	7	7	254	44	298	5,237	2,365
Commonwealth	1913	208	921	33,493	16,790	50,283	623,528	287,739
	1914	337	1,203	43,073	27,976	71,049	1,090,395	551,228
	1915	358	942	57,005	24,237	81,242	583,325	299,633

\* See explanation at end of paragraph (iii.) of preceding sub-section 1, page 102.

It may be seen from the foregoing table that industrial disputes throughout the Commonwealth were more frequent during 1914 than during the year 1913, and that the number for 1915 was greater than for either of the two preceding years. In point of magnitude, i.e., average number of persons involved in each dispute, the disputes which occurred during the year 1914 (omitting 2930 workers involved in the abnormal dispute on the northern coalfields of New South Wales, referred to in a preceding paragraph) averaged 203 persons involved, and shew a decrease in comparison with the average (242) in 1913, whereas the average (227) for 1915 lies between these two extremes. In contra distinction to these results, the average duration of the disputes shew (omitting the figures (522,967) in connection with the dispute on the northern coalfields in 1914)) a very notable decrease in 1914 as compared with 1913, and a still further decrease in 1915 as compared with the preceding year. The average duration of each dispute in each of the three years, 1913, 1914, and 1915 was approximately  $12\frac{1}{2}$ ,  $8\frac{1}{2}$ , and  $7\frac{1}{2}$  working days respectively. The estimated loss in wages entailed in each dispute averaged for 1913 £5 14s., for 1914 (omitting the figures in connection with the particular dispute before mentioned, viz., £258,750) £4 2s., and for 1915 £3 14s. per worker involved.

The prevalency of industrial disputes in New South Wales as compared with the other States is best expressed in percentage of the aggregates recorded for all States and Territories. Thus the disputes in New South Wales represented no less than 64 per cent. in 1913; 61 per cent. in 1914, and 76 per cent. in 1915. The disputes in Victoria equalled 14, 13, and 11 per cent. of the total industrial disputes in the respective years, and Queensland approximately 8, 5, and 5 per cent., respectively. South Australia and the Northern Territory records shew a slight increase in point of number of disputes recorded in the two later years over those for the year 1913, but in each instance the numbers form but a small proportion of the aggregate.

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 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 work-people in each State is taken into consideration. This feature of the results is further analysed in the succeeding sub-section.

**3. Industrial Disputes, Classified in Industrial Groups, 1914-1915.**—In the following tables particulars are given for each State and Territory, as well as for the whole Commonwealth, of industrial disputes which commenced during the years 1914 and 1915, respectively, classified according to industrial groups.

## Industrial Disputes, Classified according to Industrial Groups, 1914.

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.		
<b>New South Wales.</b>							
I. Wood, sawmill, timber, &c.	2	2	310		310	310	£ 163
II. Engineering, metal works, &c.	20	61	2,934	3,825	6,759	110,531	59,472
III. Food, drink, tobacco, &c.	3	594	1,718	550	2,268	30,136	17,920
V. Books, printing, &c.	1	1	6		6	78	44
VI. Other manufacturing	9	12	462	527	989	6,852	3,060
VII. Building	4	20	293	92	385	9,668	5,156
VIII. Mines, quarries, &c.	167	179	26,723	17,188	43,911	650,649	324,668
IX. Railway and tramway services	19	10	616	59	675	5,709	2,884
X. Other land transport	3	12	108		108	264	100
XI. Shipping, wharf labour, &c.	5	5	158	85	243	7,060	3,470
XII. Pastoral, agricultural, &c.	2	11	232		232	3,548	1,225
XIV. Miscellaneous	9	11	375		375	3,143	1,404
<b>TOTAL</b>	<b>235</b>	<b>908</b>	<b>33,955</b>	<b>22,326</b>	<b>56,281</b>	<b>830,948</b>	<b>419,656</b>
<b>Victoria.</b>							
II. Engineering, metal works, &c.	6	6	535	201	736	5,548	2,536
III. Food, drink, tobacco, &c.	3	46	302	45	347	1,614	691
IV. Clothing, hats, boots, &c.	1	1	54		54	25	5
VI. Other manufacturing	3	3	276	240	516	6,084	3,449
VII. Building	3	79	474	7	481	33,122	15,015
VIII. Mines, quarries, &c.	13	13	3,410	858	4,268	34,641	16,884
IX. Railway and tramway services	1	1	40		40	120	44
X. Other land transport	2	2	72		72	342	176
XI. Shipping, wharf labour, &c.	2	2	79		79	133	
XII. Pastoral, agricultural, &c.	1	1	65		65	130	50
XIV. Miscellaneous	9	10	392	1	393	1,741	769
<b>TOTAL</b>	<b>44</b>	<b>104</b>	<b>5,699</b>	<b>1,352</b>	<b>7,051</b>	<b>84,106</b>	<b>39,619</b>
<b>Queensland.</b>							
II. Engineering, metal works, &c.	2	2	218	311	529	2,585	1,025
III. Food, drink, tobacco, &c.	2	17	39		39	3,090	1,450
VII. Building	3	12	77	10	87	1,563	863
VIII. Mines, quarries, &c.	2	2	253	6	259	289	141
IX. Railway and tramway services	5	5	620	30	650	14,664	6,571
XII. Pastoral, agricultural, &c.	2	2	40	22	62	3,264	1,540
XIV. Miscellaneous	2	2	33	27	60	328	157
<b>TOTAL</b>	<b>18</b>	<b>42</b>	<b>1,280</b>	<b>406</b>	<b>1,686</b>	<b>25,703</b>	<b>11,747</b>
<b>South Australia.</b>							
II. Engineering, metal works, &c.	1	1	15		15	15	6
VI. Other manufacturing	2	2	30		30	132	46
VII. Building	2	26	64	195	259	10,800	5,550
IX. Railway and tramway services	3	3	114	20	134	516	262
X. Other land transport	1	1	100	90	190	2,000	900
XI. Shipping, wharf labour, &c.	1	9	250	20	270	1,350	700
XIV. Miscellaneous	3	3	43	40	83	462	208
<b>TOTAL</b>	<b>13</b>	<b>45</b>	<b>616</b>	<b>575</b>	<b>1,191</b>	<b>15,275</b>	<b>7,677</b>
<b>Western Australia.</b>							
I. Wood, sawmill, timber, &c.	1	1	160		160	1,760	800
III. Food, drink, tobacco, &c.	1	1	16		16	192	90
VII. Building	3	3	76	8,021	3,097	85,344	45,881
VIII. Mines, quarries, &c.	4	4	317	30	347	13,166	8,578
IX. Railway and tramway services	3	3	367	52	419	23,133	14,630
XI. Shipping, wharf labour, &c.	1	1	20		20	40	20
XIII. Domestic, hotels, &c.	1	1	42	6	48	48	12
XIV. Miscellaneous	4	5	119	183	302	492	244
<b>TOTAL</b>	<b>18</b>	<b>19</b>	<b>1,117</b>	<b>3,292</b>	<b>4,409</b>	<b>124,175</b>	<b>70,552</b>
<b>Tasmania.</b>							
I. Wood, sawmill, timber, &c.	2	3	86		86	1,016	404
V. Books, printing, &c.	2	15	144	13	157	2,070	985
XI. Shipping, wharf labour, etc.	2	4	58	12	70	200	92
<b>TOTAL</b>	<b>6</b>	<b>22</b>	<b>288</b>	<b>25</b>	<b>313</b>	<b>3,286</b>	<b>1,481</b>
<b>Federal Capital Territory.</b>							
XIV. Miscellaneous	1	1	50		50	350	170
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>50</b>	<b>..</b>	<b>50</b>	<b>350</b>	<b>170</b>

\* In these instances the workpeople affected were ship's firemen and no loss of wages resulted.

