

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.									
Negotiations—	£	£	£	£	£	£	£	£	£
Direct between employers and employees, or their representatives	165,533	15,299	3,404	12,879	1,860	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
Under State Industrial Act—									
By intervention, assistance or compulsory conference	18	5,534	4,280	..	..	..	..	..	9,832
By reference to Board or Court	7,506	..	120	..	..	..	..	..	7,716
Under Commonwealth Arbitration and Conciliation Act									
By intervention, assistance or compulsory conference	8,050	..	472	..	..	..	..	..	8,522
By Filling Places of Work-people on Strike or Locked out	195	46	325	325	..	..	..	..	891
By Closing down Establishment permanently	10,500	..	..	..	..	..	..	..	10,500
By other Methods	28,731	971	904	1,123	260	..	..	105	32,094
TOTAL	240,322	28,476	9,505	14,442	2,294	2,174	55	2,365	299,633.

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

3rd, all applicants for employment who cannot be classified under either the first or second heading. On each card are entered the name and occupation of the applicant for work, the name of his employer, and the duration of his employment, together with a report on his efficiency, while, on the cards appertaining to the second and third groups, particulars are also entered in regard to advances and refunds of travelling expenses. All applicants, with the exception of those registered for Government employment, must report monthly while unemployed, and if any applicant fail to do so, it is assumed that he is no longer in need of employment, and his card is removed from the live registrations. (b) *Victoria*.—Applicants for work, if residing in the metropolitan area, are required to apply personally, while those in country districts may apply in writing. Registration in the metropolitan area remains good for one month, and in country districts for three months, unless the applicant is engaged prior to the expiration of these periods. At the end of these respective periods re-registration is necessary. (c) *Queensland*.—Workers seeking employment are registered on cards, and a small card is given to the worker to shew that he is registered. The latter card must be renewed monthly, but in practice it is found that workers call at the agencies until a suitable place is found for them. (d) *South Australia*.—Each applicant for work receives a card, with his registration number, and is required to re-register each month. (e) *Western Australia*.—Applicants for work are registered once in each financial year. In each month an applicant calling for work is given a new card, but he retains the same registration number throughout the year. The date of renewal of the card each month is shewn in the register. (f) *Tasmania*.—The name of an applicant for work remains on the register either until employment has been found or it is known that the applicant has left Hobart.

(ii.) *Registration of Applications from Employers*.—In all the States, with the exception of Tasmania, applications from employers for workers are kept on the books until either filled or withdrawn. In South Australia and Western Australia, however, it is usual for an employer to give a time limit within which the vacancy can be filled. In Tasmania no list of applications from employers is kept, but communications are sent to Government departments or persons likely to require workers, whenever an application is made by a worker for employment.

(iii.) *Immigrants*.—The only States in which the Government Employment Bureaux deal systematically and comprehensively with the employment of immigrants are Victoria and Western Australia; in New South Wales, however, youths arriving in connection with the Dreadnought farm-training scheme are passed through the Bureau in that State. In the other States, the finding of employment for immigrants is not part of the regular work of the Labour Bureaux, although many immigrants not placed by the Immigration Agents are found employment through the Bureaux. In all the States, except Victoria, immigrants who obtain situations through the agency of the Labour Bureaux, are included in the statistical returns published herein.

They are not included in the returns furnished by the Victorian Bureau, as they are regarded as not coming under the ordinary return of unemployed. Details as to the proportion which immigrants bear to the total number of persons who are found situations through the Labour Bureaux are not available, except for Western Australia, where about $7\frac{1}{2}$ per cent. of the whole number of those who obtain employment through the Bureau are immigrants.

(iv.) *Labour for Government and Public Works.* (a)—*New South Wales.*—Men required by the Department of Public Works and Government Departments are generally supplied by the Labour Bureau. (b) *Victoria.*—Casual labourers, both skilled and unskilled, are engaged through the Bureau for the Railway, Public Works, and other Government Departments. The approximate average percentage of persons engaged for such works is about 80 per cent. of the total number of engagements. (c) *Queensland.*—Practically the only Government employment which is secured through the Labour Bureau is on Railway Construction Works, which are carried out by day labour. (d) *South Australia.*—All labour, skilled or otherwise, required by the State Departments, is provided by the Labour Bureau. Approximately 85 per cent. of the positions filled are on Government works. (e) *Western Australia.*—The Public Works Department at times applies for workers, but the number engaged amounts to only about 8 per cent. of the whole. (f) *Tasmania.*—No special arrangement is made for Government work, but men are placed from time to time with the Public Works Department.

