

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.

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 must 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 wage 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 tabulated as fairly as possible, and the summarised results agree not necessarily with the testimony of a single individual, but harmonise with the concurrent evidence of the majority, or of those whose returns appear to be the most reliable. It may, therefore, happen that the particulars, as presented in these Reports concerning certain disputes, do not agree with those submitted by the participants in such disputes. Certain stoppages of work are, however, excluded from the tabulations, for the reason that they are not of sufficient magnitude. Disputes involving less than 10 workpeople, or which lasted for less than one day, except where the aggregate number of working days lost exceeded 10 days, are excluded. In tabulating the particulars thus received and compared, the information is divided under four headings:—(a) Number of establishments involved; (b) number of workpeople involved (i.) directly and (ii.) indirectly; (c) number of working days lost; and (d) estimated loss in wages.

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

- (a) A strike is defined as a concerted withdrawal from work by a part or all of the employees of an establishment or of several establishments, with a view to enforcing a demand on the part of the employees, or of resisting some demand made by their employers.

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

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

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

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

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

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

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

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

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

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

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

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

(iv.) *Other Particulars.*—The information obtained from the before-mentioned tabulations forms the basis for further analysis, and data are thus afforded with respect to the following:—(a) The duration of disputes; (b) the causes of disputes; (c) the results of disputes; and (d) the methods by which settlements of disputes are effected. The main features of and the extent of each analysis are fully dealt with in succeeding sub-sections, and are accompanied by relative tables.

2. Industrial Disputes (involving Stoppage of Work), Number and Magnitude in each State and Territory, 1913-1920.—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, and those for the years 1914 to 1919, were shewn in detail in Labour Reports Nos. 6 to 10. In order to allow of a ready comparison of the results of the investigations, particulars are furnished in the following table for the eight years, 1913 to 1920. It is pointed out that the losses in working days and wages, shewn in the table, do not represent the losses during each calendar year, but shew the total losses caused by the industrial disputes which commenced during each year. A table shewing the number of disputes, the number of workpeople involved, and the losses in working days and wages during each calendar year, 1913 to 1920, is given on page 169 of this Report.

* 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.

Industrial Disputes (involving Stoppage of Work).—Number and Magnitude in each State and Territory, and for the Commonwealth, 1913-1920.

| State or Territory. | Year. | No. of Disputes | Estab- lishments Involved in Disputes. | No. of Workpeople Involved. | | | No. of Working Days Lost. | Total Estimated Loss in Wages | |
|---------------------|-----------------|-----------------|--|-----------------------------|-----------------|---------|---------------------------------|--|---------|
| | | | | Directly. | In directly. | Total. | | | |
| | | | | | | | £ | | |
| N. S. Wales | 1913 | 194 | 466 | 25,647 | 14,364 | 40,011 | 468,957 | 216,368 | |
| | 1914 | 235 | 908 | 33,955 | 22,326 | 56,281 | 836,048 | 419,658 | |
| | 1915 | 694 | 2,722 | 47,006 | 22,608 | 69,614 | 464,343 | 240,322 | |
| | 1916 | 336 | 717 | 91,782 | 31,638 | 123,400 | 1,146,222 | 674,064 | |
| | 1917 | 206 | 918 | 118,515 | 15,508 | 134,023 | 3,308,869 | 1,029,405 | |
| | 1918 | 138 | 182 | 24,417 | 8,824 | 33,041 | 181,839 | 112,804 | |
| | 1919 | 267 | 675 | 64,956 | 35,040 | 99,996 | 4,324,686 | 2,856,259 | |
| | 1920 | 349 | 650 | 68,033 | 22,349 | 90,382 | 587,156 | 432,982 | |
| | 1913 | 29 | 63 | 4,151 | 2,026 | 6,177 | 85,212 | 95,744 | |
| | 1914 | 44 | 164 | 5,690 | 1,852 | 7,051 | 84,106 | 39,619 | |
| Victoria | 1915 | 38 | 154 | 5,434 | 809 | 6,243 | 64,378 | 28,476 | |
| | 1916 | 55 | 449 | 13,576 | 2,092 | 15,668 | 225,269 | 114,683 | |
| | 1917 | 52 | 636 | 15,976 | 2,114 | 18,090 | 769,410 | 378,946 | |
| | 1918 | 33 | 190 | 4,235 | 1,513 | 5,748 | 165,020 | 89,344 | |
| | 1919 | 62 | 372 | 15,169 | 7,437 | 22,606 | 733,333 | 392,798 | |
| | 1920 | 53 | 609 | 15,274 | 24,534 | 39,808 | 783,286 | 465,244 | |
| | 1913 | 17 | 20 | 1,751 | 225 | 2,006 | 55,238 | 28,374 | |
| Queensland | 1914 | 18 | 42 | 1,250 | 406 | 1,656 | 25,703 | 11,747 | |
| | 1915 | 17 | 39 | 1,477 | 589 | 2,066 | 19,384 | 9,505 | |
| | 1916 | 64 | 252 | 17,367 | 2,951 | 20,318 | 170,690 | 96,976 | |
| | 1917 | 39 | 202 | 12,074 | 1,971 | 13,045 | 317,699 | 178,125 | |
| | 1918 | 54 | 666 | 8,391 | 1,875 | 10,266 | 183,883 | 131,142 | |
| | 1919 | 98 | 235 | 9,078 | 6,336 | 15,414 | 566,661 | 327,537 | |
| | 1920 | 66 | 71 | 3,775 | 2,933 | 6,708 | 63,293 | 44,943 | |
| | 1913 | 9 | 13 | 272 | 16 | 288 | 2,412 | 1,023 | |
| | 1914 | 13 | 45 | 616 | 675 | 1,191 | 15,275 | 7,677 | |
| | South Australia | 1915 | 15 | 25 | 1,314 | 169 | 1,483 | 19,877 | 14,442 |
| 1916 | | 45 | 45 | 1,037 | 606 | 1,643 | 10,583 | 6,004 | |
| 1917 | | 24 | 44 | 3,955 | 146 | 4,104 | 57,446 | 30,306 | |
| 1918 | | 17 | 25 | 1,576 | 429 | 2,005 | 18,276 | 10,515 | |
| 1919 | | 32 | 75 | 4,437 | 3,409 | 7,846 | 239,378 | 127,303 | |
| 1920 | | 49 | 126 | 4,732 | 1,067 | 5,799 | 332,402 | 140,326 | |
| 1913 | | 9 | 524 | 967 | .. | 967 | 6,772 | 3,516 | |
| 1914 | | 18 | 19 | 1,117 | 3,292 | 4,409 | 124,175 | 70,532 | |
| 1915 | | 6 | 20 | 678 | 65 | 646 | 4,068 | 2,294 | |
| 1916 | | 24 | 35 | 4,318 | 4,782 | 9,100 | 102,337 | 64,325 | |
| W. Australia | 1917 | 23 | 123 | 2,401 | 547 | 2,948 | 102,078 | 53,004 | |
| | 1918 | 22 | 68 | 3,368 | 1,436 | 4,808 | 31,145 | 17,792 | |
| | 1919 | 20 | 157 | 5,316 | 4,460 | 9,976 | 369,987 | 213,887 | |
| | 1920 | 45 | 484 | 9,095 | 2,918 | 12,013 | 146,640 | 108,064 | |
| | 1913 | 8 | 30 | 444 | 20 | 464 | 987 | 434 | |
| | 1914 | 6 | 22 | 258 | 25 | 313 | 3,286 | 1,459 | |
| | 1915 | 2 | 3 | 922 | .. | 922 | 4,808 | 2,174 | |
| Tasmania | 1916 | 6 | 36 | 366 | 68 | 434 | 21,369 | 11,207 | |
| | 1917 | 8 | 11 | 1,062 | 623 | 1,685 | 52,641 | 24,502 | |
| | 1918 | 1 | 1 | 42 | .. | 42 | 462 | 250 | |
| | 1919 | 5 | 127 | 1,098 | 588 | 1,686 | 63,271 | 32,738 | |
| | 1920 | 12 | 14 | 1,610 | 146 | 1,756 | 64,293 | 32,160 | |
| | 1913 | 1 | 1 | 100 | 100 | 200 | 1,400 | 600 | |
| | 1914 | 1 | 1 | 50 | .. | 50 | 350 | 170 | |
| Fed. Cap. Terr | 1915 | 1 | 1 | 20 | .. | 20 | 80 | 55 | |
| | 1916 | .. | .. | .. | .. | .. | .. | .. | |
| Nth. Territory | 1913 | 1 | 4 | 131 | 39 | 170 | 2,500 | 1,675 | |
| | 1914 | 2 | 2 | 68 | .. | 68 | 552 | 346 | |
| | 1915 | 7 | 7 | 254 | 44 | 298 | 5,237 | 2,365 | |
| | 1916 | 2 | 2 | 120 | .. | 120 | 420 | 346 | |
| | 1917 | 2 | 2 | 75 | .. | 75 | 615 | 520 | |
| | 1918 | 3 | 4 | 112 | 10 | 122 | 428 | 396 | |
| | 1919 | 5 | 9 | 46 | 21 | 67 | 1,910 | 1,436 | |
| | 1920 | .. | .. | .. | .. | .. | .. | .. | |
| | 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 | 24,287 | 81,292 | 583,225 | 299,638 | |
| 1916 | | 508 | 1,536 | 126,546 | 42,137 | 170,683 | 1,678,930 | 967,604 | |
| 1917 | | 444 | 1,941 | 154,061 | 19,909 | 173,970 | 4,599,658 | 2,594,808 | |
| 1918 | | 298 | 1,154 | 42,553 | 13,886 | 56,439 | 580,853 | 372,334 | |
| 1919 | | 460 | 1,713 | 109,300 | 57,291 | 157,591 | 6,308,226 | 3,951,936 | |
| 1920 | | 554 | 2,104 | 102,519 | 63,047 | 165,566 | 1,872,066 | 1,223,716 | |

It will be seen from the foregoing table that industrial disputes throughout the Commonwealth were most frequent during the year 1920, when particulars concerning 554 dislocations of work were recorded. This number is considerably higher than that for any previous year. In 1916 the number of disputes was 508, and during the years 1917 and 1919 stoppages of work numbering 444 and 460 respectively were recorded. Since the systematic collection of particulars concerning industrial disputes was commenced in 1913, information relating to 3167 stoppages of work has been collected and tabulated. The period during which this number of disputes occurred was eight years 1913 to 1920. It is, of course, obvious that the mere number of disputes cannot by itself be accepted as a proper basis of comparison, nor does the number of workpeople involved afford a satisfactory basis, if it is desired to compare the effect of dislocations during certain periods or within certain areas; a better idea as to the significance and effect of industrial disputes may be obtained from the number of working days lost and the estimated loss in wages.

The number of workpeople who were involved in the industrial disputes which commenced during the year 1920 was 155,566, as compared with 157,591 during 1919; 173,970 during 1917; and 170,683 during 1916. During each of the other years for which particulars are shewn, the number of workpeople affected by dislocations of work was comparatively low.