## Industrial Disputes, Classified according to Industrial Groups, 1914—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.		
<b>Northern Territory.</b>							
VII. Building	1	1	12	..	12	384	250
IX. Railway and tramway services	1	1	56	..	56	168	98
<b>TOTAL</b>	<b>2</b>	<b>2</b>	<b>68</b>	<b>..</b>	<b>68</b>	<b>552</b>	<b>348</b>
<b>Commonwealth.</b>							
I. Wood, sawmill, timber, &c.	5	6	556	..	556	3,030	1,345
II. Engineering, metal works, &c.	29	70	3,702	4,337	8,039	118,079	63,039
III. Food, drink, tobacco, &c.	9	648	2,075	595	2,670	43,972	20,151
IV. Clothing, hats, boots, etc.	1	1	54	..	54	25	6
V. Books, printing, &c.	3	16	150	13	163	2,148	1,029
VI. Other manufacturing	14	17	768	767	1,535	13,668	6,564
VII. Building	16	141	996	3,325	4,321	140,881	72,715
VIII. Mines, quarries, &c.	186	198	30,703	18,082	48,785	698,725	350,568
IX. Railway and tramway services	23	23	1,833	161	1,994	44,810	24,495
X. Other land transport	6	15	280	309	589	2,612	1,176
XI. Shipping, wharf labour, &c.	11	21	565	117	682	6,783	4,282
XII. Pastoral, agricultural, &c.	5	14	337	22	359	6,942	2,815
XIII. Domestic, hotels, &c.	1	1	42	6	48	48	12
XIV. Miscellaneous	28	32	1,012	251	1,263	6,516	3,042
<b>TOTAL, ALL GROUPS, C'WEALTH</b>	<b>337</b>	<b>1,203</b>	<b>43,073</b>	<b>27,076</b>	<b>71,049</b>	<b>1,000,305</b>	<b>551,228</b>

## Industrial Disputes Classified according to Industrial Groups, 1915.

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.		
<b>New South Wales.</b>							
I. Wood, sawmill, timber, &c.	4	11	469	..	469	14,131	7,296
II. Engineering, metal works, &c.	16	18	1,558	93	1,651	19,803	11,456
III. Food, drink, tobacco, &c.	4	366	971	1,900	2,871	25,958	8,282
IV. Clothing, hats, boots, &c.	1	1	360	..	360	8,640	2,300
VI. Other manufacturing	18	30	5,209	942	6,211	35,988	17,146
VII. Building	4	4	158	..	158	478	284
VIII. Mines, quarries, &c.	195	204	32,365	19,137	51,502	321,773	176,877
IX. Railway and tramway services	16	16	3,506	627	4,033	24,038	10,707
X. Other land transport	3	3	138	9	147	279	112
XI. Shipping, wharf labour, &c.	4	22	1,836	..	1,836	10,730	4,785
XII. Pastoral, agricultural, &c.	1	1	11	..	11	33	28
XIII. Domestic, hotels, &c.	1	13	49	..	49	1,313	425
XIV. Miscellaneous	5	5	316	..	316	1,121	564
<b>TOTAL</b>	<b>272</b>	<b>694</b>	<b>47,006</b>	<b>22,608</b>	<b>69,614</b>	<b>464,343</b>	<b>240,322</b>
<b>Victoria.</b>							
I. Wood, sawmill, timber, &c.	2	2	51	..	51	51	28
II. Engineering, metal works, &c.	5	52	1,071	30	1,101	14,116	6,795
III. Food, drink, tobacco, &c.	3	3	85	..	85	47	28
IV. Clothing, hats, boots, &c.	1	1	205	..	205	102	15
VI. Other manufacturing	3	3	854	158	1,012	2,962	1,650
VII. Building	1	1	23	..	23	23	12
VIII. Mines, quarries, &c.	5	5	1,123	58	1,181	28,511	12,073
IX. Railway and tramway services	2	5	220	50	270	770	348
X. Other land transport	3	8	272	28	298	1,894	868
XI. Shipping, wharf labour, &c.	5	5	150	72	222	402	257
XIV. Miscellaneous	8	69	1,380	415	1,795	16,000	6,395
<b>TOTAL</b>	<b>38</b>	<b>154</b>	<b>5,434</b>	<b>809</b>	<b>6,243</b>	<b>64,878</b>	<b>28,476</b>
<b>Queensland.</b>							
I. Wood, sawmill, timber, &c.	1	15	100	..	100	200	120
II. Engineering, metal works, &c.	1	1	229	..	229	1,374	604
III. Food, drink, tobacco, &c.	2	2	435	150	585	4,455	2,142
VII. Building	3	4	112	8	120	300	186
VIII. Mines, quarries, &c.	1	1	25	250	275	275	218
IX. Railway and tramway services	1	1	56	..	56	56	42
X. Other land transport	1	1	4	25	29	280	150
XI. Shipping, wharf labour, &c.	1	3	60	19	79	1,323	472
XII. Pastoral, agricultural, &c.	2	2	84	18	102	978	475
XIV. Miscellaneous	4	9	372	119	491	10,683	5,096
<b>TOTAL</b>	<b>17</b>	<b>39</b>	<b>1,477</b>	<b>589</b>	<b>2,066</b>	<b>19,934</b>	<b>9,505</b>

## Industrial Disputes Classified according to Industrial Groups, 1915—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.		
<b>South Australia.</b>							
III. Food, drink, tobacco, &c. . . . .	3	13	154	12	166	484	275
IX. Railway and tramway services . . . . .	11	11	1,146	154	1,300	19,132	14,094
XIV. Miscellaneous . . . . .	1	1	14	3	17	255	73
<b>TOTAL</b> . . . . .	<b>15</b>	<b>25</b>	<b>1,314</b>	<b>169</b>	<b>1,483</b>	<b>19,877</b>	<b>14,442</b>
<b>Western Australia.</b>							
III. Food, drink, tobacco, &c. . . . .	2	3	31	18	49	370	174
VIII. Mines, quarries, &c. . . . .	2	6	457	..	457	2,698	1,680
IX. Railway and tramway services . . . . .	1	1	40	..	40	400	260
XII. Pastoral, agricultural, &c. . . . .	1	10	50	50	100	600	180
<b>TOTAL</b> . . . . .	<b>6</b>	<b>20</b>	<b>578</b>	<b>68</b>	<b>646</b>	<b>4,068</b>	<b>2,294</b>
<b>Tasmania.</b>							
VIII. Mines, quarries, &c. . . . .	1	1	900	..	900	4,500	2,000
XI. Shipping, wharf labour, &c. . . . .	1	1	22	..	22	908	174
<b>TOTAL</b> . . . . .	<b>2</b>	<b>2</b>	<b>922</b>	<b>..</b>	<b>922</b>	<b>4,808</b>	<b>2,174</b>
<b>Federal Capital Territory.</b>							
XIV. Miscellaneous . . . . .	1	1	20	..	20	80	55
<b>TOTAL</b> . . . . .	<b>1</b>	<b>1</b>	<b>20</b>	<b>..</b>	<b>20</b>	<b>80</b>	<b>55</b>
<b>Northern Territory.</b>							
II. Engineering, metal works, &c. . . . .	1	1	23	12	35	630	459
IX. Railway and tramway services . . . . .	2	2	32	..	32	580	422
XI. Shipping, wharf labour, &c. . . . .	3	3	158	28	186	787	555
XIII. Domestic, hotels, &c. . . . .	1	1	41	4	45	3,240	929
<b>TOTAL</b> . . . . .	<b>7</b>	<b>7</b>	<b>254</b>	<b>44</b>	<b>298</b>	<b>5,237</b>	<b>2,365</b>
<b>Commonwealth.</b>							
I. Wood, sawmill, timber, &c. . . . .	7	28	620	..	620	14,382	7,444
II. Engineering, metal works, &c. . . . .	23	72	2,881	135	3,016	35,983	19,314
III. Food, drink, tobacco, &c. . . . .	14	387	1,676	2,080	3,756	31,312	10,881
IV. Clothing, hats, boots, &c. . . . .	2	2	565	..	565	8,742	2,315
VI. Other manufacturing . . . . .	21	33	6,123	1,100	7,223	38,950	18,805
VII. Building . . . . .	8	9	293	8	301	801	462
VIII. Mines, quarries, &c. . . . .	204	217	34,879	19,445	54,324	357,757	192,948
IX. Railway and tramway services . . . . .	33	36	5,000	731	5,731	44,082	25,871
X. Other land transport . . . . .	7	12	414	60	474	2,453	1,130
XI. Shipping, wharf labour, &c. . . . .	14	34	2,226	119	2,345	13,550	6,243
XII. Pastoral, agricultural, &c. . . . .	4	13	145	68	213	1,611	683
XIII. Domestic, hotels, &c. . . . .	2	14	90	4	94	4,553	1,354
XIV. Miscellaneous . . . . .	19	85	2,102	537	2,639	25,149	12,183
<b>TOTAL, ALL GROUPS, C'WEALTH</b> . . . . .	<b>358</b>	<b>942</b>	<b>57,005</b>	<b>24,287</b>	<b>81,292</b>	<b>583,225</b>	<b>299,633</b>

Any comparison as to the frequency of industrial dispute 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 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," this feature of the prevalence 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 is repeated in this Report, together with similarly computed results for the years 1914 and 1915 combined.