(v.) *Domestic Servants and Other Female Workers.*—In New South Wales, Queensland, and Western Australia, but not in South Australia, the Labour Bureaux deal with applications for employment from domestic servants and other female workers. In Victoria, although immigrant domestic servants are dealt with, they are not included in the return. In Tasmania the Bureau does not ordinarily deal with female applicants for work, but it is occasionally able to place them.

(vi.) *Assistance by means of Advances of Travelling Expenses, etc., to Workers engaged through the Bureaux.* (a)—*New South Wales.*—In the case of men proceeding to Government Works, rail or steamer tickets, if required, are granted in accordance with the various awards governing such employment. Where an award does not include payment for fares for travelling, and in cases where workers go to private employment, railway or steamer fares are advanced if repayment is guaranteed by some responsible person. (b) *Victoria.*—Railway fares are advanced. (c) *Queensland.*—Railway passes are granted at half rates, if the worker authorises his employer to deduct such half fare as a first charge upon his earnings; the balance of the fare is paid by the Department of Labour. Steamer and coach fares are only issued on the production of satisfactory written personal guarantees. (d) *South Australia.*—The fares of men engaged by the Government are advanced by the Labour Exchange, debited to the department concerned, and deducted from the wages of the men. If the work does not last for over two months the men are entitled to a refund of the amount deducted. Fares are advanced to workers going to private employment, on condition that an approved

guarantee of repayment is given. (e) *Western Australia*.—The Bureau advances railway fares only. (f) *Tasmania*.—No provision exists for giving advances, but in necessitous cases special application is made for concession tickets.

(vii.) *Assistance by means of Advances of Travelling Expenses to Workers not engaged through the Bureaux.* (a)—*New South Wales*.—Railway and steamer tickets are advanced, provided the repayment thereof is guaranteed by the employer or some responsible person. Workers obtaining such advances are included in the returns. (b) *Victoria*.—Railway fares are advanced where circumstances justify it. Workers receiving such advances are not included in the returns. (c) *Queensland*.—Advances are made on terms similar to those for workers engaged through the Bureau, but the concession of half railway rates is not granted. Such workers are included in the returns. (d) *South Australia*.—Fares are advanced on a guarantee being given by an approved guarantor. Workers not engaged through the Bureau who receive advances are not included in the returns. (e) *Western Australia*.—Only railway fares are advanced to men engaged outside the Bureau, but not to men engaged through private registry offices. Men receiving advances are included in the returns. (f) *Tasmania*.—No provision exists for granting advances.

(viii.) *Other Functions of the Bureaux* (a)—*New South Wales*.—In this State there are 43 branches of the Labour Bureau in country towns. In addition to acting as an employment agency, the Bureau undertakes the following:—1, Provision of rabbit traps, tents, blankets, etc., on receipt of a satisfactory guarantee of repayment; 2, the management of an agricultural training farm for youths; 3, the management of a pig, poultry, vegetable and flower farm for destitute men; 4, provision of food to destitute families which have adult male wage-earner. The latter is offered work for three days at the Depot, where he is housed and fed and, on the conclusion of his three days' work, given an order for 7s. 6d. worth of goods. (b) *Victoria*.—Agencies of the Bureau are established at police stations in 63 country towns. (c) *Queensland*.—Every Clerk of Petty Sessions throughout the State is a labour agent, except in the larger towns, where a special officer is stationed. (d) *South Australia*.—Branches of the Labour Exchange are established throughout the State. Where labour is required for carrying out any public work, and more than the requisite number of suitable men present themselves, preference is given to married men with families. (e) *Western Australia*.—There are branches of the Labour Bureau in the more important country towns. Married men, if suitable, are given preference over single men. (f) *Tasmania*.—At present the Labour Bureau has no branches, but probably the use of municipal offices in different centres will be included in the reorganising scheme which is being considered.

2. *Applications and Positions Filled in Each State*.—The following table shews the total number of applications for employment and from employers and the number of positions filled during the years 1914 and 1915, tabulated from information furnished quarterly to this Bureau by the Employment Bureaux of the various States. It will be seen that the total number of applications for employment in 1914 was

123,607, and in 1915 111,339, as against 45,881 applications from employers for workers in 1914, and 21,270 in 1915, while 37,365 positions were filled in 1914, and 39,089 in 1915. The corresponding figures for 1913 were 83,876 applications for employment, and 35,312 positions filled.