The greatest losses in working days and wages were occasioned by disputes which began during the year 1919. The number of working days lost on account of the 460 disputes during 1919 was 6,308,226, causing an estimated loss of wages of £3,951,936. Comparatively heavy losses were caused by disputes commencing during the years 1916, 1917 and 1920. During 1916, disputes numbering 508 caused a loss of 1,678,930 working days, and a consequential estimated loss of £967,604 in wages; in 1917 the number of disputes was 444, the loss in working days 4,599,658, and the loss in wages £2,594,808, and in 1920 the corresponding figures were 554 disputes, 1,872,065 working days, and £1,223,716 lost in wages.

It must be mentioned, however, that the figures for 1914 and 1916 include particulars of abnormal disputes which occurred in the coal mining industry during those years, while particulars relating to the "card system" dispute at the Government Railway Workshops in New South Wales are included in the figures for the year 1917. Three serious dislocations occurred during the year 1919. Miners and others at Broken Hill ceased work during the second quarter of the year, and the dispute continued until November, 1920. Seamen and marine engineers were also involved in protracted disputes, which caused heavy losses of working days and wages during the year. Detailed particulars of these important disputes have been published in previous Labour Reports, but in view of the magnitude of the dislocations of work it is of interest to mention the main features of the troubles.

In 1914, a protracted dispute occurred in the coal mining industry in New South Wales over the refusal of the miners to work the afternoon shift. The number of working days lost owing to this dislocation was 523,000, and the estimated loss in wages was approximately £259,000.

In the year 1916, another dispute of considerable magnitude was recorded, when coal mining employees in New South Wales, Victoria, Queensland, and Tasmania ceased work over the question of "eight hours bank to bank." The total losses caused by these stoppages were 409,000 working days and £240,850 in wages.

The dislocation of work during the year 1917, following on the "card system" dispute at the New South Wales Government Railway Workshops, was very far-reaching in its effect. After careful consideration of the data it was ascertained that 79 disputes throughout the various States were directly associated with the action of the employees at the Government Railway Workshops. The originating dispute, which commenced on the 2nd August, 1917, when the employees at the workshops ceased work—such action, according to statements of their representatives, being a protest against the introduction of a time-card system—rapidly extended to other industries throughout the Commonwealth. Railway employees in other branches of the service, coal and metalliferous miners, seamen, water-side workers, and others left work, most of them stating that they did so in sympathy with the railway men, while other bodies of workpeople, including carters, storemen, and artificial manure makers, stated that they refused to handle "black" goods and coal, and acted accordingly. Of the 79 disputes, which were the outcome of the original stoppage, 52 occurred in New South Wales; 18 in Victoria; 3 in South Australia; and 2 in each of the remaining States. The total number of workpeople involved in these dislocations was 97,507, the loss in working days was 3,982,250, with a consequent estimated loss in wages of £2,233,000. In addition a large number of employees in various industries, who were not directly connected with the dispute, were involuntarily thrown out of work, owing to the restrictions placed upon the use of coal, gas and electricity. It will be seen, therefore, that the losses occasioned by the "card system" dispute greatly exceed any previously recorded.

Detailed particulars of the three serious dislocations of work which commenced during the year 1919, were given in Labour Report, No. 10. As these disputes were responsible for exceptionally heavy losses in working days and wages, it is of interest to again mention briefly the main features of each dispute. The stoppage of work at Broken Hill, in which metalliferous miners and others were involved, was the most prolonged dispute which has been recorded by this Bureau. The mines closed down during May 1919, and work was not resumed until 11th November, 1920. The carpenters at the mines were involved in a sectional dispute prior to the 1st May, but the general stoppage of operations dated from the 19th May. During the early stage the dispute resolved into a struggle between unions as to which organisation engine-drivers at the mines should belong. Claims for increased rates of wage, reduction of hours of labour, abolition of contract system, abolition of night shift, and compensation for occupational diseases in addition to existing provisions, were made by the miners, engineers and engine-drivers. These claims were refused, and the result was that over 7000 workpeople were thrown out of work. In addition, the number of employees at the smelting works, Port Pirie, was reduced from 2000 to 800. Great distress existed in Broken Hill and Port Pirie during the currency of the trouble, and many of the workpeople left the districts. Numerous conferences were held with a

view of settling the dispute. The employers stated in reply to the miners' log that whilst increased wages were quite possible, the industry could not be carried on if all the terms of the log were granted. The companies offered to assist in getting a speedy hearing of the claims in the Commonwealth or State Arbitration Court; to continue existing rates of pay and conditions; to make any increases granted retrospective; to grant annual leave on full pay to employees who attended regularly; and to re-adjust wages periodically on the basis of the Commonwealth Statistician's index-numbers. The Miners' Union, however, declared its intention to abide by the log. After a compulsory conference under the provisions of the Commonwealth Conciliation and Arbitration Act, held in Sydney during June, 1919, the enginedrivers agreed to resume work, pending the hearing of their case, which was referred into Court. The miners and carpenters refused to offer themselves for work, and the number of men employed, owing to the absence of mining operations, was very limited. During October, the carpenters declared the strike off, but the miners' dispute continued. A conference held at Melbourne during September failed to agree as to wages and conditions. In December a Technical Commission of Inquiry to investigate occupational diseases at Broken Hill was appointed by the New South Wales Board of Trade, the companies and the Government agreeing to share equally the cost of the Commission.

Negotiations between the parties involved continued without success until July, 1920, when an agreement was arranged between the representatives of the companies and the unions to submit the claims of the men to an independent tribunal consisting of a Judge of the Federal or State Arbitration Court and five representatives of each side; the selection of the Judge to be made by the Prime Minister of the Commonwealth and the Premier of New South Wales. Mr. Justice Edmunds was appointed Chairman of the tribunal on 26th July. After a conference extending over some weeks an award was issued. The terms of the award, as first announced, were not satisfactory to the parties, and the Arbitrator was requested to interpret certain sections, especially those in regard to hours of labour, before finality was reached. The sections of the award relating to hours and wages are given hereunder.

“ 44 Hours Underground.—If, before work is recommenced on the mines, the inquiry by the Technical Commission is resumed and has proceeded so far as to enable the commission to give a list of the men incapacitated by disease who shall be withdrawn from work in the industry, and if those men are so withdrawn and compensated as herein provided, and if, after the resumption of work, other recommendations of the said commission included in its report or reports are carried into effect, provided that any disputes about so carrying such recommendations into effect shall be referred to this tribunal, the hours to be worked underground shall be 44 a week, whistle to whistle, including 30 minutes for crib, and the hours to be worked on the surface shall be :—Shift men, 44 hours a week, including 30 minutes for crib; all day shift men, 46 hours a week, including 30 minutes for crib, working from 8 a.m. to 5 p.m. Mondays to Fridays, and 8 a.m. to noon on Saturdays.”

“ 35 Hours Underground.—Pending or failing the happening of the contingencies set out in the above conditions the hours to be worked underground shall be five shifts of seven hours on Mondays to Fridays,

including 30 minutes for crib, upon the conditions existing at the cessation of work, *i.e.*, one winding in the employers' time and one winding in the employees' time. The hours to be worked on the surface shall be :— Shift men, 44 hours a week, including 30 minutes for crib ; all day shift men, 46 hours a week, including 30 minutes for crib, working from 8 a.m. to 5 p.m. Mondays to Fridays, and 8 a.m. to noon on Saturdays."

" Wages.—Wages shall be based upon a minimum of 15s. a day in lieu of 13s.—basic wage under the awards of the Barrier Workers' Association and the Trades and Trade Labourers' Union of September 12, 1919, and of September 5, 1919. The wages are to be those set out in the said awards, increased by 2s. in all rates for adults. Boys are to be classed in the wage rates according to their age, and the rates for boys in the said awards shall be increased by two-thirteenths."

The strike was declared "off" on the 10th November, 1920, and the men decided to offer themselves for work. During the month the various mines resumed operations, but before many weeks had passed the market price for lead and silver declined considerably, and consequently only few of the mines were able to continue working. It is estimated that the loss in wages to workpeople at the mines at Broken Hill and at the smelters, Port Pirie, exceeded £2,500,000. In addition to this loss, large numbers of workpeople at Broken Hill, who were not directly connected with the dispute, were thrown out of employment or were working part time. The distress at Broken Hill was so serious that it was necessary to open relief depots.

Theseamen's dispute also commenced during May 1919, and continued until August 1919. The cause of the cessation of work was the refusal of the owners to concede the men's demand for an increase of 35s. per month in their rates of pay. The result was a general cessation of work by seamen engaged in the coastal trade. The Commonwealth Line of steamers was also involved. Work on the wharves was suspended, with the exception of the loading and unloading of oversea vessels. Owing to the inability to obtain coal and power many factories were closed, and thousands of workpeople engaged in manufacturing and other industries in the several States were thrown out of employment. Female employees were most severely affected. War Precautions (Coal) Regulations were issued by the Department of the Navy, prohibiting the use or supply of coal or coke without the consent of the Coal Board. The use of electric current and gas in private houses or boarding houses was prohibited between the hours of 8 a.m. and 5 p.m. on each day, except Sunday, when they were permitted to be used between 8 a.m. and 2 p.m. Railway and tramway services were curtailed and in the metropolitan areas the trams stopped running during the evenings and on Sundays. During the last week of August, after negotiations, the men agreed to man the ships and to meet the owners in conference. As a result of the conference the men were granted an increase of 35s. per month.

During December 1919, the marine engineers employed on interstate vessels took individual action to obtain higher rates of pay. The men gave notice of their intention to leave the vessels at their home ports, and did so. The approximate date of commencement of the dispute was the 13th December. The dislocation of work continued after the close of the

year, and work was not resumed until the end of February 1920. War Precautions (Coal) Regulations on similar lines to those issued during the seamen's dispute were gazetted. Large numbers were thrown out of work, but not to the same extent as during the seamen's dispute. After a stoppage of work extending over 10 weeks, the engineers decided, by ballot, to give their executive complete control of the strike. The shipping controller's terms were accepted. Increased rates of pay were granted, and it was also provided that a tribunal should be appointed with an independent chairman to consider the men's claims.

In regard to extensive dislocations of industry which occurred prior to the institution of systematic inquiries by the Bureau, efforts have been made to obtain statistical data relating to the shearers' disputes in 1890, 1891 and 1894, and also concerning the number of workpeople involved and the losses caused by the maritime dispute in the early part of 1891, but precise information which could be utilised for statistical purposes regarding such particulars was not obtainable.

A noticeable increase in the number of stoppages of work took place during the year 1920. In all the States, with the exception of Victoria and Queensland, the numbers of disputes were more than those recorded during 1919.

The predominance of industrial disputes in New South Wales, as compared with the other States, continued during the year 1920.

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

During the year, 1920, the number of disputes in New South Wales was 349, or 63 per cent. of the total number of dislocations. The number of cessations of work (53) in Victoria represented 10 per cent., while those in Queensland (55) equalled 10 per cent. of the total number of stoppages during the period. Forty disputes were recorded as having occurred in South Australia, and forty-five in Western Australia. These numbers represented 7 per cent. and 8 per cent. of the total number of stoppages respectively. Twelve disputes occurred in Tasmania during the year.

3. Particulars of Principal Industrial Disputes recorded during the Year 1920.—(i.) *New South Wales*—The total number of cessations of work in this State during the year was 349, and the number of workpeople involved was 90,382, of whom 68,033 were directly and 22,349 indirectly affected. The loss in working days was 587,156, while the estimated loss of wages was £432,988. These losses shew a considerable reduction compared with those for the previous year, when the figures were exceptionally high owing to the heavy losses caused by the dispute in which metalliferous miners and others at Broken Hill were involved.