It should be observed that for the purpose of ascertaining the relative results the mean average number of workpeople engaged in each industrial group, as compiled for the purpose of the 1913-4 investigation,\* have been used for the present computations with respect to the years 1914 and 1915. These figures are not exactly correct, as allowance is not made for any natural increase which may have taken place during the last year, or for immigration. On the other hand no account has been taken of the number of workers who had enlisted for active and home service with the Defence Forces. Taking these influences together, it is probable that the figures adopted are sufficiently accurate to ensure reliable deductions being made for the later period.

The total number of industrial disputes and the number of working days lost thereby, have been classified into three groups, viz.:—(i.) Manufacturing, (ii.) Mining and Quarrying, and (iii.) Other Industries. The average annual number of industrial disputes and the number of working days lost per 100,000 employees, have been ascertained for each group and each State. It should be observed that the first two of these industrial groups include most of the industries in which the workers have been strongly organised and in which the rates of wages and conditions of labour are under the regulation of industrial tribunals. The third group includes the largest number of workers, comprising those engaged in pastoral and agricultural occupations, who are not organised and whose wages and conditions of labour are not generally controlled by wages boards or industrial courts.

The first part of the following table shews the *total absolute figures for the years 1913 and 1914 combined, and for 1914 and 1915 combined,*

\* The following table shows the estimated average number of persons in receipt of wages or salary in each State, classified in special Industrial Groups, during the years 1913 and 1914:—

State.	Manufacturing.	Mining and Quarrying.	Other Industries.	All Industries.
New South Wales ..	123,400	37,600	287,600	453,600
Victoria ..	125,100	16,800	204,900	346,800
Queensland ..	44,000	14,400	107,700	166,100
South Australia ..	29,200	3,100	70,200	92,500
Western Australia ..	21,900	15,800	52,100	89,800
Tasmania ..	9,900	5,100	27,100	42,100
Total ..	358,500	92,800	749,600	1,190,900

for each State and industrial group, together with the totals for all industries other than mining and quarrying, and for all industries, together. The second part shows the *average results per annum on a comparable basis per 100,000 employees.*

**Industrial Disputes and Working Days lost, Classified in Specified Industrial Groups. Total Numbers and Average Annual Results per 100,000 Employees engaged in each Group.**

State.	Manu- facturing.		Mining and Quarrying.		Other Industries.		All Industries other than Mining and Quarrying.		All Industries.	
	Indus- trial Dis- putes	Work- ing Days Lost.	Indus- trial Dis- putes.	Work- ing Days Lost.	Indus- trial Dis- putes.	Work- ing Days Lost.	Indus- trial Dis- putes.	Work- ing Days Lost.	Indus- trial Dis- putes.	Work- ing Days Lost.
<b>TOTAL NUMBER OF DISPUTES AND WORKING DAYS LOST, 1913 AND 1914 COMBINED— ABSOLUTE RESULTS.</b>										
N.S. Wales ..	59	231,800	250	181,500	60	148,060	119	380,760	369	1196860
Victoria ..	18	29,100	25	81,600	30	63,450	48	97,550	73	179,150
Queensland ..	8	5,100	7	55,050	20	23,000	28	28,100	35	83,150
S. Australia ..	4	350			18	17,300	22	17,650	22	17,650
W. Australia ..	2	1,950	6	13,400	19	115,560	21	117,510	27	130,910
Tasmania ..	7	3,500	1	350	6	430	13	3,930	14	4,230
Commonwealth	98	271,800	289	966,300	158*	*378500	258*	*650300	545*	1616800
<b>TOTAL NUMBER OF DISPUTES AND WORKING DAYS LOST, 1914 AND 1915 COMBINED— ABSOLUTE RESULTS.</b>										
N.S. Wales ..	69	281,485	362	197,242	76	67,384	145	328,869	507	1301291
Victoria ..	27	31,149	18	63,152	37	54,683	64	86,832	82	148,384
Queensland ..	8	11,644	3	544	24	33,440	32	45,993	35	45,637
S. Australia ..	6	631			22	34,521	28	36,152	25	35,152
W. Australia ..	4	2,322	6	15,864	14	110,057	18	112,379	24	128,243
Tasmania ..	4	3,086	2	4,500	3	503	5	3,594	8	8,094
Commonwealth	119†	†310947	390	1056482	186	\$306191	305	617,138	605	1673620
<b>AVERAGE ANNUAL NUMBER OF DISPUTES AND WORKING DAYS LOST (1913 AND 1914), ON COMPARABLE BASIS PER 100,000 EMPLOYERS.</b>										
N.S. Wales ..	23	90,270	332	1084970	10	25,000	14	45,770	41	131,910
Victoria ..	7	11,630	74	242,790	7	16,700	7	14,780	10	25,830
Queensland ..	9	5,840	24	191,140	9	10,660	9	9,260	11	25,030
S. Australia ..	7	610			13	12,340	12	9,890	12	9,560
W. Australia ..	5	4,460	19	42,530	16	110,900	14	79,400	15	72,910
Tasmania ..	35	17,700	10	3,330	11	790	18	5,310	17	5,070
Commonwealth	14	37,920	156	520,640	11	25,250	12	29,610	23	67,880
<b>AVERAGE ANNUAL NUMBER OF DISPUTES AND WORKING DAYS LOST (1914 AND 1915), ON COMPARABLE BASIS PER 100,000 EMPLOYERS.</b>										
N.S. Wales ..	27	101,825	481	1293115	13	11,715	18	39,527	56	143,440
Victoria ..	11	12,450	54	187,952	9	13,343	10	13,005	12	21,480
Queensland ..	9	13,232	1	189	11	15,529	11	14,862	11	13,783
S. Australia ..	10	1,080			15	24,595	14	17,682	14	17,682
W. Australia ..	9	5,301	19	50,202	14	105,621	12	75,932	14	71,405
Tasmania ..	20	15,586	10	44,117	5	937	7	4,856	10	9,612
Commonwealth	16	43,368	210	560,225	13	20,423	14	27,846	20	70,267

\* Including two disputes in the Federal Capital Territory, and three disputes in the Northern Territory. † Including one dispute in the Northern Territory. ‡ Including two disputes in the Federal Capital Territory, and eight disputes in the Northern Territory. § See remarks on pages 104 and 107 re the dispute on the Northern coalfields regarding the afternoon shift question. || Including the disputes in each Territory.

Referring to the first part of the foregoing table it will be seen that the absolute number of disputes and the number of working days lost largely preponderate in New South Wales in each of the three industrial groups, and represent in the aggregate no less than 92 per cent. of the increase shewn for the years 1914 and 1915 combined. In the Mining

and Quarrying group it will be seen that the number of disputes in each of the combined periods remained constant in Western Australia and Tasmania, whilst in Victoria and Queensland there was a substantial decrease, more particularly striking in the latter State. In New South Wales, however, the increase more than counterbalanced these decreases. The increases in the numbers of disputes which occurred in the "Manufacturing" and "Other Industries" groups, respectively, were perhaps due in a great measure to demands for increased wages and other wage questions, owing to the exceptional rise in the cost of living during the years 1914 and 1915.\* Referring to the last part of the table it will be observed that the relative increase in the number of industrial disputes per 100,000 persons employed in the Manufacturing group and in Other Industries group, shew an increase of two in each instance, whereas the increase in the Mining group numbered 54, or about 34 per cent.

It is, however, noticeable that the average duration of the disputes in the last-mentioned group during the years 1914 and 1915 (2711 working days per dispute) was considerably less than in the preceding combined years (3337 working days per dispute). This may be accounted for by the considerable increase in the number of settlements of industrial disputes which were effected by direct negotiations between the employers and employees, or their representatives, thus shewing the greater facilities which have been adopted for the quick ventilation and ready settlement of grievances with the object of curtailing stoppages of work.

**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

\* See particulars of causes of disputes, p. 115.

