

## SECTION XI.—CHANGES IN RATES OF WAGE.

1. *General.*—The collection of information regarding changes in rates of wage throughout the Commonwealth dates from the 1st January, 1913, and the statistical results for the first complete year (1913) were published in Labour Report No. 5. The annual figures for subsequent years were given in Labour Reports Nos. 5 to 10. The annual figures for the year 1920 are given in the following tables.

(i.) *Definition of a Change in Rate of Wage.*—For the purpose of these statistics a change in rate of wage is defined as a change in the weekly rates of remuneration of a certain class of employees, apart from any change in the nature of the work performed, or apart from any revision of rates due to increased length of service or experience. It is obvious that under this definition certain classes of changes are excluded, such, for example, as (a) changes in rates of pay due to promotion, progressive increments, or, on the other hand, to reduction in pay or grade to inefficient workers, and (b) changes in average earnings in an occupation due to a change in the proportions which higher paid classes of workers bear to lower paid classes. Each single change recorded relates to a change in the rates of wage effected in a specific industry or calling, and includes any and all changes to workers in that industry, irrespective of the different number of separate occupations or trades affected. Further, it should be observed that in some instances a change may relate to the employees of a single employer or to those of a number of employers, according to the instrument or method operating to bring about the change. In a few instances, a number of separate arrangements, all of which have not necessarily affected rates of wage, but all of which relate to a specific industry or craft, are grouped and taken as a single change. This course is adopted in order to obviate a multiplicity of changes affecting only a small number of workers in each instance.

(ii.) *Sources of Information.*—Primary information merely as to the fact that a change in rate of wage has occurred is obtained through the following channels:—(a) The Commonwealth and State Industrial Registrars and the Chief Inspector of Factories in each State; (b) Reports from Labour Agents and Correspondents; (c) Quarterly reports from Secretaries of Trade Unions; (d) Returns relating to industrial disputes which resulted in changes in rates of wage; (e) Reports in newspapers, labour and trade reviews, and other publications.

(iii.) *Collection of Particulars concerning Changes.*—On the occurrence of a change in rate of wage, forms\* (prescribed under the Census and Statistics Act 1905) are issued to employers' associations (if any)

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

and also to the secretaries of the trade unions, the members of which are affected by the change. In certain cases forms are also issued, if necessary, to individual employers. The particulars which have to be inserted in these forms furnish information regarding the occupations of the workers affected, the number of workers in each occupation, the rates of wage paid before and after the change, the locality affected, and the date on which the change took effect. Information must also be furnished regarding employers and employers' associations concerned, if any, and the method by which the change was effected.

On receipt of the completed forms at this Bureau, the particulars are checked and compared with each other and with copies of awards, determinations, and agreements. In all cases when the information furnished on the forms is incomplete or unsatisfactory, further inquiries are made, and the figures checked by reference to Census results, industrial statistics, factory reports, etc.

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

It should be clearly understood that *the computations* (amount of increase per week) *do not relate to the increase each week*, but only to the increase in a single week on the assumption that the full number of persons ordinarily engaged in the particular trade or occupation affected by the change is employed during that week. It is obvious, therefore, that the aggregate effect per annum cannot be obtained without making due allowance for unemployment and for occupations in which employment is seasonal or intermittent. It is also obvious that since unemployment and activity in all branches of industry may vary from year to year and in many branches from season to season also, no accurate estimate of the actual effect of the changes in the total amount of wages received or paid *per annum* can be made, until the determining factors have been investigated. These factors are (a) the amount of unemployment, and (b) the period of employment in seasonal industries.

Further, it may be pointed out that the aggregate of the particulars given in the Labour Bulletins and Quarterly Summaries relating to each of the four quarters of any year, will not necessarily agree with those given in the annual figures published for that particular year. This

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\* After making allowance for any decreases involved.

is due to the inclusion, as far as possible, in the annual figures of particulars of all changes effected within the year. In some instances the advice of a change is not received in time to allow in the quarterly figures of the inclusion of the full particulars relating thereto.

**2. Number and Effect of Changes in each State for the Years, 1913 to 1920.**—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act, Arbitration (Public Service) Act, and Industrial Peace Act, are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, as tabulated, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

**Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913 to 1920.**

Particulars.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	*All States	C'wealth	
No. of Changes	1913	149	81	41	28	20	12	..	..	329
	1914	185	99	50	18	42	19	..	1	384
	1915	189	87	60	31	25	24	3	2	401
	1916	1381	168	134	98	42	37	4	6	870
	1917	201	106	142	78	65	38	10	1	637
	1918	229	201	236	113	63	46	4	4	896
	1919	457	218	216	136	112	128	13	4	1,284
	1920	734	354	300	231	208	154	7	10	1,899
No. of Persons Affected	1913	89,818	49,254	16,645	4,574	3,036	3,005	..	..	166,132
	1914	58,469	29,876	20,198	5,624	3,399	4,202	..	300	125,216
	1915	109,260	39,087	22,864	10,206	2,861	3,147	185	10,000	197,410
	1916	242,731	119,878	72,079	40,925	5,848	7,232	258	3,546	492,487
	1917	101,158	68,272	72,343	20,209	12,997	5,288	1,143	11,000	292,101
	1918	146,399	110,027	74,174	16,280	9,871	3,631	624	616	361,581
	1919	230,031	125,993	116,627	35,377	26,873	16,108	1,287	2,095	603,891
	1920	454,610	258,211	145,464	78,605	55,489	28,317	703	7,867	1,027,286
Total Net Amount of Increase per Week	1913	21,789	9,880	3,702	1,279	428	635	..	..	37,713
	1914	13,558	6,688	5,128	1,941	2,423	804	..	148	30,685
	1915	29,525	8,078	6,398	3,539	562	778	87	2,938	51,905
	1916	56,875	30,566	40,451	9,930	1,440	1,980	88	1,593	142,923
	1917	28,896	15,129	20,083	6,070	3,407	1,987	635	4,200	81,007
	1918	32,194	25,514	19,690	3,885	2,133	1,823	273	229	85,260
	1919	137,842	43,930	43,718	11,089	10,249	7,850	618	949	256,445
	1920	228,186	119,706	69,748	30,316	25,195	14,593	684	6,280	484,708
Average Increase per Head per Week	1913	£ 4 10	£ 4 0	£ 4 5	£ 5 7	£ 2 10	£ 4 3	..	..	£ 4 6
	1914	£ 4 10	£ 4 6	£ 5 1	£ 6 11	£ 5 9	£ 3 0	..	7 4	£ 4 11
	1915	£ 5 5	£ 4 2	£ 5 7	£ 6 11	£ 4 8	£ 4 11	0 5	5 11	£ 5 3
	1916	£ 4 8	£ 5 1	£ 11 3	£ 4 10	£ 4 11	£ 5 6	£ 6 10	£ 9 0	£ 5 10
	1917	£ 5 9	£ 4 5	£ 5 6	£ 6 0	£ 5 3	£ 7 6	£ 11 1	£ 8 9	£ 5 6
	1918	£ 4 5	£ 4 8	£ 5 4	£ 4 9	£ 4 4	£ 7 3	£ 8 9	£ 7 9	£ 4 9
	1919	£ 9 10	£ 7 0	£ 7 6	£ 6 9	£ 7 8	£ 9 2	£ 9 7	£ 9 1	£ 3 6
	1920	£ 10 0	£ 9 3	£ 9 7	£ 7 11	£ 9 1	£ 10 4	£ 19 6	£ 15 11	£ 9 8

\* Changes recorded in this column are common to all States, as the particulars relating to the number of workpeople affected and the net amount of increase per week in each State were not ascertainable. † Including four changes which affected 157 workpeople in the Federal Capital Territory.

In point of number of changes in each State, New South Wales was first, Victoria second, and Queensland third, in each of the years 1913 to 1916. During the year 1917 the number of changes in Queensland exceeded the number recorded in Victoria, while during the year 1918, the number of changes in Queensland was greater than the number

recorded as having taken place in New South Wales. In the year 1919 the number of changes recorded for New South Wales was greatly in excess of the number for any other State. The upward movement of wages during the year 1920 is shown by the exceptionally large number of changes which were recorded. In all States the number of changes is greatly in excess of those for any previous year. The relative position of the States in point of the numbers of changes effected, and also in regard to the numbers of workers affected in each year depends, of course, largely on differences in population and on the magnitude of the different industries and callings in which changes took place.

Included in the particulars contained in the foregoing table are those relating to five decreases during the year 1914, seven during the year 1915, eight during the year 1916, eleven during the year 1917, four during the year 1918, six during the year 1919, and eleven during the year 1920. The six decreases in rates in 1919 affected 4293 work-people to the extent of £386 per week. Three decreases were recorded in Queensland, two in South Australia and one in Victoria. The most important of these decreases affected metalliferous miners at Moonta and Wallaroo, South Australia, and at Mount Morgan, Queensland, where wage agreements provided that the rates of wage should fluctuate according to the price of copper. In the other cases the reduced weekly wage was due to a reduction in the number of hours in the working week, without a corresponding (if any) increase in the hourly rate of pay, or to the result of appeals against recent awards or determinations, the effect of which had already been taken into the tabulations. Of the eleven decreases recorded during the year 1920, six occurred in New South Wales, four in Western Australia and one in Tasmania. The total number of workpeople affected by these changes was 2845, and the amount of decrease per week was £728. Of these eleven decreases, three were caused by reduction in the weekly rate of wage owing to the number of working hours per week being reduced without a corresponding increase in the hourly rate of wage; five were due to lower rates for unskilled workers and employees at certain ages being inserted in awards which previously specified flat rates; while the other decreases were caused by awards shewing lower rates of wage than the ruling or predominant rates which were being paid prior to the awards or determinations coming into force.

The number of changes in rates of wage during the year 1920 was 1999, which is the highest number recorded since the systematic collection of these particulars by the Bureau was instituted. It will be observed, also, that in addition to the number of separate changes being higher in the year 1920, the number of workpeople who were affected by changes in rates of wage during that year was considerably higher than the number affected during any previous year. The total net amount of increase per week was also higher than for any prior period.

The number of workpeople who were affected by changes in rates of wage during the year 1920 was 1,027,286, and the total net amount of increase per week was £494,708. The corresponding figures for the year 1919 were 603,891 workpeople and £256,445, net amount of increase per week. Only eleven decreases in rates of wage were recorded during 1920, so that 1988 of the changes recorded gave increased rates of pay. The number of workpeople affected by the eleven decreases was 2845.

The average increase per head per week during the year 1920 was 9s. 8d., as compared with 8s. 6d. during the previous year, 4s. 9d. during 1918, and 5s. 6d. during the year 1917.