The number of disputes which occurred in this State during the year 1920 is higher than the number recorded for any previous year. Many of the dislocations were of short duration, especially those which involved employees at the collieries. There was no general dislocation of work at the coal mines, but during the period under review the number of disputes affecting employees in the mining and quarrying industry (Group VIII.) was 279. With very few exceptions these stoppages occurred at the coal mines. The colliery disputes which caused the greatest losses in working days and wages occurred at the Mount Kembla, Metropolitan, Burwood Extended, North Bulli, Cessnock No. 2, South Clifton, Rothbury, Duckenfield, and Neath collieries.

The disputes which were mainly responsible for the losses of working days and wages classified in Group II. (Engineering, Metal Works, etc.), affected vertical pipe moulders at Ultimo and Rhodes; ironworkers at Lithgow; stove moulders at Sydney, and iron trade employees at Sydney. The dispute at Lithgow occurred in June, and arose over the dismissal of three workmen. The other employees demanded their reinstatement. After a stoppage of two weeks the employers agreed, after negotiations, to re-employ the dismissed men on other work. The dispute in the iron trade at Sydney occurred during the third quarter of the year. The cause of the dislocation was the refusal of the employers to concede a reduction of 4 hours per week from 48 to 44. As the employers declined to meet representatives of the workpeople to discuss the matter in dispute, stop-work meetings were called on Saturday mornings, work being resumed as usual on following Mondays. Certain employers, however, after the second week, did not re-open their establishments, and the men claimed that they were locked out. A compulsory conference was convened by the Labour Department, and work was resumed on the 48 hours per week basis. A Royal Commission of Inquiry into the proposed reduction of the standard working week from 48 to 44 hours was appointed in this State during September, and the Commission's Report was in favour of a 44-hour week for iron trade employees, but a recommendation was added that the date on which such hours should operate be deferred for six months.

Building trade employees were involved during the year in a dispute of a similar character concerning the question of hours of work per week. The men refused to work on Saturday mornings; stop-work meetings were called, and were largely attended. A feature of the trouble was the case brought against the Bricklayers' Union for taking part in an illegal strike. The judge decided that the Union had taken part in an illegal strike, and inflicted a fine of £100. The Royal Commission of Inquiry recommended that the working week in the building trade should be reduced to 44 hours per week, to be worked in five days of eight hours each and a Saturday of four hours.

During the year a number of stoppages of work occurred on vessels engaged in the interstate trade over the question of manning. These disputes did not cause heavy losses of working days, as the employers conceded the demands, so that the vessels could proceed to sea. Particulars concerning the marine stewards' dispute which caused heavy losses of employment and wages, are given later on in this Section. During April workmen engaged on the construction of an embankment

at Lake Victoria demanded an increase in wages, which was refused. Work was not resumed till November, when, after negotiations, a compromise was effected, the men being granted 1s. per day increase and certain concessions. Waterworks construction labourers at Rufus Creek demanded payment of rates of wage specified in the New South Wales award, instead of payment at the rates of the South Australian award. After a stoppage of work for a month the contractors paid the New South Wales rates of wage, and work was resumed.

(ii.) *Victoria*.—During the year 1920 fifty-three stoppages of work were recorded in this State. The total number of workpeople involved in these disputes was 39,808, of whom 15,274 were directly and 24,534 indirectly affected. The total loss in working days was 783,286, and in wages £465,244. These losses are larger than those recorded during any previous year in this State. The disputes which were mainly responsible for these heavy losses were those in which the undermentioned workpeople were involved:—Factory engine-drivers and firemen, Melbourne, Geelong, etc.; gas works employees, Melbourne and suburbs; printers, Melbourne; carpenters, painters and others, Melbourne and Geelong; marine stewards on interstate vessels; coal miners, Wonthaggi; brown coal miners, Morwell; and waterworks construction labourers at Murray Weir and Torrumbarry Weir.

The factory engine-drivers' dispute occurred in June, and lasted for two weeks. The cause of the trouble was the refusal of the employers to concede the demand of the men for an increase of four shillings per day. The industrial position was rendered more serious owing to the gasworkers being involved in a dispute concerning rates of wage during the same period. The effect of the two stoppages was most disastrous, as thousands of factory workers were thrown out of employment. The engine-drivers at the electric light and power works were amongst those who ceased work. The immediate result of the stoppages at these establishments was that the electric tramways were affected. Owing to the absence of gas or electric lighting in the streets, the cable trams on practically all lines ceased running after 6 p.m. The dispute at the electric light works was settled within a week, the men being granted increases of 3s. and 3s. 6d. per day. The factory engine-drivers and gasworkers, however, continued on strike. It is estimated that considerably over 20,000 workpeople were involuntarily thrown out of employment on account of the restrictions on the use of coal and power. Owing to the difficulty of obtaining proper lighting, many shops in the city and suburbs closed earlier than usual. The manufacturing industries which were most seriously affected by the disputes were confectionery, brick and tile, rubber, tanning, timber working, boot making, wool and basil, manufacturing grocery, and ironworking. Tramway employees were not working full time during the currency of the dislocation. The stoppage of the trams at night and the want of proper lighting seriously interfered with the attendances at theatres and other places of amusement. Coal at the gas works and electricity generated by non-union labour were declared "black." The engine-drivers' dispute terminated on the 28th June, after a conference between the employers' executive committee and the industrial disputes committee of the Trades Hall Council. The tentative agreement reached at the conference was accepted by the men, who resumed work at existing rates

of pay on the understanding that five representatives of each side would meet at once to determine rates of wage and working conditions, any increases agreed upon to be made retrospective to date of resumption of work. The gasworkers' trouble remained unsettled until the 26th July. A compulsory conference under the provisions of the Commonwealth Conciliation and Arbitration Act was called during the early stage of this dispute, but proved abortive. A further conference was held, but it was not successful in settling the dispute. Towards the end of June the Trades Hall disputes committee and officials of the transport unions waited upon the State Premier, and suggested that he should assist to bring about a round table conference with a view to settle the dispute. The Premier promised to consider the representations, but stated that he could not depart from the attitude the Government had already taken up with regard to settlement of the dispute by constitutional means. At the end of June the Premier submitted proposals to the employers and to the disputes committee for a settlement of the trouble. These proposals included the offer to appoint a Wages Board for gas workers. The proposals as submitted were not acceptable to the parties. Negotiations continued, and after a conference at the Premier's Office, at which the industrial disputes committee, the executive of the union and representatives of the companies were present, the men decided to accept the terms of the companies' offer and work was resumed after a stoppage of 44 days. Briefly, the terms of settlement provided for an increase in the basic wage in the gas industry from 12s. to 13s. per day, such increase to be paid retrospectively from 1st May, and to be reviewed at quarterly intervals according to the variation in the cost of living statistics.

The dispute in the printing trade commenced on the 1st March, and continued until the 17th May. The cause of the dislocation was the refusal of the employers to grant the claim of the unions for a reduction in the weekly working hours from 48 to 44. A claim for increased rates of wage was also submitted and refused. The jobbing printing trade was practically at a standstill, as approximately 2000 employees, including a large number of females, were involved in the dispute. After a conference, work was resumed, the employers granting substantial increases in the rates of wage, but no concessions were made in regard to the number of hours in the working week.

Building trade employees in this State during the early part of the year refused to work on Saturdays. Stop-work meetings were called, and were held on Saturday mornings. The workpeople presented themselves for work as usual on the following Mondays. The employers resented the action of the men, and decided to refuse work to those who absented themselves on Saturdays. The dispute continued on these lines for some weeks, when the workpeople decided, by ballot, to work on Saturdays. The agitation for a reduced number of working hours per week was general, as similar disputes occurred in New South Wales, Queensland and South Australia.

A serious dislocation of work occurred at the brown coal mine, Morwell, during November. The cause of the trouble was the refusal of the Victorian Government to pay at Morwell the rates of wage fixed

by the Coal Tribunal appointed under the Industrial Peace Act. The mine was rendered idle until April, 1921, when work was resumed on conditions fixed by the employers. A condition of re-employment was that all men had to sign a form waiving claim to the extra rates of wage specified in the Coal Tribunal award. Higher rates of wage than those previously paid at the mine were granted by the Government, but such rates were considerably lower than the rates specified in the tribunal's award. The State coal mine at Wonthaggi was idle from 10th November, 1920, to 25th January, 1921, owing to the trouble at the Morwell mine, as the miners of black coal ceased work in sympathy with the Morwell men.

Waterworks construction labourers at Murray Weir and Torrumbarry Weir were involved in protracted disputes during the year. The men claimed payment of the rates of wage specified in a New South Wales award for the class of work on which they were engaged. These rates were considerably higher than the Victorian rates. The authorities in charge of the works refused the claim, and construction was delayed for months. A number of the men left the district, and obtained work elsewhere. Work was ultimately resumed at the rate of 13s. 9d. per day.

(iii.) *Queensland*.—In this State 55 dislocations of work occurred during the year 1920. The number of workpeople involved was 5808, as compared with 15,414 involved during the previous year. The loss in working days and the estimated loss in wages during 1920 were considerably lower than those for the year, 1919. Very few serious dislocations of work were recorded. The principal disputes were those in which furniture makers, Brisbane; railway construction workers, Proserpine-Mackay line; water-side workers at Innisfail, Goondi and Mourilyan Harbour; State butchery employees at Townsville; and marine stewards on interstate vessels were involved.

(iv.) *South Australia*.—The number of disputes in this State during the year 1920 was 40, which is the highest number recorded during any annual period. These stoppages affected 5799 workpeople, who lost 232,402 working days, and £140,326 in wages. The dislocations of work mainly responsible for these losses involved the following workpeople:—Liquor trade employees, Adelaide; building trade employees, Adelaide; marine stewards on interstate vessels; ironmoulders and ironworkers, Adelaide; ironstone quarrymen and others, Iron Knob and Whyalla; and waterworks construction labourers, at Cobdogla, Cadell, Blanchetown Weir and Jervois. The stoppage of work by the employees of the Broken Hill Proprietary Co. at Whyalla and Iron Knob began on the 15th December, and work was not resumed until 8th March, 1921. As a consequence of this dispute the blast furnaces at Newcastle, N.S.W., ceased working during February owing to stocks of crude iron ore not being available. The furnaces were idle until 7th April. The dispute at Iron Knob and Whyalla arose over the dismissal of an official of the union for disobeying orders. The man who was dismissed left the district, and the strike was declared off. Ironmoulders and ironworkers at Adelaide were involved in a dispute concerning wages during the year. This dislocation of work lasted for nearly three months. The settlement of the trouble

was delayed owing to the refusal of the employers to meet union representatives, until certain statements in a letter had been withdrawn. After negotiations between the parties an agreement was arranged, increases on existing rates of wage being conceded.