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, 1913-1915.*— 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, and 1915, classified under the adopted limits of duration.

**Duration of Industrial Disputes, in the Commonwealth, 1913-1915.**

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	25,439	13,744
	1915	147	21,846	11,326	33,172	31,559	19,452
2 days and more than 1 day	1913	22	2,631	1,945	4,576	9,022	4,449
	1914	53	6,309	3,352	9,661	13,382	3,986
	1915	44	6,671	2,248	8,917	17,794	8,464
3 days and more than 2 days	1913	17	1,204	610	1,904	5,707	2,946
	1914	29	2,983	1,987	4,970	14,310	7,500
	1915	30	3,526	1,513	5,039	14,944	7,872
Over 3 days and less than one week (6 days)	1913	25	3,785	1,004	4,789	19,057	8,940
	1914	38	2,252	2,117	4,369	19,728	9,449
	1915	31	5,032	3,153	8,185	35,469	21,178
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
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	181,396	91,419
	1915	21	4,101	624	4,725	64,959	47,404
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
8 weeks and over	1913	12	889	336	1,225	153,211	67,632
	1914	14	3,307	3,912	7,219	724,259	365,545
	1915	15	1,734	560	2,294	194,187	100,829
Total	1913	208	33,493	16,790	50,283	623,528	287,739
	1914	337	43,073	27,976	71,049	1,090,395	551,228
	1915	358	57,005	24,287	81,292	583,225	299,633

From the above table it will be observed that during 1914 and again in 1915, the number of stoppages of work which lasted for one day or less increased out of proportion to the increase in the aggregate number of disputes. This factor, no doubt, materially influenced the reduction in the average duration of disputes which in 1913 equalled  $12\frac{1}{2}$  working days per worker involved, and in 1915  $7\frac{1}{4}$  working days. The presence of the abnormal figures for 1914 preclude any actual comparison between the results for that year and those of the preceding and succeeding years.

(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 respectively during the years 1914 and 1915, 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.

## Duration of Industrial Disputes in each State and Territory, 1914 and 1915.

Limits of Duration.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth.	Total.
1914.										
NO. OF DISPUTES.										
1 day and less	108	4	1	2	3	..	..	..	..	118
2 days and more than 1 day	35	11	3	1	2	..	1	..	..	53
3 days and more than 2 days	14	7	2	1	4	..	..	..	1	29
Over 3 days & less than 1 wk.	22	7	2	4	1	..	2	..	..	38
1 week and less than 2 weeks	26	2	2	2	4	..	1	..	..	38
2 weeks and less than 4 weeks	18	6	3	..	1	..	2	..	..	30
4 weeks and less than 8 weeks	8	3	2	3	..	..	..	..	1	17
8 weeks and over	4	4	3	..	3	..	..	..	..	14
<b>Total</b>	<b>235</b>	<b>44</b>	<b>18</b>	<b>13</b>	<b>18</b>	<b>6</b>	<b>1</b>	<b>2</b>		<b>337</b>
NO. OF WORKPEOPLE INVOLVED.										
1 day and less	24,570	289	249	75	304	..	..	..	..	25,437
2 days and more than 1 day	7,672	1,700	55	22	82	40	..	..	..	9,661
3 days and more than 2 days	2,561	2,129	47	52	125	..	..	..	56	4,970
Over 3 days & less than 1 wk	2,364	674	542	725	26	38	..	..	..	4,369
1 week and less than 2 weeks	4,734	908	278	51	209	108	50	..	..	6,423
2 weeks and less than 4 weeks	9,949	480	301	..	16	127	..	..	..	10,873
4 weeks and less than 8 weeks	1,143	70	51	266	..	..	..	..	12	1,542
8 weeks and over	3,288	711	163	..	3,557	..	..	..	..	7,719
<b>Total</b>	<b>56,281</b>	<b>7,051</b>	<b>1,638</b>	<b>1,191</b>	<b>4,409</b>	<b>313</b>	<b>50</b>	<b>68</b>		<b>71,049</b>
NO. OF WORKING DAYS LOST.										
1 day and less	24,550	260	249	75	304	..	..	..	..	25,438
2 days and more than 1 day	14,604	3,389	110	44	164	80	..	..	..	18,332
3 days and more than 2 days	7,883	6,387	141	156	375	..	..	..	168	14,010
Over 3 days & less than 1 wk	9,951	3,243	2,677	3,601	104	152	..	..	..	19,728
1 week and less than 2 weeks	37,504	9,106	1,705	330	2,366	1,188	350	..	..	53,108
2 weeks and less than 4 weeks	167,834	7,332	4,672	..	192	1,866	..	..	..	181,896
4 weeks and less than 8 weeks	36,675	2,634	1,971	11,010	..	..	..	..	384	52,674
8 weeks and over	538,147	51,764	14,178	..	120,170	..	..	..	..	724,269
<b>Total</b>	<b>836,946</b>	<b>64,106</b>	<b>25,703</b>	<b>15,275</b>	<b>124,175</b>	<b>3,286</b>	<b>350</b>	<b>552</b>		<b>1,090,395</b>
1915.										
NO. OF DISPUTES.										
1 day and less	126	15	4	1	..	..	..	..	1	147
2 days and more than 1 day	36	4	2	1	1	..	..	..	..	44
3 days and more than 2 days	21	5	2	2	..	..	..	..	..	30
Over 3 days & less than 1 wk	22	3	..	2	1	..	1	..	1	31
1 week and less than 2 weeks	30	4	3	5	4	..	..	..	2	48
2 weeks and less than 4 weeks	13	5	3	3	..	..	1	..	1	26
4 weeks and less than 8 weeks	13	..	2	1	..	..	..	..	1	17
8 weeks and over	11	2	1	..	..	..	..	..	..	15
<b>Total</b>	<b>272</b>	<b>38</b>	<b>17</b>	<b>15</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>7</b>		<b>368</b>
NO. OF WORKPEOPLE INVOLVED.										
1 day and less	31,579	1,003	431	120	..	..	..	..	39	33,172
2 days and more than 1 day	3,225	442	169	66	15	..	..	..	..	8,917
3 days and more than 2 days	4,063	418	359	209	..	..	..	..	..	5,039
Over 3 days & less than 1 wk	6,087	674	..	415	12	900	20	..	67	8,185
1 week and less than 2 weeks	11,115	3,132	278	262	619	..	..	..	100	15,566
2 weeks and less than 4 weeks	4,227	344	390	51	..	22	..	..	35	5,089
4 weeks and less than 8 weeks	2,260	..	428	360	..	..	..	..	12	3,060
8 weeks and over	2,058	180	11	..	..	..	..	..	45	2,294
<b>Total</b>	<b>69,614</b>	<b>6,243</b>	<b>2,066</b>	<b>1,493</b>	<b>646</b>	<b>922</b>	<b>20</b>	<b>298</b>		<b>81,292</b>
NO. OF WORKING DAYS LOST.										
1 day and less	30,167	862	431	60	..	..	..	..	39	31,559
2 days and more than 1 day	16,410	884	338	132	30	..	..	..	..	17,704
3 days and more than 2 days	12,046	1,194	1,077	627	..	..	..	..	..	14,944
Over 3 days & less than 1 wk	26,822	2,606	..	2,075	28	4,500	80	..	263	36,469
1 week and less than 2 weeks	85,902	33,775	1,854	1,896	4,010	..	..	..	640	127,477
2 weeks and less than 4 weeks	58,213	6,115	5,121	687	..	308	..	..	630	71,074
4 weeks and less than 8 weeks	65,278	..	6,628	14,400	..	..	..	..	420	89,721
8 weeks and over	170,110	19,352	1,485	..	..	..	..	3,240	..	194,187
<b>Total</b>	<b>464,343</b>	<b>64,878</b>	<b>10,934</b>	<b>10,877</b>	<b>4,068</b>	<b>4,808</b>	<b>80</b>	<b>5,237</b>		<b>583,225</b>