3. Changes in Rates of Wage in Male and Female Occupations, Number and Effect of Changes in each State, 1913-1920.—Included in the changes in rates of wage recorded in the tables on pages 124 to 134 are those which in the whole or part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of male and female workers affected, etc., are set out hereunder for each State during the years 1913 to 1920 inclusive:—

Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes in each State and Territory, 1913-1920.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'WLTH.
NUMBER OF MALE EMPLOYEES AFFECTED.									
1913	83,470	44,692	16,095	3,616	3,036	1,525	..	..	152,434
1914	48,773	25,644	19,628	5,624	7,616	4,232	..	390	111,907
1915	97,672	36,022	21,831	9,807	2,588	2,787	185	10,000	180,892
1916	225,806	99,667	68,125	39,586	5,669	6,885	249	3,540	449,533
1917	82,601	48,136	63,066	16,844	12,788	4,759	1,143	11,000	240,337
1918	123,728	91,857	59,909	12,889	8,452	3,487	624	616	306,562
1919	253,077	106,389	99,167	32,162	24,185	13,906	1,287	2,025	532,198
1920	385,118	202,972	126,306	66,824	48,083	24,213	703	7,812	862,036

NET AMOUNT OF INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	20,682	9,317	3,647	1,127	428	512	..	..	35,713
1914	12,158	6,146	5,055	1,941	2,157	797	..	143	28,397
1915	26,975	7,572	6,250	3,431	545	730	87	2,938	48,528
1916	53,395	26,877	39,874	9,774	1,414	1,937	82	1,593	134,946
1917	25,773	11,080	17,106	5,244	3,329	1,878	635	4,800	69,845
1918	29,410	22,574	16,186	3,311	1,889	1,284	273	239	75,166
1919	132,237	38,115	38,200	10,690	9,560	6,560	618	920	236,900
1920	207,403	93,778	63,432	27,498	22,157	13,105	684	6,192	439,249

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	4 11	4 2	4 6	6 3	2 10	6 9	..	..	4 8	
1914	5 0	4 10	5 2	6 11	5 8	3 9	..	7 4	5 1	
1915	5 6	4 2	5 9	7 0	4 3	5 3	9 5	5 11	5 4	
1916	4 9	5 5	11 8	4 11	5 0	5 8	6 7	9 0	6 0	
1917	6 3	5 7	5 5	6 3	5 2	7 11	11 1	8 9	5 10	
1918	4 7	4 11	5 5	5 2	4 6	7 4	8 9	7 9	4 11	
1919	10 5	7 2	7 8	6 8	7 11	9 5	9 7	9 1	8 11	
1920	10 9	9 9	10 1	8 3	9 3	10 10	19 6	15 10	10 2	

\* Changes recorded in this column are common to all States as the particulars relating to number of workpeople affected and the net amount of increase per week in each State were not ascertainable. † Including 4 changes which affected 157 workpeople in the Federal Capital Territory.

Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes in each State and Territory, 1913-20—cont.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'with.
1913	6,148	4,562	550	958	..	1,480	..	..	13,698
1914	7,696	4,232	570	..	783	30	..	..	13,311
1915	11,588	3,065	1,033	399	73	360	..	..	16,518
1916	16,915	20,211	3,954	1,339	179	347	9	..	42,954
1917	18,557	20,136	9,777	3,365	209	529	..	..	52,573
1918	17,671	18,170	14,265	3,350	1,419	144	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	70	71,693
1920	69,492	55,239	19,158	9,781	7,401	4,104	..	75	165,250

NUMBER OF FEMALE EMPLOYEES AFFECTED.

1913	6,148	4,562	550	958	..	1,480	..	..	13,698
1914	7,696	4,232	570	..	783	30	..	..	13,311
1915	11,588	3,065	1,033	399	73	360	..	..	16,518
1916	16,915	20,211	3,954	1,339	179	347	9	..	42,954
1917	18,557	20,136	9,777	3,365	209	529	..	..	52,573
1918	17,671	18,170	14,265	3,350	1,419	144	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	70	71,693
1920	69,492	55,239	19,158	9,781	7,401	4,104	..	75	165,250

NET AMOUNT OF INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	..	..	2,000
1914	1,400	542	73	..	266	7	..	..	2,288
1915	2,550	506	148	108	17	48	..	..	3,377
1916	3,480	3,689	577	156	26	43	6	..	7,977
1917	3,123	4,049	2,977	826	78	109	..	..	11,162
1918	2,784	2,940	3,513	574	244	39	..	..	10,094
1919	5,405	5,315	5,518	1,299	689	790	..	29	19,545
1920	20,783	20,928	6,316	2,318	3,038	1,488	..	88	55,459

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1913	3	7	2	6	2	0	3	2	..	..	1	8
1914	3	8	2	7	2	7	..	..	6	9	4	8
1915	4	5	3	4	2	10	5	5	4	8	2	8
1916	4	1	3	8	2	11	2	4	2	11	2	6
1917	3	4	4	0	6	1	4	11	7	6	4	1
1918	3	2	3	3	4	11	3	5	3	5	5	5
1919	4	0	6	0	6	4	8	1	5	6	7	2
1920	6	0	7	7	6	7	5	9	8	3	7	3

\* See footnote on preceding page.