(v.) *Western Australia.*—The number of disputes (45) recorded in this State during the year 1920 is greatly in excess of the number which occurred during any previous year. The number of work people involved in the 45 disputes was 12,013, who lost 146,640 working days, with a consequential loss of £108,055 in wages. It will be seen from the table that, although the numbers of disputes and workpeople were in excess of those for the year 1919, the losses in working days and wages during the year 1920 were considerably lower than the figures for that year. The most serious dislocations of work involved workpeople in the undermentioned industries or occupations:—Iron trade employees, Perth; butchers' employees, Perth; firewood cutters, Gwalia; State public servants; tin miners, Greenbushes; lead miners, Northampton; gold miners, North Murchison, Meekatharra, etc.; wool, skin and hide store employees, Fremantle; and insurance agents, Perth. Other disputes which caused considerable losses in working days and wages involved superphosphate workers, at Fremantle; coal miners and others at Collie; plumbers, at Perth; and firewood cutters on the Kurrawang wood line. The State civil servants ceased work during July, and were absent from their offices for over two weeks. The object of the cessation of work was to obtain higher remuneration in view of the increased cost of living. Considerably over 3000 employees were involved in the dispute, including teachers, professional, clerical and general division officers. Over 1000 female employees were included in the number who ceased work.

Gold miners on the North Murchison field were out of work for nine days during October, owing to a difference of opinion concerning the reading of a clause in the award relating to time of starting and ceasing work. The men contended that the clause read that all underground workers should be lowered and hauled in the mine time. The matter was referred to arbitration, and the decision was in favour of the men. Lead miners at Northampton were successful in enforcing a demand for 13s. 4d. per shift for a week of 44 hours, instead of 48 hours per week. Work was resumed after a cessation of one month's duration. Tin miners at Greenbushes were involved in a dispute concerning wages and hours during July and August. After a conference between representatives of the parties involved, with an independent chairman, work was resumed. The matters in dispute were referred to the State Arbitration Court for final settlement.

(vi.) *Tasmania.*—Twelve stoppages of work occurred in this State during the year 1920. These disputes affected 1756 workpeople, and caused a loss of 54,283 working days, and an estimated loss in wages of £32,160. The disputes which were mainly responsible for the losses involved tin miners at Storey's Creek; timber workers at Oakwood and Stingaree Bay; miners and others, at Renison Bell; tin miners and others at Mount Bischoff; and engine-drivers at the Pioneer mine, Moorina. The marine stewards' dispute, particulars of which are given in this Section, seriously affected the holiday traffic from the mainland to Tasmania.

4. **Industrial Disputes, Classified in Industrial Groups, 1920.**—
In the following tables particulars are given for each State and Territory, as well as for the Commonwealth, of industrial disputes which commenced during the year 1920, classified according to industrial groups. Similar information for the years 1913 to 1919 was published in Labour Reports Nos. 5 to 10.

Industrial Disputes, Classified according to Industrial Groups, 1920.

| 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. | | |
| New South Wales. | | | | | | | |
| I. Wood, sawmill, timber, &c. | 4 | 8 | 152 | 29 | 181 | 759 | £ 476 |
| II. Engineering, metal works, &c. | 9 | 102 | 4,644 | 1,303 | 5,947 | 40,121 | 24,011 |
| III. Food, drink, &c., manufacturing and distribution | 3 | 13 | 97 | .. | 97 | 125 | 103 |
| IV. Clothing, hats, boots, &c. | 1 | 1 | 6 | .. | 6 | 12 | 8 |
| V. Books, printing, &c. | 2 | 11 | 52 | 10 | 71 | 1,857 | 998 |
| VI. Other manufacturing | 12 | 27 | 2,381 | 364 | 2,745 | 5,947 | 3,808 |
| VII. Building | 3 | 152 | 2,544 | 15 | 2,559 | 27,749 | 19,992 |
| VIII. Mines, quarries, &c. | 279 | 284 | 55,218 | 14,982 | 70,200 | 274,239 | 238,201 |
| IX. Railway and tramway services | 7 | 7 | 315 | 118 | 433 | 4,716 | 3,529 |
| XI. Shipping, wharf labour, &c. | 18 | 34 | 1,590 | 5,511 | 7,101 | 220,050 | 134,136 |
| XII. Pastoral, agricultural, &c. | 3 | 3 | 84 | 8 | 92 | 264 | 178 |
| XIV. Miscellaneous | 8 | 8 | 970 | .. | 970 | 11,790 | 7,799 |
| Total | 349 | 650 | 63,033 | 22,349 | 90,382 | 587,156 | 432,988 |
| Victoria. | | | | | | | |
| II. Engineering, metal works, &c. | 1 | 2 | 12 | .. | 12 | 144 | 115 |
| III. Food, drink, &c., manufacturing and distribution | 7 | 13 | 1,040 | 61 | 1,101 | 5,348 | 2,670 |
| IV. Clothing, hats, boots, etc. | 1 | 7 | 265 | .. | 265 | 4,078 | 3,402 |
| V. Books, printing, &c. | 2 | 230 | 1,940 | .. | 1,940 | 113,140 | 63,680 |
| VI. Other manufacturing | 10 | 19 | 1,579 | 1,280 | 2,859 | 94,592 | 55,053 |
| VII. Building | 6 | 263 | 2,625 | .. | 2,625 | 58,860 | 37,489 |
| VIII. Mines, quarries, &c. | 7 | 7 | 5,983 | .. | 5,983 | 111,884 | 92,647 |
| X. Other land transport | 1 | 1 | 2 | .. | 2 | 10 | 6 |
| XI. Shipping, wharf labour, &c. | 8 | 14 | 358 | 2,219 | 2,577 | 76,727 | 43,851 |
| XII. Pastoral, agricultural, &c. | 2 | 2 | 82 | .. | 82 | 894 | 790 |
| XIV. Miscellaneous | 8 | 251 | 1,388 | 20,974 | 22,362 | 315,831 | 162,661 |
| Total | 53 | 809 | 15,274 | 24,534 | 39,808 | 783,286 | 495,244 |
| Queensland. | | | | | | | |
| I. Wood, sawmill, timber, &c. | 1 | 7 | 14 | 50 | 64 | 2,978 | 2,037 |
| III. Food, drink, etc., manufacturing and distribution | 7 | 7 | 595 | 170 | 765 | 5,213 | 4,051 |
| VII. Building | 1 | 1 | 10 | .. | 10 | 20 | 14 |
| VIII. Mines, quarries, &c. | 12 | 14 | 1,257 | 39 | 1,296 | 3,729 | 3,534 |
| IX. Railway and tramway services | 8 | 8 | 320 | 270 | 790 | 4,630 | 3,407 |
| XI. Shipping, wharf labour, &c. | 17 | 22 | 1,078 | 1,469 | 2,545 | 50,265 | 30,525 |
| XII. Pastoral, agricultural, &c. | 4 | 7 | 153 | 5 | 158 | 1,012 | 1,086 |
| XIII. Domestic, hotels, &c. | 1 | 1 | 11 | .. | 11 | 44 | 20 |
| XIV. Miscellaneous | 4 | 4 | 139 | 30 | 169 | 377 | 269 |
| Total | 55 | 71 | 3,775 | 2,033 | 5,808 | 68,296 | 44,943 |
| South Australia. | | | | | | | |
| I. Wood, sawmill, timber, &c. | 1 | 1 | 17 | .. | 17 | 960 | 790 |
| II. Engineering, metal works, &c. | 2 | 18 | 240 | 80 | 320 | 19,480 | 11,296 |
| III. Food, drink, etc., manufacturing and distribution | 4 | 4 | 500 | 62 | 562 | 4,858 | 2,729 |
| VI. Other manufacturing | 5 | 24 | 661 | 15 | 676 | 4,068 | 2,905 |
| VII. Building | 3 | 46 | 342 | 342 | 684 | 7,960 | 5,160 |
| VIII. Mines, quarries, etc. | 4 | 5 | 677 | 70 | 747 | 32,884 | 28,175 |
| IX. Railway and tramway services | 1 | 4 | 45 | .. | 45 | 180 | 70 |
| XI. Shipping, wharf labour, &c. | 7 | 10 | 455 | 830 | 1,285 | 24,716 | 15,856 |
| XII. Pastoral, agricultural, &c. | 2 | 2 | 47 | .. | 47 | 957 | 770 |
| XIV. Miscellaneous | 17 | 12 | 1,748 | .. | 1,748 | 136,856 | 74,575 |
| Total | 40 | 126 | 4,732 | 1,067 | 5,799 | 232,402 | 140,326 |

Industrial Disputes, Classified according to Industrial Groups, 1920—continued.

| INDUSTRIAL GROUP. | No. of Disputes. | No. of establishments involved | NO. OF WORKPEOPLE INVOLVED. | | | No. of Working Days Lost. | Estimated Loss in Wages |
|--|------------------|--------------------------------|-----------------------------|-------------|---------|---------------------------|-------------------------|
| | | | Directly. | Indirectly. | Total. | | |
| Western Australia. | | | | | | | |
| I. Wood, sawmill, timber, &c. .. | 5 | 11 | 570 | 20 | 590 | 1,964 | 1,235 |
| II. Engineering, metal works, &c. .. | 2 | 38 | 1,015 | 18 | 1,033 | 13,363 | 8,680 |
| III. Food, drink, &c., manufacturing and distribution .. | 3 | 102 | 645 | .. | 645 | 9,190 | 5,654 |
| V. Books, Printing, &c. .. | 1 | 1 | 72 | .. | 72 | 288 | 152 |
| VI. Other manufacturing .. | 3 | 36 | 212 | .. | 212 | 4,252 | 2,643 |
| VII. Building .. | 4 | 117 | 970 | 21 | 991 | 5,019 | 3,746 |
| VIII. Mines, quarries, &c. .. | 8 | 33 | 1,009 | 1,075 | 2,084 | 23,578 | 17,636 |
| IX. Railway and tramway services .. | 2 | 2 | 77 | .. | 77 | 363 | 225 |
| XI. Shipping, wharf labour, &c. .. | 3 | 4 | 77 | .. | 77 | 805 | 507 |
| XIII. Domestic, hotels, &c. .. | 5 | 69 | 545 | .. | 545 | 4,375 | 1,429 |
| XIV. Miscellaneous .. | 9 | 21 | 3,903 | 1,784 | 5,687 | 83,448 | 66,053 |
| Total | 45 | 434 | 9,095 | 2,918 | 12,013 | 146,640 | 108,055 |
| Tasmania. | | | | | | | |
| I. Wood, sawmill, timber, &c. .. | 2 | 3 | 62 | .. | 62 | 2,954 | 1,629 |
| VI. Other Manufacturing .. | 1 | 1 | 850 | .. | 850 | 850 | 656 |
| VIII. Mines, quarries, &c. .. | 6 | 7 | 587 | 140 | 733 | 49,707 | 29,322 |
| XI. Shipping, wharf labour, &c. .. | 3 | 3 | 111 | .. | 111 | 772 | 553 |
| Total | 12 | 14 | 1,610 | 140 | 1,756 | 54,283 | 32,160 |
| All States. | | | | | | | |
| I. Wood, sawmill, timber, &c. .. | 13 | 30 | 815 | 99 | 914 | 9,654 | 6,167 |
| II. Engineering, metal works, &c. .. | 14 | 160 | 5,911 | 1,401 | 7,312 | 73,108 | 44,708 |
| III. Food, drink, &c., manufacturing and distribution .. | 24 | 139 | 2,877 | 293 | 3,170 | 24,734 | 15,207 |
| IV. Clothing, boots, etc. .. | 2 | 8 | 271 | .. | 271 | 6,089 | 3,405 |
| V. Books, printing, &c. .. | 5 | 242 | 2,064 | 19 | 2,083 | 114,786 | 64,810 |
| VI. Other manufacturing .. | 31 | 107 | 5,683 | 1,659 | 7,342 | 109,709 | 65,965 |
| VII. Building .. | 17 | 579 | 6,491 | 36 | 6,527 | 99,599 | 67,501 |
| VIII. Mines, quarries, &c. .. | 316 | 350 | 64,731 | 16,312 | 81,043 | 495,981 | 407,515 |
| IX. Railway and tramway services .. | 18 | 21 | 957 | 388 | 1,345 | 9,884 | 7,231 |
| X. Other land transport .. | 1 | 1 | 2 | .. | 2 | 10 | 6 |
| XI. Shipping, wharf labour, &c. .. | 56 | 87 | 3,667 | 10,029 | 13,696 | 373,329 | 225,672 |
| XII. Pastoral, agricultural, &c. .. | 11 | 14 | 346 | 23 | 369 | 3,157 | 2,824 |
| XIII. Domestic, hotels, &c. .. | 6 | 70 | 556 | .. | 556 | 4,419 | 1,440 |
| XIV. Miscellaneous .. | 40 | 296 | 8,148 | 22,788 | 30,936 | 547,898 | 311,362 |
| Total | 554 | 2,104 | 102,519 | 53,047 | 155,566 | 1,872,065 | 1,223,716 |