(iii.) *Duration of Industrial Disputes in classified Industrial Groups.*  
 --The foregoing particulars for the years 1914 and 1915 respectively 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 1914, 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.		
<b>NO. OF DISPUTES.</b>										
I. Wood, sawmill, timber, &c.	2	..	..	1	1	1	..	..	..	5
II. Engineering, metal works, &c.	2	4	2	2	4	5	..	..	..	29
III. Food, drink, tobacco, &c.	1	2	..	..	..	4	1	..	..	9
IV. Clothing, hats, boots, &c.	1	..	..	..	..	4	..	1	..	1
V. Books, printing, &c.	..	..	..	..	1	2	..	..	..	3
VI. Other manufacturing	..	2	..	4	3	3	1	1	..	14
VII. Building	..	1	1	1	3	3	4	3	..	16
VIII. Mines, quarries, &c.	96	30	13	14	17	7	5	4	..	186
IX. Railway & tramway services	3	4	5	3	3	2	1	2	..	23
X. Other land transport	1	1	..	4	..	..	..	..	..	6
XI. Shipping, wharf labour, &c.	3	4	..	2	1	..	..	..	1	11
XII. Pastoral, agricultural, &c.	..	1	1	1	..	1	..	..	1	5
XIII. Domestic, hotels, &c.	1	..	..	..	..	..	..	..	..	1
XIV. Miscellaneous	2	4	7	5	5	2	2	1	..	28
ALL GROUPS	118	53	29	38	38	30	17	14	..	337

<b>NO. OF WORKPEOPLE INVOLVED.</b>										
I. Wood, sawmill, timber, &c.	310	..	..	8	160	78	..	..	..	556
II. Engineering, metal works, &c.	871	475	160	506	191	5,250	496	..	..	8,039
III. Food, drink, tobacco, &c.	200	85	..	..	..	2,346	30	9	..	2,670
IV. Clothing, hats, boots, &c.	54	..	..	..	..	..	..	..	..	54
V. Books, printing, &c.	..	..	..	..	108	55	..	..	..	163
VI. Other manufacturing	..	88	..	874	434	56	41	42	..	1,535
VII. Building	..	10	30	25	148	37	292	3,729	..	4,321
VIII. Mines, quarries, &c.	23,468	8,273	4,163	1,769	4,739	2,400	554	3,359	..	48,785
IX. Railway & tramway services	123	294	376	107	306	256	108	424	..	1,994
X. Other land transport	40	14	..	526	..	..	..	..	..	580
XI. Shipping, wharf labour, &c.	66	123	..	300	81	..	..	112	..	682
XII. Pastoral, agricultural, &c.	..	65	24	12	..	220	..	38	..	359
XIII. Domestic, hotels, &c.	48	..	..	..	..	..	..	..	..	48
XIV. Miscellaneous	307	234	217	152	261	65	21	6	..	1,263
ALL GROUPS	25,487	9,661	4,070	4,369	6,428	10,873	1,542	7,719	..	71,049

<b>NO. OF WORKING DAYS LOST.</b>										
I. Wood, sawmill, timber, &c.	310	..	..	32	1,760	984	..	..	..	3,086
II. Engineering, metal works, &c.	871	750	480	2,933	1,638	93,927	18,150	..	..	118,679
III. Food, drink, tobacco, &c.	200	170	..	..	..	40,572	1,320	1,710	..	43,972
IV. Clothing, hats, boots, &c.	25	..	..	..	..	..	..	..	..	25
V. Books, printing, &c.	..	..	..	..	1,188	960	..	..	..	2,148
VI. Other manufacturing	..	176	..	3,827	3,052	892	1,353	4,368	..	13,668
VII. Building	..	20	90	100	1,352	1,104	11,835	126,320	..	140,881
VIII. Mines, quarries, &c.	23,468	15,851	12,489	7,620	39,461	34,913	16,230	549,693	..	698,725
IX. Railway & tramway services	123	543	1,128	450	1,870	4,054	3,888	32,236	..	44,310
X. Other land transport	20	28	..	2,564	..	..	..	..	..	2,612
XI. Shipping, wharf labour, &c.	66	246	..	1,470	720	..	..	6,272	..	8,783
XII. Pastoral, agricultural, &c.	..	130	72	48	..	3,500	..	3,102	..	6,942
XIII. Domestic, hotels, &c.	48	..	..	..	..	..	..	..	..	48
XIV. Miscellaneous	307	468	651	675	2,140	930	868	408	..	6,516
ALL GROUPS	25,438	18,332	14,910	19,728	53,108	181,806	52,674	724,259	..	1,000,395

**Industrial Disputes, Commenced during the Year 1915, 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.		
<b>NO. OF DISPUTES.</b>										
I. Wood, sawmill, timber, &c.	2	1	..	1	..	1	1	1	1	7
II. Engineering, metal works, &c.	3	2	3	..	3	4	4	1	1	23
III. Food, drink, tobacco, &c.	5	1	1	..	3	2	1	1	1	14
IV. Clothing, hats, boots, &c.	1	..	..	..	..	..	..	..	..	2
VI. Other manufacturing	8	6	..	2	4	2	..	..	..	21
VII. Building	3	1	1	..	3	..	..	..	..	8
VIII. Mines, quarries, &c.	108	25	15	19	13	8	..	..	9	204
IX. Railway & tramway services	6	3	5	4	10	2	2	1	1	33
X. Other land transport	3	..	..	2	1	1	..	..	..	7
XI. Shipping, wharf labour, &c.	6	..	1	1	4	2	..	..	..	14
XII. Pastoral, agricultural, &c.	..	..	2	..	1	..	1	..	..	4
XIII. Domestic, hotels, &c.	..	..	..	..	..	..	1	1	1	2
XIV. Miscellaneous	2	6	2	2	1	4	1	1	1	19
ALL GROUPS	147	44	30	31	48	26	17	15	15	358
<b>NO. OF WORKPEOPLE INVOLVED.</b>										
I. Wood, sawmill, timber, &c.	51	100	..	49	..	235	100	85	..	620
II. Engineering, metal works, &c.	85	67	142	..	2,352	151	203	16	3	3,016
III. Food, drink, tobacco, &c.	231	15	285	..	2,912	308	2	..	..	3,756
IV. Clothing, hats, boots, &c.	205	..	..	..	..	..	360	..	..	565
VI. Other manufacturing	2,629	714	..	650	1,950	1,280	..	..	..	7,223
VII. Building	123	80	38	..	60	..	..	..	..	301
VIII. Mines, quarries, &c.	28,209	6,401	3,836	6,056	3,521	2,650	1,540	2,096	38	54,315
IX. Railway & tramway services	1,129	1,034	510	1,032	1,672	44	372	..	..	5,731
X. Other land transport	261	..	..	57	29	127	..	..	..	474
XI. Shipping, wharf labour, &c.	221	..	120	67	1,836	101	..	..	..	2,345
XII. Pastoral, agricultural, &c.	..	..	85	..	100	..	28	..	..	213
XIII. Domestic, hotels, &c.	..	..	..	..	..	..	49	45	..	94
XIV. Miscellaneous	28	506	23	274	1,224	173	400	11	..	2,039
ALL GROUPS	33,172	8,917	5,039	8,185	15,556	5,069	3,060	2,204	51	81,292
<b>NO. OF WORKING DAYS LOST.</b>										
I. Wood, saw mill, timber, &c.	51	200	..	196	..	3,290	4,100	6,545	..	14,382
II. Engineering, metal works, &c.	72	134	426	..	22,581	2,493	8,309	1,968	..	35,983
III. Food, drink, tobacco, &c.	193	30	855	..	26,204	3,720	70	300	..	31,312
IV. Clothing, hats, boots, &c.	302	..	..	..	..	..	8,040	..	..	8,742
VI. Other manufacturing	2,044	1,428	..	2,600	13,970	18,908	..	..	..	38,950
VII. Building	123	120	114	..	444	..	..	..	..	801
VIII. Mines, quarries, &c.	28,136	12,798	11,395	27,207	23,453	35,388	42,841	17,159	38	357,757
IX. Railway & tramway services	562	2,068	1,530	4,841	11,415	636	14,820	9,110	..	44,982
X. Other land transport	261	..	..	261	280	1,651	..	..	..	2,453
XI. Shipping, wharf labour, &c.	161	..	300	268	11,190	1,631	..	..	..	13,550
XII. Pastoral, agricultural, &c.	..	..	255	..	600	..	756	..	..	1,911
XIII. Pastoral, agricultural, &c.	..	..	..	..	..	..	1,313	3,240	..	4,553
XIV. Domestic, hotels, &c.	..	..	..	..	..	..	1,485	..	..	28,149
XIV. Miscellaneous	18	1,012	69	1,096	12,240	3,357	8,872	..	..	28,149
ALL GROUPS	31,663	17,790	14,944	56,469	127,377	71,074	89,721	194,187	51	583,225

From the foregoing tables it will be observed that in each of the years specified the predominating influence of disputes involving a loss of time of two days and less is largely due to the frequency of short stoppages in the mining industry. Practically the whole of these short durations occurred in New South Wales in the Northern and Southern coalmining areas. Other reference to this distinctive feature is made in the preceding sub-section.