4. Number and Effect of Changes in Rates of Wage in each State, Classified according to Industrial Groups, 1920.—(i.) *Changes in Rates of Wage according to Industrial Groups, 1920.*—In the following table particulars are given as to the number and effect of changes in rates of wage in 1920, in each State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wage, industrial disputes, etc. Particulars concerning changes in rates of wage during the year 1913, and subsequent years to 1919, classified according to industrial groups, were published in Labour Reports Nos. 5 to 10.

Changes in Rates of Wage, Number and Effect of Changes in each State and Territory, classified according to Industrial Groups, 1920.

Particulars.	INDUSTRIAL GROUP.														ALL GROUPS.
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.*	
<b>New South Wales—</b>															
Number of Changes	19	55	83	19	42	109	29	23	35	33	38	4	20	230	734
Number of Persons affected	10,101	36,814	36,761	15,895	7,330	36,875	34,565	24,445	46,418	12,963	5,339	3,700	17,655	165,748	454,610
Amount of Increase per week †	8,083	15,280	19,801	6,123	4,064	16,008	24,687	10,766	19,795	5,116	3,142	2,440	5,403	80,477	228,186
<b>Victoria—</b>															
Number of Changes	16	28	62	13	15	62	13	4	9	6	5	8	6	107	354
Number of Persons affected	11,410	24,728	25,476	31,176	6,760	24,118	10,852	4,270	27,307	8,820	1,095	4,896	5,275	72,028	258,211
Amount of Increase per week †	4,874	8,765	11,342	11,723	3,915	10,187	8,383	1,885	10,473	3,519	731	1,383	3,027	38,499	119,706
<b>Queensland—</b>															
Number of Changes	12	12	31	10	12	32	15	10	8	5	9	4	14	126	300
Number of Persons affected	7,514	7,181	9,573	3,466	2,188	3,101	10,441	5,835	31,877	2,189	571	15,500	6,422	39,606	145,464
Amount of Increase per week †	1,992	2,091	5,962	1,464	1,351	1,930	4,786	3,279	10,110	1,124	311	15,329	1,893	18,123	69,748
<b>South Australia—</b>															
Number of Changes	5	18	25	4	5	30	3	8	17	13	3	3	3	85	231
Number of Persons affected	2,280	3,976	2,944	2,575	2,390	5,120	2,490	4,994	20,126	1,700	985	1,624	2,095	23,306	76,605
Amount of Increase per week †	988	1,864	1,119	970	911	1,870	1,106	1,349	7,782	638	612	516	494	10,007	30,316
<b>Western Australia—</b>															
Number of Changes	13	5	23	5	7	18	9	10	12	2	6	1	5	93	209
Number of Persons affected	10,573	1,199	2,896	1,356	632	1,424	1,669	5,501	9,165	1,300	328	200	2,188	17,058	55,489
Amount of Increase per week †	3,151	758	1,591	650	443	677	1,153	1,949	6,664	555	233	180	1,076	7,115	25,195
<b>Tasmania—</b>															
Number of Changes	6	5	18	5	2	9	7	11	5	4	5	1	2	74	154
Number of Persons affected	2,854	955	3,905	877	457	1,033	1,515	2,820	1,891	1,560	562	500	650	8,738	28,317
Amount of Increase per week †	1,927	387	1,194	341	404	456	828	1,157	1,078	653	456	771	365	4,566	14,593
<b>Northern Territory—</b>															
Number of Changes	..	..	1	..	..	..	1	..	1	..	1	1	..	2	7
Number of Persons affected	..	..	318	..	..	..	20	..	70	..	75	160	..	60	703
Amount of Increase per week †	..	..	371	..	..	..	16	..	57	..	103	82	..	55	684
<b>All States—</b>															
Number of Changes	..	..	..	..	..	..	..	..	..	10	..	..	..	..	10
Number of Persons affected	..	..	..	..	..	..	..	..	..	7,887	..	..	..	..	7,887
Amount of Increase per week †	..	..	..	..	..	..	..	..	..	6,280	..	..	..	..	6,280
<b>Commonwealth—</b>															
Number of Changes	168	123	1241	56	83	1245	82	161	182	52	119	55	55	1481	11,724
Number of Persons affected	44,732	74,853	31,876	55,345	19,757	71,671	61,552	47,865	136,854	28,532	16,842	26,580	34,285	326,542	1,027,286
Amount of Increase per week †	19,015	29,145	41,383	21,271	11,088	31,126	41,050	30,385	54,959	11,605	11,371	20,701	12,258	158,842	494,708

\* Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others.  
 † See paragraph on page 129. ‡ Including particulars of changes which involved decreases in rates of wage.

It should be observed that industrial awards made, and agreements filed, under the provisions of the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act, and Industrial Peace Act, which extend in their operation to more than one State, are counted as a change in each State affected. This is necessary in order that the total number of changes in each State may be obtained. The particulars for the whole Commonwealth, however, record each award and agreement once only. For example, an award affecting a section of the Commonwealth Public Service is operative in each State, and is accordingly included in the State-table as a change in each State, but in the total for the Commonwealth the award is recorded as one change only. The totals of the changes recorded as operating in each State are, therefore, in some cases in excess of the totals given for the Commonwealth. On the other hand an award or agreement affecting marine engineers, cooks or stewards, where the persons affected are not working solely in any one State, the award or agreement is not recorded as a change operating in each State, but is added to the number of changes for all States.