Any comparison as to the frequency of industrial disputes in classified industries can only be reasonably made after omitting those which are recorded for mining, quarrying, etc. (Group VIII.). For the year 1913 the proportion of disputes in those industries represented practically 50 per cent. of the total number recorded. During the year 1914 this proportion rose to 55 per cent., and during 1915 to 57 per cent. In 1916, 1917, 1918, and 1919, however, the proportion of disputes in Group VIII. shewed a decrease, the figures representing 47, 45, 45, and 50 per cent. of the total number of disputes during the respective years. In the year 1920, 316 disputes, or 57 per cent. of the total number during the year, occurred in the mining industry. In recognising this preponderating influence, attention has frequently been drawn to the considerable proportion contributed by the coal mining 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, although even after allowance is made on this account it will be found that there is still an excessive proportion of industrial trouble in that State. Of the 316 dislocations of work which involved employees in the mining industry during the year 1920, 279 occurred in New South Wales, 7 in Victoria, 12 in Queensland, 4 in South Australia, 8 in Western Australia, and 6 in Tasmania.

In Labour Bulletin No. 9, Section XIV., "Prohibition of Strikes and Lock-outs in Australia," the prevalence of industrial disputes in the mining industry was investigated, vide pp. 103-4. Further investigation on these lines has not been continued, as the figures for subsequent years include particulars of disputes of such magnitude as to make comparison valueless.

Of the total number of working days lost and the estimated total loss in wages due to disputes which commenced during the year 1920, 26 per cent. and 33 per cent. respectively were due to stoppages which involved employees in the mining and quarrying industries (Group VIII.), as compared with 53 per cent. and 60 per cent. during the year 1919.

The number of disputes which occurred in the shipping industry (Group XI.) during the year 1920, was 56, involving 13,696 workpeople, and causing losses of 373,329 working days and £225,572 in wages. The dislocation of work in which the marine stewards on interstate vessels were involved caused the greater part of these losses. This dispute commenced on the 15th December and continued until the 25th January, 1921, when the men declared the strike off. The trouble arose over the refusal of the shipping companies to concede the men's demand for a reduction of time in which their daily hours of work were to be performed. An important point in the men's claim was that the "spread" of hours in which a period of eight hours was worked, should start at 6.30 a.m. and end at 8 p.m., which meant a reduction of "spread" from fifteen to thirteen and a half hours, but the shipowners, while agreeing to the claim for an eight-hour day's work at sea, stipulated a "spread" of fifteen hours. Negotiations having failed, the men gave 24 hours' notice of their intention to leave the vessels at their home ports, and did so. The Tasmanian boats were first affected, and the trouble extended until interstate shipping was entirely suspended. People who had arranged to visit Tasmania during the Christmas holidays were unable to do so, and hotel and boarding-house keepers in that State catering for tourists suffered serious financial loss. Wharf labourers, tally clerks, carters and other employees closely connected with the shipping industry were immediately thrown out of employment. Restrictions placed upon the use of coal, gas, and electric power, caused many factories to close down, and thousands of workpeople were entirely out of work or working part time. In Victoria, although the industrial position was bad, it was not so serious as during previous dislocations. Many proprietors of factories had installed oil and other engines, with the object of carrying on during periods when coal or power was not available. These provisions lessened somewhat the number of unemployed. The dispute, so far as the marine stewards were concerned, terminated on the 25th January, when the men decided in favour of resuming work unconditionally. The shipping trouble, however, had not yet ended, as the shipowners required a guarantee from the officials of the Seamen's Union that "job control" would cease. It will be seen, therefore, that a new

dispute arose on the 26th January. The losses caused by the second dispute are not included in the tabulations for the year 1920. Interstate shipping was not resumed until the 26th February. A number of disputes occurred on vessels during the latter part of the year 1920, over the question of "manning." The men refused to take the vessels to sea until the demand for the employment of additional assistance was conceded. The owners had in most cases granted these claims, but on the termination of the marine stewards' dispute they declined to recommission the ships until the executive council of the Seamen's Union gave an assurance that no similar demands would be made in future, but that when an augmentation of the crew or stokehold manning, increased accommodation, or other concessions were desired, they would be sought by constitutional means only, and not by the exercise of job control or direct action. Further details in regard to the effect and result of the combined disputes will be given in the next Report.

Employees in the printing trade were implicated in 5 disputes during the year 1920. The principal dispute in this industry occurred in Victoria. Forty dislocations of work were classified in Group XIV. (Miscellaneous). The number of workpeople affected by these stoppages was 30,936, of whom 8148 were directly and 22,788 indirectly involved. The loss in working days (547,608) caused by these disputes was greater than the loss (495,981 days) caused by the 317 dislocations classified in Group VIII. (Mines, Quarries, etc.). Nearly fifty per cent. of the losses in Group XIV. was caused by the factory engine-drivers' dispute in Victoria. Other dislocations of work which were mainly responsible for the balance of the losses shewn in this Group were those affecting the undermentioned workpeople:—Waterworks construction labourers at Murray Weir and Torrumbarry Weir, Victoria; waterworks construction labourers at Cobdogla and Cadell and at Jervois, South Australia; firewood cutters, Gwalia; and State public servants, Western Australia. The number of disputes classified in Group VI. (Other Manufacturing) was 31, in which 7342 workpeople were involved. Over eighty per cent. of the losses in this group was caused by the gas workers' dispute at Melbourne during June and July. Workpeople in the building trade (Group VII.) numbering 6527 were involved in disputes during the year. The principal cause of the dislocations of work in the building trade was the refusal of the employers to concede the demands of the various sections of the trade for a reduction in the number of hours in a working week.

The stoppages which were chiefly responsible for the losses in the other industrial groups were those in which workpeople in the following occupations were involved:—In Group I. (Wood, Sawmill, etc.), furniture makers, Brisbane; coopers, Mile End, South Australia; and timber workers, Oakwood, Tasmania. In Group II. (Engineering, etc.), ironworkers, Lithgow; iron moulders and iron workers, Adelaide; and iron workers, Perth. In Group III. (Food, Drink, etc.), State butchery employees, Townsville; liquor trade employees, Adelaide; and retail meat trade employees, Perth, and in Group IX. (Railway and Tramway services), trolley loaders, railway construction works, Griffiths, N.S.W.; and railway construction workers, Proserpine-Mackay line, Queensland.

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

Where a settlement of a dispute is reached and all the workpeople involved return to work at the same time, the duration of the dispute is readily determined. In other disputes (mainly those extending over long periods) varying conditions arise which tend to complicate the situation, such as (a) a proportion of the workpeople involved obtaining other employment ; (b) a certain number of other workpeople being temporarily employed ; and (c) the establishment involved in the dispute being closed down indefinitely and work abandoned. In such cases the dispute is considered to have terminated and its duration determined, either when a sufficient number of other workpeople have been engaged to enable the establishment to be carried on (substantially as before the dispute), or when evidence is obtained that the establishment has been closed down indefinitely and work abandoned. Anomalous positions have been reached in some instances. In one case a dispute remained technically in existence so far as the workpeople were concerned, even after the establishment had been closed down and work therein abandoned. In another, a dispute was considered by the workpeople to be still in existence, notwithstanding that their places had been filled and the establishment had resumed operations.

(i.) *Duration of Industrial Disputes in Commonwealth, 1913-1920:*—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 to 1920, classified under the specified limits of duration :—

Duration of Industrial Disputes in the Commonwealth, 1913-1920.