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 years 1914 and 1915 respectively, 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, in the coal-mining industry, 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 chippers 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; or (d) to witness some amusement; and (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 1914.\*

CAUSES OF DISPUTES.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'with Total.
NO. OF DISPUTES.									
1. Wages—									
(a) For increase . . . . .	15	10	10	7	5	2	..	1	50
(b) Against decrease . . . . .	1	2	..	..	..	..	..	..	3
(c) Other wage questions . . . . .	50	6	2	1	6	1	..	1	67
2. Hours of Labour—									
(a) For reduction . . . . .	..	..	1	1	..	..	..	..	1
(b) Other disputes re hours . . . . .	9	3	..	..	..	..	..	..	13
3. Trade Unionism—									
(a) Against employment of non-unionists . . . . .	7	4	..	..	2	..	..	..	13
(b) Other union questions . . . . .	7	3	..	..	1	..	..	..	11
4. Employment of Particular Classes or Persons . . . . .	62	12	3	3	2	..	1	..	83
5. Working Conditions . . . . .	62	4	2	..	2	2	..	..	72
6. Sympathy . . . . .	3	..	..	..	..	..	..	..	3
7. Other Causes . . . . .	19	..	..	1	..	1	..	..	21
<b>Total</b> . . . . .	<b>235</b>	<b>44</b>	<b>18</b>	<b>13</b>	<b>18</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>337</b>

## NO. OF WORKPEOPLE INVOLVED.

1. Wages—									
(a) For increase . . . . .	4,475	517	1,273	466	462	157	..	12	7,362
(b) Against decrease . . . . .	30	504	..	..	..	..	..	..	534
(c) Other wage questions . . . . .	13,155	1,168	258	39	537	30	..	56	15,243
2. Hours of Labour—									
(a) For reduction . . . . .	..	..	..	220	..	..	..	..	220
(b) Other disputes re hours . . . . .	3,062	145	30	..	..	..	..	..	3,237
3. Trade Unionism—									
(a) Against employment of non-unionists . . . . .	2,113	448	..	..	3,246	..	..	..	5,807
(b) Other union questions . . . . .	900	656	..	..	28	..	..	..	1,593
4. Employment of Particular Classes or Persons . . . . .	11,106	3,051	95	451	110	..	50	..	14,863
5. Working Conditions . . . . .	16,387	562	30	..	26	48	..	..	17,053
6. Sympathy . . . . .	675	..	..	..	..	..	..	..	675
7. Other Causes . . . . .	4,369	..	..	15	..	78	..	..	4,462
<b>Total</b> . . . . .	<b>56,281</b>	<b>7,051</b>	<b>1,686</b>	<b>1,191</b>	<b>4,409</b>	<b>313</b>	<b>50</b>	<b>68</b>	<b>71,049</b>

## NO. OF WORKING DAYS LOST.

1. Wages—									
(a) For increase . . . . .	49,449	3,185	18,968	2,071	23,324	2,070	..	384	99,451
(b) Against decrease . . . . .	90	32,875	..	..	..	..	..	..	32,965
(c) Other wage questions . . . . .	136,778	14,146	1,950	1,560	15,116	120	..	168	169,847
2. Hours of Labour—									
(a) For reduction . . . . .	..	..	..	9,240	..	..	..	..	9,240
(b) Other disputes re hours . . . . .	13,250	2,285	1,320	..	..	..	..	..	16,855
3. Trade Unionism—									
(a) Against Employment of non-unionists . . . . .	5,323	2,160	..	..	85,237	..	..	..	92,720
(b) Other union questions . . . . .	2,602	4,142	..	..	224	..	..	..	6,968
4. Employment of Particular Classes or Persons . . . . .	37,001	21,059	3,396	2,389	172	..	350	..	64,367
5. Working Conditions . . . . .	579,761	4,254	60	..	102	112	..	..	584,289
6. Sympathy . . . . .	2,125	..	..	..	..	..	..	..	2,125
7. Other Causes . . . . .	10,569	..	..	15	..	984	..	..	11,568
<b>Total</b> . . . . .	<b>836,948</b>	<b>84,106</b>	<b>25,703</b>	<b>15,275</b>	<b>124,175</b>	<b>3,286</b>	<b>350</b>	<b>552</b>	<b>1,090,395</b>

\* For corresponding particulars for the year 1913, see Labour Report No. 5, p. 78.

Causes of Industrial Disputes which Commenced in 1915.

CAUSES OF DISPUTES.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'with. Totals.
NO. OF DISPUTES.									
1. Wages—									
(a) For increase ..	45	15	6	2	2	..	..	3	73
(b) Against decrease ..	6	2	..	..	1	..	..	1	10
(c) Other wage questions ..	36	2	4	2	1	..	..	1	46
2. Hours of Labour—									
(a) For reduction ..	2	..	..	1	..	..	..	..	3
(b) Other disputes re hours ..	5	1	..	..	..	..	..	..	6
3. Trade Unionism—									
(a) Against employment of non-unionists ..	15	3	..	1	..	..	..	..	19
(b) Other union questions ..	14	1	1	..	..	..	..	..	16
4. Employment of Particular Classes or Persons ..	54	7	4	7	1	1	1	1	76
5. Working Conditions ..	60	5	1	1	1	1	..	1	76
6. Sympathy ..	4	1	..	1	..	..	..	..	6
7. Other Causes ..	25	2	1	..	..	..	..	..	27
TOTAL ..	272	38	17	15	6	2	1	7	358

NO. OF WORKPEOPLE INVOLVED.

1. Wages—									
(a) For increase ..	14,275	3,490	771	46	134	..	..	67	18,783
(b) Against decrease ..	914	130	..	..	15	..	..	45	1,113
(c) Other wage questions ..	9,888	603	505	510	445	..	..	39	11,990
2. Hours of Labour—									
(a) For reduction ..	776	..	..	120	..	..	..	..	896
(b) Other disputes re hours ..	2,593	50	..	..	..	..	..	..	2,643
3. Trade Unionism—									
(a) Against employment of non-unionists ..	3,773	83	..	17	..	..	..	..	3,873
(b) Other union questions ..	3,678	11	50	..	..	..	..	..	3,739
4. Employment of Particular Classes or Persons ..	10,470	1,174	427	733	40	900	20	80	13,844
5. Working Conditions ..	15,065	651	255	12	12	22	..	67	16,114
6. Sympathy ..	881	24	..	45	..	..	..	..	950
7. Other Causes ..	7,301	18	28	..	..	..	..	..	7,347
TOTAL ..	69,614	6,243	2,066	1,483	646	922	20	208	81,292

NO. OF WORKING DAYS LOST.

1. Wages—									
(a) For increase ..	126,799	46,637	14,635	424	940	..	..	1,210	190,645
(b) Against decrease ..	7,598	1,637	..	..	30	..	..	3,240	12,555
(c) Other wage questions ..	112,516	2,328	753	15,300	2,670	..	..	39	133,606
2. Hours of Labour—									
(a) For reduction ..	776	..	..	60	..	..	..	..	836
(b) Other disputes re hours ..	23,862	12	..	..	..	..	..	..	23,874
3. Trade Unionism—									
(a) Against employment of non-unionists ..	30,807	83	..	255	..	..	..	..	31,145
(b) Other union questions ..	7,378	11	50	..	..	..	..	..	7,434
4. Employment of Particular Classes or Persons ..	53,598	12,378	2,885	3,541	400	4,500	80	480	77,862
5. Working Conditions ..	79,163	1,628	855	72	28	308	..	268	82,322
6. Sympathy ..	5,683	96	..	225	..	..	..	..	6,004
7. Other Causes ..	16,668	18	756	..	..	..	..	..	17,442
TOTAL ..	464,343	64,878	19,934	19,877	4,068	4,808	80	5,237	583,225

It will be observed that "Wage" questions were responsible for the greatest number of industrial disputes in each of the years 1914 and 1915. The next important causes were "Employment of Particular Classes or Persons" and "Working Conditions and Discipline," followed by "Trade Unionism." "Other Causes" were responsible for 21 disputes in 1914, and 27 in 1915; in neither instance were the disputes of any considerable magnitude or duration.