The total number of changes during the year 1920, according to State distribution, was 1999, but on classifying the changes according to occupation and industry, and taking into consideration the fact that awards and agreements made and filed under the provisions of the Acts mentioned in the preceding paragraph cover, in the majority of cases, more than one State, the number of separate changes was reduced to 1724. Of this number no less than 481 changes affected workpeople engaged in occupations and industries classified in Group XIV.\* (Miscellaneous). The number of employees who were affected by these changes was 326,542, and the amount of increase per week in wages was £158,842. Eighty-two changes, affecting 136,854 workpeople, were classified in Group IX. (Railway and Tramway Services); 241 changes affecting 81,876 employees were classified in Group III. (Food, Drink, etc.), while the groups next in order according to workpeople affected were:—Groups II. (Engineering, Metal Works, etc.), with 123 changes, affecting 74,853 workpeople; Group VI. (Other Manufacturing), with 245 changes, affecting 71,671 workpeople; Group VII. (Building), with 82 changes, affecting 61,552 workpeople; Group IV. (Clothing, Hats, Boots, etc.), with 56 changes, affecting 55,345 workpeople; Group VIII. (Mining, etc.), with 61 changes, affecting 47,865 workpeople, and Group I. (Wood, Furniture, Timber, etc.), with 68 changes, affecting 44,732 workpeople.

(ii.) *Changes in Rates of Wage in Female Occupations according to Industrial Groups, 1920.*—The particulars set out in the immediately preceding table shew the total number of workpeople (male and female) affected by changes in rates of wage. In the following table the number of female employees is shewn, classified according to the industrial groups in which the changes took place in each State during the year 1920. Similar information for the years 1913 to 1919 was published in Labour Reports Nos. 5 to 10.

\* See footnote \* page 128.



Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1920.

PARTICULARS.	INDUSTRIAL GROUP.													All Groups.
	I. Furniture, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Rail and Tram Services.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.			
<b>New South Wales—</b>														
Number of Persons affected	100	37	3,303	10,301	1,529	1,704	64	..	300	12,617	39,477	09,492		
Amount of Increase per week £	30	21	1,157	2,255	823	433	18	..	45	3,035	12,066	20,783		
<b>Victoria—</b>														
Number of Persons affected	250	12	4,540	23,441	2,432	27,44	8	..	500	2,650	18,662	55,230		
Amount of Increase per week £	66	3	1,208	7,928	1,201	766	2	..	75	1,287	8,392	20,023		
<b>Queensland—</b>														
Number of Persons affected	70	..	968	2,740	601	155	159	..	..	4,430	10,037	19,158		
Amount of Increase per week £	25	..	261	1,014	214	89	58	..	..	1,067	3,585	6,316		
<b>South Australia—</b>														
Number of Persons affected	20	50	311	2,320	740	182	35	..	200	1,654	4,269	9,781		
Amount of Increase per week £	6	6	48	761	201	49	4	..	30	328	1,385	2,818		
<b>Western Australia—</b>														
Number of Persons affected	20	..	45	1,207	130	25	11	..	..	1,338	4,025	7,401		
Amount of Increase per week £	5	..	11	510	23	13	7	..	..	662	1,797	3,038		
<b>Tasmania—</b>														
Number of Persons affected	35	..	500	673	96	31	57	20	..	200	2,402	4,104		
Amount of Increase per week £	9	..	124	189	63	14	16	11	..	107	655	1,483		
<b>All States—</b>														
Number of Persons affected	..	..	..	..	..	..	..	75	..	..	..	75		
Amount of Increase per week £	..	..	..	..	..	..	..	88	..	..	..	88		
<b>Commonwealth—</b>														
Number of Persons affected	495	99	9,755	40,682	5,528	4,901	334	95	1000	22,889	79,472	165,250		
Amount of Increase per week £	141	30	2,312	12,657	2,535	1,364	105	99	150	6,486	29,030	55,459		

It will be seen from the above table that 165,250 female employees were affected by changes in rates of wage during the twelve months under review. The total net amount of increase per week received by these employees was £55,459. In Victoria 55,239 females received increased wages during the year, as compared with 69,492 in New South Wales, 19,158 in Queensland, and 9781 in South Australia. Employees engaged in the manufacture of clothing, hats, boots, etc. (Group IV.), to the number of 40,682, were granted higher rates of pay during the year. The group in which the largest number of females who were affected by changes in rates of wage was Group XIV. (Miscellaneous),\* no less than 79,472 employees being classified under this heading.

(iii.) *Changes in Rates of Wage in the Commonwealth, classified according to Industrial Groups, 1913-1920.*—In the following table, particulars are shewn relating to the number of changes, number of work-people affected, and the total amount of increase per week resulting from such changes in the Commonwealth, classified according to industrial groups during the eight years 1913-1920. It must be borne in mind that the numbers of changes shewn in the following table are subject to the qualifications mentioned on page 129 in regard to the awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act and the Industrial Peace Act.

\* See footnote \* page 128.

Changes in Rates of Wage in the Commonwealth according to Industrial Groups, 1913-1920.