State Free Employment Bureaux.—Applications for Employment and from Employers, and Positions Filled in different States, during the years 1914 and 1915.

State.	Applications-for Employment.			Applications from Employers.			Positions Filled.
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Received during Year.	Total.	
1914.							
New South Wales		15,127	15,127	1,490	12,520	14,028	10,876*
Victoria	15,535	41,722	57,257		8,302	8,302	8,302
Queensland	2,395	9,620	12,015	870	7,524	8,403	9,193*
South Australia	3,611	17,573	21,184		4,088	4,088	4,988*
Western Australia	1,148	16,715	17,863	890	9,154	10,053	6,890
Tasmania	1	160	161		107	107	107
Commonwealth	22,600	100,917	123,607	3,277	42,604	45,881	37,365

1915.							
New South Wales		16,582	16,582	295	13,124	13,419	10,621*
Victoria	6,944†	34,895	41,839	†	†	†	7,883
Queensland	620	15,086	15,715	75	7,677	7,752	6,874*
South Australia	821	21,766	22,587	†	†	†	8,757*
Western Australia	681	13,624	14,305	†	†	†	4,800
Tasmania		311	311		99.	90.	94
Commonwealth	9,075	102,264	111,339	†370	†20,900	†21,270	39,089

* Including persons who received advances of travelling expenses from the Labour Bureaux, but who were not directly engaged through the medium of these institutions. † Not available.
 ‡ Exclusive of Victoria, South Australia and Western Australia.

NOTE.—Any deductions which can be drawn from the above figures as to the relative state of the labour market in the several States are subject to certain limitations, inasmuch as the scope and functions of the Bureaux are by no means identical. (See remarks in Sub-Sec. I, par. 1 hereof.)

The above figures shew that in each of the States the applications for employment through the free employment bureaux were in excess of the positions filled, the surplus occurring mainly in Victoria, and to a less extent in South Australia, Western Australia, and Queensland. The table in the next Sub-section shews that the over-supply of labour was most marked among general labourers, railway and tramway services, and the building and engineering, metal works, etc., groups.

3. Applications and Positions Filled in Various Industrial Groups.

—The following table furnishes particulars, classified according to industrial groups, for the years 1914 and 1915 of the operations of the Free Labour Bureaux.

State Free Employment Bureau.—Applications for Employment and from Employers, and Positions Filled in different Industrial Groups, 1914 and 1915.

Industrial Group.	Applications for Employment.			Applications from Employers.			Positions Filled.
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Notified during Year.	Total.	
1914							
I. Wood, Furniture, Saw-mill, Timber Workers, etc.	300	1,142	1,442	2	286	288	273
II. Engineering, Metal Works, etc.*	1,903	6,112	8,015	14	1,148	1,162	1,113
III. Food, Drink, Tobacco, etc.	21	428	449	14	163	177	133
IV. Clothing, Hats, Boots, etc.	5	195	200	132	172	304	66
V. Books, Printing, etc.	129	380	509	69	136	205	75
VI. Other Manufacturing	24	188	212	..	39	39	39
VII. Building	2,105	9,961	12,066	17	4,093	4,110	3,985
VIII. Mining, Quarrying, etc.	59	742	801	39	506	545	503
IX. Rail and Tram Services†	5,171	22,773	27,944	500	8,378	9,378	8,005
X. Other Land Transport	10	312	322	1	74	75	69
XI. Shipping, Wharf Labour, etc.	101	308	409	..	12	12	12
XII. Pastoral, Agricultural, Rural, etc.‡	697	7,652	8,349	731	6,979	7,710	5,551
XIII. Domestic, Hotels, etc.	91	7,572	7,663	1,187	5,527	6,714	3,510
XIV. General Labour and Miscellaneous§	12,074	43,152	55,226	571	14,591	15,162	14,031
TOTAL	22,690	100,917	123,607	3,277	42,604	45,881	37,365
1915.							
I. Wood, Furniture, Saw-mill, Timber Workers, etc.	**	**	**	†	†	†	§§
II. Engineering, Metal Works, etc.*	173	1,950	2,123	1	375	376	471
III. Food, Drink, Tobacco, etc.	18	397	415	..	154	154	151
IV. Clothing, Hats, Boots, etc.	1	159	160	..	60	60	38
V. Books, Printing, etc.	49	341	390	..	33	33	50
VI. Other Manufacturing	1	182	183	..	108	108	84
VII. Building	1,453	12,684	14,137	28	2,419	2,447	3,277
VIII. Mining, Quarrying, etc.	12	740	752	..	586	586	680
IX. Rail and Tram Services†	1,300	23,413	24,713	200	5,874	6,074	12,611
X. Other Land Transport	..	225	225	..	33	33	41
XI. Shipping, Wharf Labour, etc.	31	213	244	..	42	42	43
XII. Pastoral, Agricultural, Rural, etc.‡	61	5,571	5,632	41	2,237	2,278	3,506
XIII. Domestic, Hotels, etc.	14	6,636	6,650	88	3,295	3,383	3,480
XIV. General Labour and Miscellaneous.§	4,327	37,200	41,527	12	5,330	5,342	11,273
TOTAL††	9,075	102,264	111,339	370	20,900	21,270	39,089