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 classed according to Causes and Results, 1914-1915.*—The following table shews 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 years 1914 and 1915, classified according to principal Cause and Result:—

## Industrial Disputes, Classified according to Causes and Results.\*

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.
1914.												
<b>Wages—</b>												
(a) For increase	21	16	13	..	3,468	1,733	2,161	..	44,602	18,674	36,175	..
(b) Against decrease	9	..	..	..	534	..	..	..	32,965	..	..	..
(c) Other wage questions	18	18	29	2	1,765	2,975	10,274	229	6,180	36,696	124,431	2,590
<b>Hours of Labour—</b>												
(a) For reduction	..	1	..	..	..	220	..	..	..	9,240	..	..
(b) Other disputes re hours	..	5	7	1	..	1,192	2,015	30	..	3,726	11,809	1,320
<b>Trade Unionism—</b>												
(a) Against employment of non-unionists	10	1	1	1	2,607	70	3,039	91	5,963	70	85,030	1,657
(b) Other union questions	5	3	3	..	676	607	310	..	1,636	1,630	3,702	..
<b>Employment of particular Classes or Persons</b>	34	27	19	3	6,336	6,111	2,344	72	14,349	28,966	17,518	3,584
<b>Working Conditions</b>	20	21	31	..	4,302	4,086	8,575	..	21,376	19,141	543,772	..
<b>Sympathy</b>	..	..	..	3	..	..	..	675	..	..	..	2,125
<b>Other Causes</b>	7	6	7	1	1,446	1,248	1,678	90	2,074	1,676	6,828	90
<b>TOTAL</b>	<b>118</b>	<b>98</b>	<b>110</b>	<b>11</b>	<b>21,224</b>	<b>18,242</b>	<b>30,896</b>	<b>1,187</b>	<b>129,995</b>	<b>119,819</b>	<b>829,265</b>	<b>11,316</b>
1915.												
<b>Wages—</b>												
(a) For increase	44	15	9	5	13,879	1,452	2,238	1,224	142,321	30,283	16,613	1,428
(b) Against decrease	4	..	6	..	525	..	588	..	4,230	..	8,325	..
(c) Other wage questions	24	9	12	1	5,431	2,835	3,096	28	41,483	31,862	60,233	28
<b>Hours of Labour—</b>												
(a) For reduction	2	..	..	1	522	..	..	374	462	..	..	374
(b) Other disputes re hours	1	2	2	1	50	510	583	1,500	12	510	3,352	19,500
<b>Trade Unionism—</b>												
(a) Against employment of non-unionists	15	3	1	..	3,521	330	22	..	7,503	23,422	220	..
(b) Other union questions	8	2	6	..	1,385	301	2,103	..	1,703	325	5,406	..
<b>Employment of particular Classes or Persons</b>	39	21	13	3	6,542	3,397	2,856	1,039	16,425	24,287	32,375	4,775
<b>Working Conditions</b>	42	19	16	2	9,667	3,968	2,359	120	24,756	34,551	22,175	840
<b>Sympathy</b>	2	2	..	2	259	305	..	386	3,366	1,460	..	1,158
<b>Other Causes</b>	9	8	3	7	2,400	2,229	415	2,294	3,344	8,959	2,845	2,294
<b>Total</b>	<b>190</b>	<b>78</b>	<b>68</b>	<b>22</b>	<b>44,140</b>	<b>15,327</b>	<b>14,860</b>	<b>6,965</b>	<b>245,625</b>	<b>155,659</b>	<b>151,544</b>	<b>30,397</b>

\* For corresponding particulars 1913 see Labour Report No. 5, pp. 78-9.

In comparison with 1914 the results of disputes commenced during 1915 would appear to have been substantially more in favour of the employees. This characteristic would be borne out by a comparison of the results in the first column "in favour of workpeople" in the above tables. To these figures, however, should be added those under the third heading "Compromise." The whole of a demand made by a body of employees may not be conceded, but so much may be agreed upon between the disputants that the compromise actually represents a substantial concession, and for practical purposes the result might be classified as

being in favour of the workpeople. In some instances one only of two demands is conceded, which might rightly be termed a compromise, but the result would be influenced by the character of the concession. If the claim conceded related to the principal cause, the result would be taken as in favour of the workpeople.

(ii.) *Results of Industrial Disputes in each State, 1914 and 1915.*—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 years 1914 and 1915 respectively, classified according to Results:—

**Industrial Disputes in each State, Classified according to Results, 1914 and 1915.**

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.
1914.												
New South Wales	79	76	74	6	18,013	13,970	23,222	1,076	86,624	74,927	671,645	4,752
Victoria	21	7	15	1	2,205	2,801	2,035	10	39,328	16,400	28,108	270
Queensland	4	5	5	4	113	654	818	101	1,284	14,791	3,334	6,294
South Australia	5	7	1		400	739	52		1,676	13,443	156	
Western Australia	5	2	11		365	22	4,022		563	90	123,522	
Tasmania	3		3		116		197		1,136		2,150	
Northern Territory	1	1			12	56			384	168		
Fed. Cap. Territory			1				50				350	
Total, C'wealth	118	98	110	11	21,224	18,242	30,396	1,187	120,095	119,819	820,265	11,316
1915.												
New South Wales	143	55	53	21	37,421	13,280	11,976	6,937	165,206	137,539	131,229	30,369
Victoria	22	9	6	1	4,000	1,240	975	28	46,497	12,145	6,208	28
Queensland	11	5	1		1,594	393	79		15,200	3,411	1,323	
South Australia	5	6	4		761	294	423		15,987	1,844	2,346	
Western Australia	4		2		189		457		1,370		2,698	
Tasmania	1		1		22		900		308		4,500	
Northern Territory	4	2	1		153	100	45		1,357	640	3,240	
Fed. Cap. Territory		1				20				80		
Total, C'wealth	100	78	68	22	44,140	15,327	14,860	6,965	245,625	155,659	151,544	30,397

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 years 1914 and 1915, respectively, 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 1914.\***

Methods of Settlement.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'with.
NO. OF DISPUTES.									
<b>Negotiations—</b>									
Direct between employers and employees, or their representatives	175	36	9	7	15	4	..	1	247
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	7	2	..	1	..	..	1	..	11
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference	5	..	1	1	..	..	..	..	7
By reference to Board or Court	14	1	..	1	1	..	..	..	17
<b>Under Commonwealth Arbitration and Conciliation Act—</b>									
By intervention, assistance or compulsory conference	1	1	..	..	..	2	..	1	5
<b>By Filling Places of Work-people on Strike or Locked out</b>	8	2	3	2	1	..	..	..	16
<b>By Closing down Establishment permanently</b>	1	1	2	..	1	..	..	..	4
<b>By other Methods</b>	24	1	3	1	1	..	..	..	30
<b>TOTAL</b>	<b>235</b>	<b>44</b>	<b>18</b>	<b>13</b>	<b>18</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>337</b>

\* For corresponding particulars for the year 1913, see Labour Report No. 5, page 83.