| Limit 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 | 9,699 | 5,075 | 14,773 | 14,773 | 8,169 |
| | 1914 | 118 | 15,295 | 10,192 | 25,487 | 25,487 | 13,744 |
| | 1915 | 147 | 21,546 | 11,326 | 33,172 | 31,559 | 19,452 |
| | 1916 | 155 | 55,650 | 10,711 | 66,361 | 65,757 | 35,293 |
| | 1917 | 159 | 28,705 | 6,758 | 35,463 | 35,065 | 26,733 |
| | 1918 | 74 | 11,062 | 4,534 | 15,596 | 15,204 | 12,364 |
| | 1919 | 154 | 29,219 | 11,825 | 41,043 | 40,977 | 35,639 |
| | 1920 | 226 | 40,603 | 10,225 | 50,828 | 49,862 | 49,610 |
| 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 | 18,382 | 8,986 |
| | 1915 | 44 | 6,671 | 2,246 | 8,917 | 17,794 | 9,464 |
| | 1916 | 57 | 11,607 | 5,923 | 17,530 | 31,775 | 17,672 |
| | 1917 | 47 | 7,093 | 2,383 | 9,470 | 18,917 | 12,253 |
| | 1918 | 40 | 9,720 | 1,714 | 11,434 | 20,746 | 14,274 |
| | 1919 | 59 | 10,973 | 2,767 | 13,740 | 26,561 | 20,210 |
| | 1920 | 62 | 11,443 | 2,965 | 14,408 | 27,124 | 23,705 |
| 3 days and more than 2 days | 1913 | 17 | 1,294 | 610 | 1,904 | 5,707 | 2,946 |
| | 1914 | 29 | 2,993 | 1,987 | 4,970 | 14,910 | 7,500 |
| | 1915 | 30 | 3,526 | 1,613 | 5,039 | 14,944 | 7,672 |
| | 1916 | 45 | 8,050 | 5,220 | 13,270 | 39,419 | 23,612 |
| | 1917 | 29 | 4,363 | 433 | 4,796 | 14,340 | 9,442 |
| | 1918 | 33 | 5,012 | 2,530 | 7,542 | 22,042 | 13,618 |
| | 1919 | 36 | 6,724 | 3,149 | 9,873 | 29,371 | 20,944 |
| | 1920 | 43 | 7,266 | 1,697 | 8,973 | 26,739 | 23,056 |
| Over 3 one 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 | 81 | 5,032 | 3,153 | 8,185 | 36,469 | 21,176 |
| | 1916 | 81 | 13,460 | 5,918 | 19,378 | 86,817 | 50,484 |
| | 1917 | 39 | 4,749 | 1,578 | 6,327 | 27,132 | 16,866 |
| | 1918 | 31 | 2,404 | 98 | 2,502 | 11,100 | 7,697 |
| | 1919 | 52 | 9,165 | 1,815 | 10,980 | 48,935 | 36,147 |
| | 1920 | 59 | 10,228 | 1,819 | 12,047 | 62,601 | 41,572 |
| 1 week and less than 2 weeks | 1913 | 34 | 7,551 | 1,972 | 9,523 | 72,156 | 32,700 |
| | 1914 | 38 | 5,222 | 1,206 | 6,428 | 53,108 | 27,868 |
| | 1915 | 48 | 11,372 | 4,184 | 15,556 | 127,477 | 41,875 |
| | 1916 | 64 | 8,081 | 5,493 | 13,574 | 108,978 | 60,933 |
| | 1917 | 58 | 9,003 | 1,669 | 10,672 | 79,857 | 47,336 |
| | 1918 | 45 | 5,896 | 1,634 | 7,530 | 60,967 | 42,514 |
| | 1919 | 68 | 15,670 | 2,171 | 17,841 | 132,501 | 86,101 |
| | 1920 | 66 | 10,359 | 3,100 | 13,459 | 107,364 | 77,022 |
| 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 | 181,896 | 91,419 |
| | 1915 | 21 | 4,101 | 624 | 4,725 | 64,959 | 47,404 |
| | 1916 | 41 | 8,565 | 3,960 | 12,525 | 202,657 | 117,211 |
| | 1917 | 38 | 10,190 | 2,654 | 12,844 | 210,184 | 116,362 |
| | 1918 | 35 | 2,066 | 1,251 | 4,217 | 62,654 | 43,700 |
| | 1919 | 32 | 4,852 | 7,312 | 12,164 | 166,908 | 102,428 |
| | 1920 | 43 | 8,549 | 22,530 | 31,579 | 413,219 | 243,031 |
| 4 weeks and less than 8 weeks | 1913 | 11 | 6,206 | 1,177 | 7,383 | 273,342 | 121,864 |
| | 1914 | 17 | 823 | 719 | 1,542 | 52,674 | 26,717 |
| | 1915 | 22 | 2,723 | 681 | 3,404 | 95,836 | 51,761 |
| | 1916 | 32 | 19,348 | 3,207 | 22,555 | 644,960 | 402,471 |
| | 1917 | 49 | 45,838 | 1,223 | 47,161 | 1,615,954 | 821,402 |
| | 1918 | 23 | 3,365 | 1,272 | 4,637 | 169,911 | 107,157 |
| | 1919 | 26 | 4,707 | 3,281 | 7,988 | 247,106 | 159,921 |
| | 1920 | 24 | 6,027 | 10,839 | 16,866 | 539,638 | 332,125 |
| 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 | 1,794 | 560 | 2,354 | 194,187 | 100,839 |
| | 1916 | 33 | 3,755 | 1,705 | 5,460 | 498,567 | 259,928 |
| | 1917 | 26 | 44,620 | 2,811 | 47,231 | 2,598,209 | 1,542,419 |
| | 1918 | 17 | 2,128 | 853 | 2,981 | 218,169 | 131,010 |
| | 1919 | 33 | 18,991 | 24,971 | 43,962 | 5,615,777 | 3,490,546 |
| | 1920 | 32 | 7,024 | 382 | 7,406 | 656,527 | 433,585 |
| Total | 1913 | 208 | 33,493 | 16,790 | 50,283 | 623,528 | 287,730 |
| | 1914 | 337 | 43,073 | 27,976 | 71,049 | 1,090,395 | 551,228 |
| | 1915 | 359 | 57,005 | 24,287 | 81,292 | 583,225 | 299,633 |
| | 1916 | 508 | 128,546 | 42,137 | 170,683 | 1,678,930 | 967,604 |
| | 1917 | 444 | 154,061 | 19,909 | 173,970 | 4,599,658 | 2,594,806 |
| | 1918 | 398 | 42,553 | 13,886 | 56,439 | 580,853 | 372,334 |
| | 1919 | 460 | 100,300 | 57,291 | 157,591 | 6,308,226 | 3,951,936 |
| | 1920 | 554 | 162,519 | 53,047 | 215,566 | 1,872,065 | 1,223,716 |

It will be seen from the tables shewing the duration of industrial disputes, that for the past eight years disputes lasting for one day or less were the most frequent. In 1913 the first year for which particulars were collected, stoppages of one day or less represented 32 per cent. of the total number, while they equalled in 1914, 35 per cent. ; in 1915, 41 per cent. ; in 1916, 31 per cent. ; in 1917, 36 per cent. ; in 1918, 25 per cent. ; in 1919, 33 per cent. ; and in 1920, 41 per cent.

Disputes which terminated in less than one week represented 62 per cent. of the total number in 1913 ; 71 per cent. in 1914 ; 70 per cent. in 1915 ; 67 per cent. in 1916 ; 61 per cent. in 1917 ; 60 per cent. in 1918 ; 65 per cent. in 1919 ; and 70 per cent. in 1920. The disputes which continued for four weeks or over were responsible for the greater part of the losses in working days and wages in each of the years for which particulars have been recorded.

Disputes lasting over four weeks in 1919 represented 13 per cent. of the total number recorded, were responsible for 93 per cent. of the total number of working days lost, and were the cause of 92 per cent. of the estimated loss in wages during that year. The corresponding percentages for the year 1920 are 10 per cent. of the total number of disputes, 64 per cent. of the total loss in working days, and 63 per cent. of the loss in wages. During the year 1920 thirty-two disputes continued for a period of eight weeks or over, causing a loss of 656,527 working days, and an estimated loss in wages of £433,595. These figures shew a marked decrease, as compared with those for the year 1919, when the figures were exceptionally large, as the thirty-three disputes which continued for a period of eight weeks or over caused a loss of 5,615,777 working days, and an estimated loss of £3,490,546 in wages. The twenty-six disputes which were classified in this duration group during the year 1917, were responsible for considerable losses in working days and wages.

(ii.) *Duration of Industrial Disputes in each State and Territory.*—

In the following tables particulars are given for each State and Territory of the number of disputes which commenced during the year 1920, and relative information, classified according to the adopted limits of duration. Comparative particulars for the years 1913 to 1919 were published in Labour Reports Nos. 5 to 10.

Duration of Industrial Disputes in each State and Territory, 1920.

| Limite of Duration. | N.S.W. | Vic. | Q'land. | S.A. | W.A. | Tas. | N.T. | C'wth |
|-------------------------------|--------|------|---------|------|------|------|------|-------|
| NUMBER OF DISPUTES. | | | | | | | | |
| 1 day and less | 189 | 12 | 14 | 8 | 4 | 1 | .. | 228 |
| 2 days and more than 1 day | 42 | 2 | 9 | 3 | 4 | 1 | .. | 62 |
| 3 days and more than 2 days | 28 | 2 | 7 | 2 | 3 | 1 | .. | 43 |
| Over 3 days & less than 1 wk | 34 | 2 | 8 | 1 | .. | .. | .. | 58 |
| 1 week and less than 2 weeks | 23 | 12 | 9 | 9 | 11 | 2 | .. | 68 |
| 2 weeks and less than 4 weeks | 15 | 8 | 4 | 5 | 9 | 2 | .. | 43 |
| 4 weeks and less than 8 weeks | 8 | 8 | 4 | 3 | 5 | 1 | .. | 24 |
| 8 weeks and over | 10 | 5 | 9 | 7 | 3 | 4 | .. | 32 |
| Total | 349 | 53 | 55 | 40 | 45 | 12 | .. | 554 |

| NUMBER OF WORKPEOPLE INVOLVED. | | | | | | | | |
|--------------------------------|--------|--------|-------|-------|--------|-------|----|---------|
| 1 day and less | 45,174 | 2,200 | 1,109 | 720 | 775 | 850 | .. | 50,828 |
| 2 days and more than 1 day | 9,637 | 2,913 | 773 | 214 | 827 | 44 | .. | 14,408 |
| 3 days and more than 2 days | 6,471 | 45 | 897 | 617 | 399 | 44 | .. | 8,878 |
| Over 3 days & less than 1 wk | 9,878 | 1,073 | 602 | 204 | 290 | .. | .. | 12,047 |
| 1 week and less than 2 weeks | 7,951 | 748 | 605 | 1,078 | 2,666 | 413 | .. | 13,459 |
| 2 weeks and less than 4 weeks | 3,357 | 21,957 | 307 | 188 | 5,700 | 61 | .. | 31,579 |
| 4 weeks and less than 8 weeks | 6,543 | 7,258 | 1,373 | 1,005 | 664 | 23 | .. | 16,866 |
| 8 weeks and over | 1,371 | 3,614 | 142 | 1,775 | 183 | 321 | .. | 7,406 |
| Total | 90,382 | 39,808 | 5,808 | 5,790 | 12,013 | 1,756 | .. | 155,566 |

| NUMBER OF WORKING DAYS LOST. | | | | | | | | |
|-------------------------------|---------|---------|--------|---------|---------|--------|----|-----------|
| 1 day and less | 44,397 | 2,182 | 1,091 | 697 | 645 | 850 | .. | 49,862 |
| 2 days and more than 1 day | 19,174 | 4,346 | 1,431 | 428 | 1,647 | 88 | .. | 27,114 |
| 3 days and more than 2 days | 19,413 | 135 | 2,511 | 1,851 | 2,697 | 182 | .. | 26,739 |
| Over 3 days & less than 1 wk | 42,393 | 4,887 | 2,657 | 863 | 1,296 | .. | .. | 52,601 |
| 1 week and less than 2 weeks | 68,567 | 5,927 | 4,688 | 7,802 | 16,274 | 4,106 | .. | 107,364 |
| 2 weeks and less than 4 weeks | 47,336 | 265,222 | 4,156 | 3,511 | 91,203 | 787 | .. | 412,219 |
| 4 weeks and less than 8 weeks | 216,270 | 228,081 | 42,232 | 29,064 | 23,440 | 552 | .. | 539,639 |
| 8 weeks and over | 129,099 | 272,506 | 9,530 | 188,186 | 9,438 | 47,768 | .. | 656,527 |
| Total | 587,156 | 783,286 | 68,298 | 232,402 | 146,640 | 51,283 | .. | 1,872,065 |

| ESTIMATED LOSS IN WAGES. | | | | | | | | |
|-------------------------------|---------|---------|--------|---------|---------|--------|----|-----------|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| 1 day and less | 45,201 | 1,951 | 865 | 423 | 514 | 656 | .. | 49,610 |
| 2 days and more than 1 day | 17,494 | 3,160 | 1,327 | 359 | 1,282 | 83 | .. | 23,705 |
| 3 days and more than 2 days | 17,501 | 95 | 1,883 | 1,320 | 2,187 | 70 | .. | 23,056 |
| Over 3 days & less than 1 wk | 35,594 | 2,880 | 1,880 | 557 | 661 | .. | .. | 41,572 |
| 1 week and less than 2 weeks | 51,164 | 3,452 | 3,588 | 5,380 | 11,149 | 2,239 | .. | 77,022 |
| 2 weeks and less than 4 weeks | 34,437 | 132,859 | 3,386 | 2,028 | 69,664 | 457 | .. | 248,031 |
| 4 weeks and less than 8 weeks | 133,355 | 138,107 | 25,295 | 18,300 | 16,668 | 400 | .. | 332,125 |
| 8 weeks and over | 98,042 | 182,740 | 6,719 | 111,959 | 5,930 | 23,205 | .. | 433,595 |
| Total | 432,988 | 465,244 | 44,943 | 140,326 | 108,055 | 32,160 | .. | 1,223,716 |

It will be observed that no less than 226 of the 554 industrial disputes recorded during 1920 were of one day or less duration. Of these short dislocations 189 occurred in New South Wales, and the disputes in this State, with few exceptions, involved workpeople in the coal mining industry. The number of employees affected by these 189 stoppages of work was 45,174, or 50 per cent. of the total number involved in all disputes in the State during the year. Disputes lasting eight weeks or over

were responsible for the heaviest losses in working days and wages, the thirty-two dislocations classified in this duration group causing a loss of 656,527 working days and an estimated loss of £433,595 in wages.