* Including railway and tramway workshops. † Exclusive railway and tramway workshops, but including construction and maintenance of permanent way and works. ‡ Including horticultural, viticultural and gardening. § Exclusive railway and tramway employees and labourers employed on railway and tramway construction and maintenance. ¶ Including persons in New South Wales who received advances of travelling expenses from the Labour Bureau, but who were not directly engaged through the medium of that institution. ** Exclusive of males in Western Australia. † Exclusive of Victoria, South Australia and Western Australia. †† Inclusive of males in Western Australia. §§ Exclusive of males, in Western Australia during the first half-year of 1915.

It will be seen that in 1914 out of a total of 123,607 applicants for employment, 37,365, or 30 per cent., obtained positions, while in 1915 out of 111,339 applicants, 39,089, or 35 per cent., obtained positions. In 1913 the percentage was 42.

Attention has already been drawn to the fact that there is considerable diversity in the nature and scope of the work ordinarily carried out by the Bureaux in the various States. For example in the three States (*viz.*, New South Wales, Victoria, and South Australia) in which certain Government Departments obtain workers from the Labour Bureaux, the number of applications for employment in some of the industrial groups is naturally large in comparison with the number in the same groups in the other three States. Thus practically the whole of the positions filled in Group XIII. (Domestic, Hotels, etc.) were in the three States, New South Wales, Queensland, and Western Australia. Of the positions filled in this group no less than 2939 in 1914, and 2915 in 1915, or 84 per cent. in each year, were for female domestic workers, the whole of which were filled in New South Wales, Queensland, and Western Australia. These are the only States which make special provisions for female domestics.

4. Applications and Positions Filled, Males and Females.—Of the total number of registrations for employment during the year 1914, 117,169, or 94.8 per cent., were by males, and 6438, or 5.2 per cent., by females. Of the latter, 5925 were registered in Group XIII. (Domestic, etc.), and of these 2623 were registered in New South Wales, 3041 in Western Australia, and 257 in Queensland. During the year 1914 34,283, or 91.7 per cent. of the positions filled were for males, and 3082, or 8.3 per cent., for females.

In 1915, of the total number of registrations for employment, 104,977, or 94.3 per cent., were by males, and 6362, or 5.7 per cent., by females. Of the latter 5619 was registered in Group XIII. (Domestic, etc.), and of these 4487 were registered in New South Wales, 210 in Queensland, and 922 in Western Australia. During the same year 35,817, or 91.6 per cent. of the positions filled were for males, and 3272, or 8.4 per cent., for females.

For every 1000 applications for employment from male workers, there were 293 positions filled in 1914, and 341 in 1915, while for every 1000 applications for female workers, 479 positions were filled in 1914, and 514 in 1915. The corresponding numbers of positions filled in 1913 were 410 for male, and 677 for female workers.

The following table gives particulars (for male and female workers separately) of the number of applications for employment and from employers, and the number of positions filled. Nearly the whole of the operations in connection with female labour were in Group XIII. (Domestic, Hotels, etc.):—

State Free Employment Bureaux.—Applications and Positions Filled, Males and Females, 1914 and 1915.

Particulars.	Applications for Employment.			Applications from Employers.			Positions filled
	On Live Register at Beginning of Year.	Received during Year.	Total.	On Live Register at Beginning of Year.	Notified during Year.	Total.	
Males 1914	22,665	94,504	117,169	2,148	37,788	39,936	34,283
1915	9,075	95,902	104,977	357	17,778	18,135	35,817
Females 1914	25	6,413	6,438	1,129	4,816	5,945	3,082
1915	..	6,362	6,362	13	3,122	3,135	3,272
TOTAL 1914	22,690	100,917	123,607	3,277	42,604	45,881	37,365
1915	9,075	102,264	111,339	370	20,900	21,270	39,089