## Methods of Settlement of Industrial Disputes Commenced in 1914—continued

Methods of Settlement.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'with
NO. OF WORKPEOPLE INVOLVED.									
<b>Negotiations—</b>									
Direct between employers and employees, or their representatives	38,803	6,345	538	871	1,348	243	..	56	48,204
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	7,545	435	..	24	..	..	50	..	8,054
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference	253	..	500	8	..	..	..	..	770
By reference to Board or Court	3,958	79	..	220	3,039	..	..	12	7,808
<b>Under Commonwealth Arbitration and Conciliation Act—</b>									
By intervention, assistance or compulsory conference	81	54	..	..	..	70	..	..	205
<b>By Filling Places of Workpeople on Strike or Locked out</b>									
By Closing down Establishment permanently	428	75	91	29	6	..	..	..	629
By other Methods	10	42	34	..	..	..	..	..	86
	5,203	21	514	39	16	..	..	..	5,793
<b>TOTAL</b>	<b>56,281</b>	<b>7,051</b>	<b>1,680</b>	<b>1,191</b>	<b>4,409</b>	<b>313</b>	<b>50</b>	<b>68</b>	<b>71,049</b>

## NO. OF WORKING DAYS LOST.

<b>Negotiations—</b>									
Direct between employers and employees, or their representatives	660,634	76,470	11,349	4,037	30,055	3,086	..	168	803,799
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	124,295	3,490	..	96	..	..	350	..	128,231
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference	1,623	..	2,545	88	..	..	..	..	4,256
By reference to Board or Court	24,835	1,580	..	9,240	85,030	..	..	..	120,685
<b>Under Commonwealth Arbitration and Conciliation Act—</b>									
By intervention, assistance or compulsory conference	720	108	..	..	..	200	..	384	1,421
<b>By Filling Places of Workpeople on Strike or Locked out</b>									
By Closing down Establishment permanently	2,055	400	1,651	254	42	..	..	..	4,402
By other Methods	80	1,806	1,760	..	..	..	..	..	3,646
	13,697	252	8,398	1,560	48	..	..	..	23,955
<b>TOTAL</b>	<b>836,048</b>	<b>84,106</b>	<b>23,703</b>	<b>15,275</b>	<b>124,175</b>	<b>3,286</b>	<b>350</b>	<b>552</b>	<b>1,090,395</b>

## ESTIMATED LOSS IN WAGES.

	£	£	£	£	£	£	£	£	£
<b>Negotiations—</b>									
Direct between employers and employees, or their representatives	383,053	36,239	5,233	1,944	24,795	1,867	..	98	402,729
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act	64,325	1,690	..	40	..	..	170	..	66,225
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference	312	..	1,000	29	..	..	..	..	1,841
By reference to Board or Court	13,121	627	..	4,760	45,700	..	..	..	64,208
<b>Under Commonwealth Arbitration and Conciliation Act—</b>									
By intervention, assistance or compulsory conference	370	..	..	..	..	92	..	250	712
<b>By Filling Places of Workpeople on Strike or Locked out</b>									
By Closing down Establishment permanently	961	180	796	114	25	..	..	..	2,076
By other Methods	26	780	845	..	..	..	..	..	1,651
	6,988	103	3,873	790	32	..	..	..	11,786
<b>TOTAL</b>	<b>419,656</b>	<b>39,619</b>	<b>11,747</b>	<b>7,677</b>	<b>70,552</b>	<b>1,459</b>	<b>170</b>	<b>348</b>	<b>551,288</b>

## Methods of Settlement of Industrial Disputes commenced in 1915.

METHODS OF SETTLEMENT.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth.
NO. OF DISPUTES.									
Negotiations—									
Direct between employers and employees, or their representatives . . . . .	199	26	10	8	3	1	1	6	254
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act . . . . .	18	6	..	2	2	1	..	..	29
Under State Industrial Act—									
By intervention, assistance or compulsory conference . . . . .	1	1	1	..	..	..	..	..	3
By reference to Board or Court . . . . .	4	..	1	..	..	..	..	..	5
Under Commonwealth Arbitration and Conciliation Act									
By intervention, assistance or compulsory conference . . . . .	1	..	1	..	..	..	..	..	2
By Filling Places of Workpeople on Strike or Locked out . . . . .	2	3	2	2	..	..	..	..	9
By Closing down Establishment permanently . . . . .	1	..	..	..	..	..	..	..	1
By other Methods . . . . .	46	2	2	3	1	..	..	1	55
TOTAL . . . . .	272	38	17	15	6	2	1	7	358

## NO. OF WORKPEOPLE INVOLVED.

Negotiations—									
Direct between employers and employees, or their representatives . . . . .	47,842	2,649	1,127	869	557	900	20	278	54,242
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act . . . . .	3,610	2,361	..	128	49	22	..	..	6,170
Under State Industrial Act—									
By intervention, assistance or compulsory conference . . . . .	60	1,055	400	..	..	..	..	..	1,515
By reference to Board or Court . . . . .	715	..	100	..	..	..	..	..	815
Under Commonwealth Arbitration and Conciliation Act									
By intervention, assistance or compulsory conference . . . . .	2,840	..	79	..	..	..	..	..	2,919
By Filling Places of Workpeople on Strike or Locked out . . . . .	8	40	103	54	..	..	..	..	205
By Closing down Establishment permanently . . . . .	200	..	..	..	..	..	..	..	200
By other Methods . . . . .	14,339	138	257	432	40	..	..	20	15,226
TOTAL . . . . .	69,614	6,243	2,066	1,483	646	922	20	298	81,292

## NO. OF WORKING DAYS LOST.

Negotiations—									
Direct between employers and employees, or their representatives . . . . .	312,718	35,070	6,907	16,775	3,298	4,500	80	5,077	384,425
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act . . . . .	39,247	16,021	..	180	370	308	..	..	56,126
Under State Industrial Act—									
By intervention, assistance or compulsory conference . . . . .	60	11,605	8,872	..	..	..	..	..	20,537
By reference to Board or Court . . . . .	15,218	..	200	..	..	..	..	..	15,418
Under Commonwealth Arbitration and Conciliation Act									
By intervention, assistance or compulsory conference . . . . .	25,560	..	1,323	..	..	..	..	..	26,883
By Filling Places of Workpeople on Strike or Locked out . . . . .	355	84	502	592	..	..	..	..	1,533
By Closing down Establishment permanently . . . . .	19,600	..	..	..	..	..	..	..	19,600
By other Methods . . . . .	51,585	2,098	2,130	2,330	400	..	..	160	58,703
TOTAL . . . . .	464,343	64,878	19,934	19,877	4,068	4,808	80	5,237	583,225

## Methods of Settlement of Industrial Disputes commenced in 1915—continued.

METHODS OF SETTLEMENT.	N.S.W.	Vic.	Q'land	S.A.	W.A.	Tas.	F.T.	N.T.	C'wth.
ESTIMATED LOSS IN WAGES.									
<b>Negotiations—</b>	£	£	£	£	£	£	£	£	£
Direct between employers and employees, or their representatives . . . . .	165,533	15,299	3,404	12,879	1,800	2,000	55	2,260	203,290
By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act . . . . .	19,699	6,626	..	115	174	174	..	..	26,788
<b>Under State Industrial Act—</b>									
By intervention, assistance or compulsory conference . . . . .	18	5,534	4,280	..	..	..	..	..	9,832
By reference to Board or Court . . . . .	7,506	..	120	..	..	..	..	..	7,716
<b>Under Commonwealth Arbitration and Conciliation Act</b>									
By intervention, assistance or compulsory conference . . . . .	8,050	..	472	..	..	..	..	..	8,522
<b>By Filling Places of Work-people on Strike or Locked out . . . . .</b>									
By Closing down Establishment permanently . . . . .	195	46	325	325	..	..	..	..	891
<b>By other Methods . . . . .</b>									
By other Methods . . . . .	10,500	..	..	..	..	..	..	..	10,500
By other Methods . . . . .	23,731	971	904	1,123	260	..	..	105	32,094
<b>TOTAL . . . . .</b>	<b>240,322</b>	<b>28,476</b>	<b>9,505</b>	<b>14,442</b>	<b>2,294</b>	<b>2,174</b>	<b>55</b>	<b>2,365</b>	<b>299,633</b>

From the results set out in the foregoing tables in this sub-section it will be seen that direct negotiations between representatives of the employers and employees formed the most popular method for arriving at a settlement of the matters at issue and approximately accounted for the termination of 70 per cent. of the industrial disputes in each of the years 1914 and 1915. During the year 1915 there was, however, a decided increase in the number of disputes in which it was necessary to have the intervention and assistance of a third party (not being an official or a nominee under the Commonwealth or State Industrial Acts) in the capacity of arbitrator.

## SECTION XII.—STATE FREE EMPLOYMENT BUREAUX.

**General.**—As there is considerable diversity in the scope of the functions and operations of the several State Employment Bureaux, as well as in the methods adopted for registration of applicants for employment, information in regard to these matters is summarised in the following paragraphs:—

(i.) *Registration of Applicants for Employment.* (a)—*New South Wales.*—Applications for work are registered under a card system, and are recorded under three headings, viz., 1st, first-class skilled tradesmen; 2nd, all first-class labourers, skilled and unskilled; and