6. **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.

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

(i.) *Causes of Industrial Disputes in the Commonwealth, 1913-1920.*—

In the following tables particulars are given with respect to the number of disputes, total number of workpeople involved and number of working days lost throughout the Commonwealth during the eight years 1913 to 1920, classified according to causes :—

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

Causes of Industrial Disputes in the Commonwealth, 1913-1920.

| Causes of Disputes. | 1913. | 1914. | 1915. | 1916. | 1917. | 1918. | 1919. | 1920. |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| NUMBER OF DISPUTES. | | | | | | | | |
| 1. Wages— | | | | | | | | |
| (a) For increase | 42 | 50 | 73 | 125 | 53 | 54 | 90 | 94 |
| (b) Against decrease .. | 4 | 3 | 10 | 7 | 1 | 4 | 2 | |
| (c) Other wage questions | 31 | 67 | 46 | 96 | 69 | 09 | 100 | 106 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction | 3 | 1 | 3 | 16 | 2 | 1 | 4 | 16 |
| (b) Other disputes re hours | 7 | 13 | 6 | 5 | 8 | 11 | 5 | 9 |
| 3. Trades Unionism— | | | | | | | | |
| (a) Against employment of non-unionists | 8 | 13 | 19 | 14 | 26 | 7 | 19 | 20 |
| (b) Other union questions | 5 | 11 | 16 | 8 | 32 | 19 | 20 | 27 |
| 4. Employment of particular Classes or Persons .. | 44 | 83 | 76 | 83 | 90 | 92 | 118 | 135 |
| 5. Working Conditions .. | 51 | 72 | 76 | 90 | 81 | 34 | 54 | 106 |
| 6. Sympathetic | 5 | 3 | 6 | 20 | 57 | 1 | 6 | 2 |
| 7. Other Causes | 8 | 21 | 27 | 44 | 25 | 6 | 24 | 39 |
| Total | 208 | 337 | 358 | 508 | 444 | 298 | 460 | 654 |

| NUMBER OF WORKPEOPLE INVOLVED. | | | | | | | | |
|---|--------|--------|--------|---------|---------|--------|---------|---------|
| 1. Wages— | | | | | | | | |
| (a) For increase | 8,632 | 7,362 | 18,783 | 30,192 | 7,135 | 7,095 | 58,532 | 41,748 |
| (b) Against decrease .. | 563 | 534 | 1,113 | 1,061 | 21 | 57 | 667 | |
| (c) Other wage questions | 7,160 | 15,243 | 11,990 | 23,507 | 18,894 | 12,737 | 26,222 | 21,139 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction | 460 | 220 | 896 | 24,481 | 1,004 | 26 | 578 | 20,758 |
| (b) Other disputes re hours | 1,819 | 3,237 | 2,643 | 579 | 2,576 | 4,219 | 961 | 2,137 |
| 3. Trades Unionism— | | | | | | | | |
| (a) Against employment of non-unionists | 5,370 | 6,807 | 3,873 | 1,178 | 6,182 | 710 | 9,001 | 2,752 |
| (b) Other union questions | 1,418 | 1,593 | 3,739 | 1,167 | 17,820 | 6,673 | 17,509 | 7,534 |
| 4. Employment of particular Classes or Persons .. | 11,370 | 14,863 | 13,844 | 15,910 | 15,445 | 14,576 | 21,485 | 26,163 |
| 5. Working Conditions .. | 10,785 | 17,053 | 16,114 | 20,516 | 19,021 | 7,757 | 11,582 | 21,204 |
| 6. Sympathetic | 947 | 675 | 950 | 4,191 | 76,076 | 200 | 3,060 | 1,397 |
| 7. Other Causes | 1,758 | 4,462 | 7,347 | 47,010 | 10,296 | 2,394 | 7,971 | 10,784 |
| Total | 50,283 | 71,049 | 81,292 | 170,683 | 173,970 | 56,499 | 157,591 | 155,666 |

| NUMBER OF WORKING DAYS LOST. | | | | | | | | |
|---|---------|-----------|---------|-----------|-----------|---------|-----------|-----------|
| 1. Wages— | | | | | | | | |
| (a) For increase | 100,069 | 99,451 | 190,645 | 592,625 | 56,083 | 198,323 | 5,403,581 | 793,935 |
| (b) Against decrease .. | 9,438 | 32,965 | 12,555 | 6,192 | 42 | 316 | 10,013 | |
| (c) Other wage questions | 78,183 | 160,847 | 133,606 | 143,248 | 225,080 | 97,561 | 96,118 | 101,219 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction | 2,774 | 9,240 | 836 | 583,052 | 78,016 | 312 | 10,372 | 534,458 |
| (b) Other disputes re hours | 15,111 | 16,855 | 23,374 | 1,598 | 62,560 | 20,551 | 15,760 | 37,486 |
| 3. Trades Unionism— | | | | | | | | |
| (a) Against employment of non-unionists | 91,002 | 92,720 | 31,145 | 48,881 | 87,600 | 21,894 | 279,804 | 24,000 |
| (b) Other union questions | 32,385 | 6,968 | 7,434 | 10,276 | 572,949 | 24,341 | 329,205 | 21,909 |
| 4. Employment of particular Classes or Persons .. | 191,723 | 64,367 | 77,862 | 70,452 | 47,297 | 113,466 | 87,225 | 129,215 |
| 5. Working Conditions .. | 73,562 | 584,289 | 82,322 | 81,511 | 211,971 | 93,468 | 32,029 | 128,907 |
| 6. Sympathetic | 24,066 | 2,125 | 6,004 | 75,447 | 3,239,798 | 7,200 | 21,050 | 72,040 |
| 7. Other Causes | 5,212 | 11,568 | 17,442 | 65,648 | 18,262 | 3,421 | 23,069 | 26,946 |
| Total | 623,528 | 1,090,395 | 583,225 | 1,678,930 | 4,599,658 | 580,653 | 6,308,226 | 1,872,065 |

It will be seen from the above table that the main causes of industrial disputes are "Wage" questions, "Working Conditions" and "Employment of Particular Classes or Persons." In each of the eight years 1913-1920, the number of dislocations concerning wages exceeded those caused by any other question. In 1913 the number of stoppages over wage questions represented 37 per cent. of the total number during that year, as compared with 36 per cent. in 1914; 36 per cent. in 1915; 45 per cent. in 1916; 28 per cent. in 1917; 43 per cent. in 1918; 44 per cent. in 1919, and 36 per cent. in 1920. The majority of the

disputes classified under the heading, "Employment of Particular Classes or Persons," are stoppages of work for the purpose of protesting against the dismissal of certain employeess, who, in the opinion of their fellow-workers, have been unfairly treated or victimised. This class of dispute occurs very frequently in the coal mining industry. The number of disputes over "Trade Union" questions, and "Hours of Labour" have represented a fairly uniform proportion of the total number of disputes during the years under review. "Sympathetic" disputes were numerous during the years 1916 and 1917. The figures for the latter year were abnormal in comparison with the other periods. It may be mentioned, however, that the disputes which arose during that year in connection with the "time-card system" dispute were responsible for the increase in the number.

(ii.) *Causes of Industrial Disputes in each State and Territory, 1920.*— In the following tables particulars in respect of the number of industrial disputes recorded for the year 1920, 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.

Causes of Industrial Disputes in each State and Territory, 1920.

| Causes of Disputes. | N.S.W. | Vic. | Q'land. | S.A. | W.A. | Tas | N.T. | C'wth. |
|---|------------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| NUMBER OF DISPUTES. | | | | | | | | |
| 1. Wages— | | | | | | | | |
| (a) For increase .. | 27 | 19 | 3 | 13 | 23 | 9 | .. | 94 |
| (b) Against decrease .. | .. | .. | .. | .. | .. | .. | .. | .. |
| (c) Other wage questions .. | 68 | 8 | 16 | 5 | 9 | .. | .. | 106 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction .. | 6 | 3 | 3 | 1 | 3 | .. | .. | 16 |
| (b) Other disputes re hours .. | 6 | 1 | .. | 1 | 1 | .. | .. | 9 |
| 3. Trade Unionism— | | | | | | | | |
| (a) Against employment of non-unionists .. | 11 | 3 | .. | 5 | .. | 1 | .. | 20 |
| (b) Other union questions .. | 17 | 2 | 5 | 2 | 1 | .. | .. | 27 |
| 4. Employment of particular classes or persons .. | 80 | 13 | 25 | 10 | 6 | 1 | .. | 135 |
| 5. Working conditions .. | 97 | 2 | 3 | 2 | 1 | 1 | .. | 106 |
| 6. Sympathetic .. | 1 | 1 | .. | .. | .. | .. | .. | 2 |
| 7. Other causes .. | 36 | 1 | .. | 1 | 1 | .. | .. | 39 |
| Total .. | 349 | 53 | 55 | 40 | 45 | 12 | .. | 554 |

NUMBER OF WORKPEOPLE INVOLVED.

| | | | | | | | | |
|---|---------------|---------------|--------------|--------------|---------------|--------------|-----------|----------------|
| 1. Wages— | | | | | | | | |
| (a) For increase .. | 4,818 | 25,627 | 250 | 2,459 | 7,165 | 1,629 | .. | 41,748 |
| (b) Against decrease .. | .. | .. | .. | .. | .. | .. | .. | .. |
| (c) Other wage questions .. | 17,534 | 516 | 1,129 | 609 | 1,351 | .. | .. | 21,139 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction .. | 12,407 | 6,180 | 1,467 | 20 | 684 | .. | .. | 20,758 |
| (b) Other disputes re hours .. | 954 | 250 | .. | 678 | 260 | .. | .. | 2,137 |
| 3. Trade Unionism— | | | | | | | | |
| (a) Against employment of non-unionists .. | 1,706 | 824 | .. | 199 | .. | 23 | .. | 2,752 |
| (b) Other union questions .. | 4,055 | 1,302 | 625 | 72 | 1,580 | .. | .. | 7,534 |
| 4. Employment of particular classes or persons .. | 17,800 | 3,763 | 2,168 | 1,695 | 593 | 54 | .. | 26,163 |
| 5. Working conditions .. | 20,755 | 60 | 269 | 40 | 30 | 50 | .. | 21,204 |
| 6. Sympathetic .. | 147 | 1,250 | .. | .. | .. | .. | .. | 1,397 |
| 7. Other causes .. | 10,616 | 39 | .. | 32 | 50 | .. | .. | 10,734 |
| Total .. | 90,382 | 39,808 | 5,808 | 5,799 | 12,013 | 1,756 | .. | 155,566 |