Particulars.	INDUSTRIAL GROUP.														
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Traction Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	XV. ALL GROUPS.*
1913.															
Number of Changes	10	20	45	15	11	55	21	17	16	12	19	3	9	59	312
Number of Persons affected	7,975	6,594	17,428	11,727	4,602	17,110	19,237	6,112	20,046	7,335	1,839	828	6,481	32,818	166,132
Amount of Increase per week	1,569	1,607	4,255	2,062	1,128	3,480	5,696	1,210	3,219	2,324	543	436	1,922	8,264	37,713
1914.															
Number of Changes	14	30	58	10	17	41	19	25	15	10	26	2	4	94	365
Number of Persons affected	10,762	9,582	22,692	14,970	2,686	9,061	8,330	7,776	5,313	4,020	16,753	590	939	11,689	125,218
Amount of Increase per week	2,516	1,834	4,958	2,461	523	2,182	3,471	1,581	1,334	716	6,933	129	188	2,869	30,685
1915.															
Number of Changes	18	51	48	7	7	61	13	37	19	15	21	3	11	54	365
Number of Persons affected	4,912	32,322	18,214	1,023	1,724	15,451	6,616	19,925	27,140	5,468	13,154	2,300	5,011	44,150	197,410
Amount of Increase per week	1,131	8,835	4,204	339	539	2,921	1,173	5,507	4,029	2,082	3,702	852	1,095	14,896	51,905
1916.															
Number of Changes	35	74	107	21	27	108	37	63	64	31	44	11	13	186	821
Number of Persons affected	16,111	27,412	38,171	30,918	10,210	34,037	37,536	63,308	83,626	19,232	12,898	16,266	9,882	92,980	492,487
Amount of Increase per week	4,255	6,394	16,383	6,858	2,270	9,172	12,400	17,827	17,450	5,282	3,411	18,858	2,016	21,847	142,923
1917.															
Number of Changes	14	60	66	21	31	53	38	28	50	19	26	10	15	144	574
Number of Persons affected	10,495	16,994	30,515	25,682	6,388	12,685	11,426	25,022	37,264	10,261	12,613	3,440	15,369	74,898	292,910
Amount of Increase per week	2,568	3,394	2,015	6,104	1,081	4,046	3,477	12,544	12,711	3,054	5,629	1,096	3,720	18,668	81,007
1918.															
Number of Changes	61	42	93	26	24	78	30	25	38	25	36	6	23	270	779
Number of Persons affected	14,651	31,804	32,411	23,215	8,707	15,160	17,419	14,255	59,625	12,782	1,990	1,717	9,230	118,585	361,531
Amount of Increase per week	4,343	10,565	9,025	5,252	1,804	3,944	5,420	2,988	10,320	2,185	719	350	2,167	26,178	85,260
1919.															
Number of Changes	30	89	156	31	41	138	42	29	74	37	59	11	40	373	1,168
Number of Persons affected	13,616	44,133	72,603	26,995	9,335	50,530	10,953	34,501	114,365	20,871	34,294	9,030	25,799	128,856	603,891
Amount of Increase per week	4,890	20,381	23,551	11,308	4,449	17,329	8,941	17,434	56,872	3,701	18,163	6,739	7,620	50,562	256,445
1920.															
Number of Changes	68	123	241	56	83	245	82	61	82	52	76	19	55	481	1,724
Number of Persons affected	44,732	74,853	81,876	55,345	19,767	71,671	61,552	47,863	176,354	28,532	16,842	26,580	34,285	326,542	1,027,286
Amount of Increase per week	19,015	29,145	41,383	21,271	11,038	31,126	41,059	30,385	54,959	11,905	11,871	12,258	156,842	494,768	

\* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act, or the Industrial Peace Act, is counted as one change only although such Award, Agreement, or Order may be operative in more than one State.

### 5. Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth and States, 1913-1920 :—

(i.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1913-1920.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods :—

#### Changes in Rates of Wage, according according to Methods by which Effected, Commonwealth, 1913-1920.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act	By Agreement Registered under C'wealth Act.	By Award or Determination under State Act	By Agreement Registered under State Act.	TOTAL*
<b>1913.</b>								
Number of Changes	2	30	4	2	24	219	30	312
Number of Workpeople affected	12,011	4,336	101	4,457	3,357	136,702	5,108	166,132
Amount of Increase per week £	1,543	1,120	20	1,679	831	31,328	1,192	37,713
<b>1914.</b>								
Number of Changes	12	57	-1	5	31	197	62	365
Number of Workpeople affected	3,042	8,357	60	21,412	3,180	87,131	2,036	125,218
Amount of Increase per week £	478	2,503	18	7,451	953	13,719	563	30,685
<b>1915.</b>								
Number of Changes	21	63	20	9	14	202	36	365
Number of Workpeople affected	17,727	11,593	3,587	16,336	11,620	129,531	8,966	197,410
Amount of Increase per week £	3,941	2,372	593	4,817	3,080	34,290	2,812	51,905
<b>1916.</b>								
Number of Changes	51	175	9	17	30	467	72	821
Number of Workpeople affected	55,560	46,833	4,084	40,978	25,081	306,310	13,911	492,437
Amount of Increase per week £	10,831	12,114	1,518	14,965	6,800	94,005	2,690	142,923
<b>1917.</b>								
Number of Changes	24	75	14	35	28	810	88	574
Number of Workpeople affected	9,531	15,827	10,500	20,759	16,443	198,723	12,127	292,910
Amount of Increase per week £	3,097	5,429	10,096	7,654	5,570	44,477	3,775	81,007
<b>1918.</b>								
Number of Changes	14	132	3	39	142	354	95	779
Number of Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,603	361,581
Amount of Increase per week £	2,396	9,473	334	4,481	1,683	64,642	2,251	85,260
<b>1919.</b>								
Number of Changes	36	238	29	42	141	582	100	1,168
Number of Workpeople affected	10,285	84,535	45,040	67,741	27,244	337,625	31,412	603,891
Amount of Increase per week £	4,373	28,037	24,233	20,584	10,017	148,632	10,069	256,445
<b>1920.</b>								
Number of Changes	28	333	23	64	163	978	135	1,724
Number of Workpeople affected	15,193	169,973	64,891	75,048	26,733	648,083	27,565	1,027,230
Amount of Increase per week £	4,597	85,469	38,441	24,807	11,603	315,728	14,068	494,708

\* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act or the Industrial Peace Act, is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. See also remarks on page 122 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only.

It will be seen from the preceding table that, during each year for which particulars are furnished, the most frequent method by which changes in rates of wage were arranged was by award or determination under State Industrial Acts. Direct negotiations between employers and employees, or their representatives, were responsible for numerous changes during each of the years. Awards and agreements made and filed under the provisions of the Commonwealth Conciliation and Arbitration Act brought about large numbers of changes during the last four years. It

must be mentioned that, so far as possible, the effect of awards or agreements are recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective to the date on which the increased rate of wage has to be paid, while in others the particulars as to the number of workpeople affected and the effect of the change are difficult to ascertain.

(ii.) *Changes in Rates of Wage and Methods by which Effected in each State and Territory, 1920.*—The following tables set out particulars of the results of all changes in rates of wage which were recorded for the year 1920, according to the method by which the changes were effected. The particulars relating to changes effected with or without a stoppage of work are given separately, and include those involving any decrease in rates of wage. For comparative information for the years 1913 to 1919 see Labour Reports, Nos. 5 to 10.

Changes in Rates of Wage—Methods by which Effected, 1920.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
<b>New South Wales—</b>			£			£			£
By voluntary action of employers	5	646	300	..	..	..	5	646	300
By direct negotiations ..	50	34,042	20,276	20	2,211	1,012	70	36,259	21,288
By negotiations, intervention or assistance of third party ..	5	18,696	17,055	3	687	430	8	19,388	17,494
By award of court under Commonwealth Act ..	47	23,982	8,059	..	..	..	47	23,982	8,059
By agreement registered under Commonwealth Act ..	61	6,073	3,498	..	..	..	61	6,073	3,498
By award under State Act ..	477	349,908	166,361	1	200	70	478	350,198	166,931
By agreement registered under State Act ..	64	18,004	10,577	1	65	39	65	18,069	10,616
<b>TOTAL .. .. .</b>	<b>709</b>	<b>451,441</b>	<b>226,626</b>	<b>25</b>	<b>3,189</b>	<b>1,560</b>	<b>734</b>	<b>454,610</b>	<b>228,186</b>
<b>Victoria—</b>									
By voluntary action of employers	0	3,924	1,459	..	..	..	9	3,924	1,459
By direct negotiations ..	96	78,711	36,396	15	5,205	3,485	111	83,916	39,881
By negotiations, intervention or assistance of third party ..	6	23,017	10,521	1	1,120	392	7	24,137	10,913
By award of court under Commonwealth Act ..	52	24,048	7,733	..	..	..	52	24,048	7,733
By agreement registered under Commonwealth Act ..	60	12,667	4,510	..	..	..	60	12,667	4,510
By determination under State Act ..	114	108,319	54,915	1	300	295	115	108,619	55,210
<b>TOTAL .. .. .</b>	<b>337</b>	<b>251,586</b>	<b>115,534</b>	<b>17</b>	<b>6,025</b>	<b>4,172</b>	<b>354</b>	<b>258,211</b>	<b>119,706</b>
<b>Queensland—</b>									
By direct negotiations ..	16	1,270	618	4	103	38	20	1,373	656
By negotiations, intervention or assistance of third party ..	4	2,931	2,225	..	..	..	4	2,931	2,225
By award of court under Commonwealth Act ..	38	5,323	1,520	..	..	..	38	5,323	1,520
By agreement registered under Commonwealth Act ..	3	60	62	..	..	..	3	66	62
By award under State Act ..	218	134,692	64,893	..	..	..	218	134,692	64,893
By agreement registered under State Act ..	17	1,074	389	..	..	..	17	1,074	389
<b>TOTAL .. .. .</b>	<b>296</b>	<b>145,361</b>	<b>69,710</b>	<b>4</b>	<b>103</b>	<b>38</b>	<b>300</b>	<b>145,464</b>	<b>69,748</b>

## Changes in Rates of Wage—Methods by which Effected, 1920—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>South Australia—</b>			£			£			£
By voluntary action of employers	3	2,685	420	..	..	..	3	2,685	420
By direct negotiations	45	22,320	11,338	15	1,681	728	60	24,001	12,066
By negotiations, intervention or assistance of third party	5	11,091	2,297	..	..	..	5	11,091	2,297
By award of court under Commonwealth Act	47	7,594	2,095	..	..	..	47	7,594	2,095
By agreement registered under Commonwealth Act	20	4,167	1,600	..	..	..	20	4,167	1,600
By award or determination under State Act	81	22,423	10,593	1	128	37	82	22,551	10,630
By agreement registered under State Act	14	3,916	1,208	..	..	..	14	3,916	1,208
<b>TOTAL</b>	<b>215</b>	<b>74,796</b>	<b>23,551</b>	<b>16</b>	<b>1,809</b>	<b>765</b>	<b>231</b>	<b>76,605</b>	<b>30,316</b>
<b>Western Australia—</b>									
By voluntary action of employers	7	6,806	1,946	..	..	..	7	6,806	1,946
By direct negotiations	50	16,103	5,929	15	733	464	65	15,836	6,393
By negotiations, intervention or assistance of third party	7	1,011	1,295	4	925	636	11	2,539	1,931
By award of court under Commonwealth Act	45	5,890	1,857	1	28	75	46	5,924	1,852
By agreement registered under Commonwealth Act	7	567	362	1	200	68	8	767	430
By award under State Act	29	17,586	9,716	4	1,528	1,082	33	19,114	10,798
By agreement registered under State Act	28	4,306	1,725	1	200	120	29	4,506	1,845
<b>TOTAL</b>	<b>183</b>	<b>51,875</b>	<b>22,830</b>	<b>26</b>	<b>3,014</b>	<b>2,365</b>	<b>209</b>	<b>55,489</b>	<b>25,195</b>
<b>Tasmania—</b>									
By voluntary action of employers	4	1,132	472	..	..	..	4	1,132	472
By direct negotiations	72	7,390	3,928	4	93	69	31	7,483	3,985
By negotiations, intervention or assistance of third party	4	339	230	2	444	88	6	783	318
By award of court under Commonwealth Act	46	4,147	1,962	..	..	..	46	4,147	1,962
By agreement registered under Commonwealth Act	16	1,863	590	..	..	..	16	1,863	590
By determination under State Act	52	12,909	7,266	..	..	..	52	12,909	7,266
<b>TOTAL</b>	<b>148</b>	<b>27,780</b>	<b>14,446</b>	<b>6</b>	<b>537</b>	<b>147</b>	<b>154</b>	<b>28,317</b>	<b>14,593</b>
<b>Northern Territory—</b>									
By direct negotiations	7	703	684	..	..	..	7	703	684
<b>All States—</b>									
By direct negotiations	2	402	516	..	..	..	2	402	516
By negotiations, intervention or assistance of third party	1	2,600	2,625	1	730	635	2	3,230	3,260
By award of court under Commonwealth Act	2	3,125	1,586	..	..	..	2	3,125	1,586
By agreement registered under Commonwealth Act	4	1,130	918	..	..	..	4	1,130	918
<b>TOTAL</b>	<b>9</b>	<b>7,157</b>	<b>5,645</b>	<b>1</b>	<b>730</b>	<b>635</b>	<b>10</b>	<b>7,887</b>	<b>6,280</b>
<b>Commonwealth*—</b>									
By voluntary action of employers	28	15,193	4,597	..	..	..	28	15,193	4,597
By direct negotiations	240	159,941	79,083	73	10,032	5,780	333	169,973	85,469
By negotiations, intervention or assistance of third party	12	60,785	36,251	11	3,906	2,100	23	64,691	38,441
By award of court under Commonwealth Act*	63	75,020	24,812	1	28	75	64	75,048	24,807
By agreement registered under Commonwealth Act*	162	26,533	11,540	1	200	68	163	26,733	11,608
By award or determination under State Acts	971	645,927	314,244	7	2,156	1,484	978	648,083	315,728
By agreement registered under State Acts	133	27,300	13,899	2	265	159	135	27,565	14,058
<b>TOTAL*</b>	<b>1629</b>	<b>1,010,699</b>	<b>485,026</b>	<b>95</b>	<b>16,557</b>	<b>9,682</b>	<b>1,724</b>	<b>1,027,280</b>	<b>494,708</b>

\* In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, and the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State. † Decrease. ‡ An Industrial Agreement which has been made a Common Rule is classified in this table as an award of the Court of Arbitration.

The total number of changes recorded during the year 1920, was 1,724, of which 978, or 57 per cent. of the total number, were brought about by award or determination under State Industrial Acts. The number of workpeople who were affected by these 978 changes was 648,083, and the total amount of increase per week was £315,728. The number of changes in New South Wales brought about by State awards or variation of awards was 478. The number of workpeople affected was 350,198 and the increase in wages per week was £166,931. In Victoria 115 Wages Board determinations were made, affecting 108,619 workpeople, as compared with 218 State awards or variations of awards in Queensland; 82 in South Australia; 33 in Western Australia, and 52 in Tasmania. The number of changes in rates of wage brought about by direct negotiations between employers and employees or their representatives was 333, the number of employees affected being 169,973, for an increase per week of £85,469. Twenty-three changes were effected after negotiations with the assistance of a third party not connected with Commonwealth or State Industrial Courts. The number of changes in rates of wage which were recorded as having been made by awards or variations of awards by the Commonwealth Court of Conciliation and Arbitration was 64, while the number of industrial agreements affecting wages filed under the provisions of the Commonwealth Act was 163. Industrial agreements numbering 135 were filed under the provisions of State Industrial Acts. Included in the total number of changes were 95 which were arranged after stoppages of work.

## SECTION XII.—INDUSTRIAL DISPUTES.

1. **General.**—The systematic collection of statistical information regarding industrial disputes (strikes and lock-outs) occurring 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.

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

Upon information being furnished as to the existence of an industrial dispute involving stoppage of work, forms\* are despatched to the several parties concerned, viz., secretaries of trade unions, employers' organisations, and individual employers. The first parts of these forms are

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