Causes of Industrial Disputes in each State and Territory, 1920—continued.

| Causes of Disputes. | N.S.W. | Vic. | Q'land. | S.A. | W.A. | Tas. | N.T. | G'with. |
|---|---------|---------|---------|---------|---------|--------|------|-----------|
| NUMBER OF WORKING DAYS LOST. | | | | | | | | |
| 1. Wages— | | | | | | | | |
| (a) For increase .. | 28,051 | 440,346 | 3,164 | 154,490 | 108,651 | 50,233 | .. | 793,935 |
| (b) Against decrease .. | .. | .. | .. | .. | .. | .. | .. | .. |
| (c) Other wage questions | 76,213 | 4,114 | 3,684 | 3,375 | 13,833 | .. | .. | 101,219 |
| 2. Hours of Labour— | | | | | | | | |
| (a) For reduction .. | 249,108 | 236,970 | 43,182 | 140 | 5,078 | .. | .. | 534,458 |
| (b) Other disputes re hours .. | 1,114 | 6,750 | .. | 20,522 | 9,100 | .. | .. | 37,456 |
| Trade Unionism— | | | | | | | | |
| (a) Against employment of non-unionists .. | 5,755 | 4,684 | .. | 13,909 | .. | 552 | .. | 24,900 |
| (b) Other union questions | 3,431 | 1,910 | 1,368 | 810 | 9,480 | .. | .. | 21,999 |
| 4. Employment of particular classes of persons .. | 63,677 | 9,056 | 16,068 | 36,018 | 1,498 | 2,898 | .. | 129,215 |
| 5. Working conditions .. | 125,965 | 420 | 852 | 530 | 600 | 600 | .. | 128,967 |
| 6. Sympathetic .. | 2,940 | 70,000 | .. | .. | .. | .. | .. | 72,940 |
| 7. Other causes .. | 25,902 | 36 | .. | 608 | 400 | .. | .. | 26,946 |
| Total | 587,156 | 788,286 | 68,298 | 232,402 | 146,640 | 54,233 | .. | 1,872,065 |

Of the total number of disputes (554) which commenced during the year 1920, "Wage" questions were responsible for 200, of which number 94 were claims by the employees for increases. One hundred and thirty-five disputes occurred over the "Employment of Particular Classes or Persons," while 106 arose over "Working Conditions." "Trade Union" matters were the cause of 47 stoppages of work, and 25 dislocations occurred over "Hours of Labour." Only 2 disputes were classified under the heading "Sympathetic" during the year. The heaviest loss in working days was occasioned by disputes which were caused by the refusal of employers to grant increases in wages. The question of reduction of hours of work also caused a heavy loss in working days. The dispute which was responsible for the greater part of this loss was that in which marine stewards were involved.

7. **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 attaining 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 results 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 demand, are generally "Indefinite," except when the stoppage is entered upon partially to enforce a demand in which they might ultimately benefit.

(i.) *Results of Industrial Disputes, Commonwealth, 1913-1920.* The following table shews the number of disputes, number of workpeople involved, and the number of working days lost in disputes throughout the Commonwealth during the eight years 1913-1920, classified according to results:—

Industrial Disputes classified according to Results, Commonwealth, 1913-1920.

| YEAR | NO. OF DISPUTES | | | | NUMBER 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. |
| 1913 | 67 | 64 | 66 | 11 | 10,914 | 12,211 | 24,826 | 2,332 | 59,323 | 104,654 | 433,014 | 26,037 |
| 1914 | 118 | 98 | 110 | 11 | 21,224 | 18,242 | 30,396 | 1,187 | 129,995 | 110,810 | 829,265 | 11,316 |
| 1915 | 190 | 78 | 68 | 22 | 44,140 | 15,327 | 14,860 | 6,965 | 245,625 | 155,659 | 151,544 | 30,397 |
| 1916 | 223 | 178 | 84 | 23 | 70,588 | 26,670 | 23,206 | 40,129 | 886,010 | 253,084 | 476,302 | 63,534 |
| 1917 | 147 | 188 | 100 | 9 | 24,331 | 119,589 | 22,310 | 7,740 | 103,267 | 4,201,981 | 285,103 | 9,307 |
| 1918 | 92 | 100 | 93 | 13 | 13,780 | 15,908 | 23,739 | 2,922 | 101,207 | 177,223 | 280,045 | 22,378 |
| 1919 | 154 | 157 | 140 | 9 | 54,810 | 43,190 | 55,445 | 4,196 | 2,393,252 | 406,361 | 3,483,571 | 20,042 |
| 1920 | 183 | 109 | 168 | 4 | 30,399 | 61,947 | 62,811 | 409 | 180,345 | 911,156 | 777,175 | 3,389 |

It will be seen from the above table that, during the years 1913, 1914, 1915 and 1916, the disputes resulting in favour of workpeople exceeded those resulting in favour of employers. During 1917, 1918, 1919 and 1920, however, the position was reversed. A considerable number of disputes in each year resulted in a compromise, while certain disputes resulted in such a manner that they could not be definitely classed under any heading other than "Indefinite." The majority of these disputes are of short duration.

(ii.) *Industrial Disputes in Commonwealth, classified according to Causes and Results, 1920.*—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 year 1920, classified according to principal cause and result:—

Industrial Disputes, Classified according to Causes and Results, Commonwealth, 1920.

| CAUSE. | No. of Disputes. | | | | No. of Workpeople involved in Disputes. | | | | Total No. of Working Days Lost by Disputes. | | | |
|--|--------------------------|------------------------|-------------|-------------|---|------------------------|-------------|-------------|---|------------------------|-------------|-------------|
| | In Favour of Workpeople. | In Favour of Employer. | Compromise. | Indefinite. | In Favour of Workpeople. | In Favour of Employer. | Compromise. | Indefinite. | In Favour of Workpeople. | In Favour of Employer. | Compromise. | Indefinite. |
| Wages— | | | | | | | | | | | | |
| (a) For increase | 30 | 13 | 50 | 1 | 2,437 | 3,051 | 36,249 | 11 | 43,147 | 153,646 | 596,944 | 198 |
| (b) Against decrease | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| (c) Other wage questions | 39 | 33 | 24 | .. | 6,905 | 7,798 | 6,436 | .. | 20,311 | 26,004 | 54,904 | .. |
| Hours of Labour— | | | | | | | | | | | | |
| (a) For reduction | 5 | 10 | 1 | .. | 714 | 17,044 | 3,000 | .. | 5,258 | 517,200 | 12,000 | .. |
| (b) Other disputes re hours | 1 | 7 | 1 | .. | 260 | 1,698 | 179 | .. | 9,100 | 28,207 | 179 | .. |
| Trade Unionism— | | | | | | | | | | | | |
| (a) Against employment of non-unionists | 10 | 5 | 5 | .. | 1,653 | 447 | 652 | .. | 4,066 | 15,632 | 5,202 | .. |
| (b) Other union questions | 13 | 8 | 6 | .. | 4,371 | 2,086 | 1,077 | .. | 14,317 | 3,954 | 3,728 | .. |
| Employment of particular Classes or Persons | 45 | 57 | 32 | 1 | 7,977 | 12,211 | 5,855 | 120 | 43,242 | 67,661 | 18,192 | 120 |
| Working Conditions | 36 | 38 | 32 | .. | 5,640 | 8,715 | 6,849 | .. | 39,536 | 16,887 | 72,544 | .. |
| Sympathetic | .. | 1 | .. | 1 | .. | 1,250 | .. | 147 | .. | 70,000 | .. | 2,940 |
| Other Causes | 4 | 27 | 7 | 1 | 442 | 7,647 | 2,514 | 131 | 1,368 | 11,965 | 13,482 | 131 |
| Total | 183 | 199 | 168 | 4 | 30,399 | 61,947 | 62,811 | 409 | 180,345 | 911,156 | 777,175 | 3,389 |

NOTE.—For corresponding particulars for the years 1913-1919, see Labour Reports Nos. 5 to 10.

(iii.) *Results of Industrial Disputes in each State, 1920.*—The following table shews for each State and Territory the number of disputes, the number of workpeople involved, and the total number of working days lost through disputes which commenced during the year 1920, classified according to results :—

Industrial Disputes in each State, Classified according to Results, 1920.

| State or Territory. | No. of Disputes. | | | | No. of Workpeople Involved in Disputes. | | | | Total No. of Working Days lost by Disputes. | | | |
|------------------------|--------------------------|------------------------|-------------|-------------|---|------------------------|-------------|-------------|---|------------------------|-------------|-------------|
| | In favour of Workpeople. | In favour of Employer. | Compromise. | Indefinite. | In favour of Workpeople. | In favour of Employer. | Compromise. | Indefinite. | In favour of Workpeople. | In favour of Employer. | Compromise. | Indefinite. |
| New South Wales | 100 | 153 | 94 | 2 | 10,213 | 46,194 | 24,897 | 278 | 80,042 | 325,179 | 169,864 | 3,071 |
| Victoria | 16 | 13 | 24 | .. | 8,796 | 9,480 | 24,652 | .. | 9,657 | 352,227 | 421,402 | .. |
| Queensland | 20 | 15 | 16 | .. | 1,281 | 2,608 | 1,799 | 120 | 11,864 | 49,949 | 6,365 | 120 |
| South Australia | 20 | 10 | 0 | 1 | 1,941 | 2,579 | 1,288 | 11 | 29,861 | 182,055 | 20,238 | 198 |
| Western Australia | 21 | 3 | 21 | .. | 3,573 | 233 | 8,207 | .. | 30,417 | 344 | 115,879 | .. |
| Tasmania | 6 | 2 | 4 | .. | 595 | 873 | 288 | .. | 9,504 | 1,402 | 43,377 | .. |
| Northern Territory | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| Total, C'wealth | 183 | 199 | 168 | 4 | 30,399 | 61,947 | 62,811 | 409 | 180,345 | 911,156 | 777,175 | 3,389 |

The particulars in the foregoing table shew that during the year 1920, 199 disputes resulted in favour of the employers; 183 in favour of the workpeople, and 168 in a compromise. In New South Wales the majority of the disputes resulted in favour of the employers, while in the other States the results, according to numbers of disputes, favoured the employees. It will be noticed that 62,811 workpeople were involved in the 168 stoppages of work, which were classified under the heading "Compromise," as compared with 30,399 involved in disputes which resulted in favour of the workpeople, and 61,947 in disputes which ended in favour of the employers. In regard to working days lost by disputes, it will be seen that disputes which resulted in favour of the employers caused a greater loss than those which resulted in favour of the workpeople.

8. 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 Acts.
- (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 indicates 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 resummptions of work at collieries at the next shift, without any cause for the stoppages being necessarily made known officially to the management.

(i.) *Methods of Settlement of Industrial Disputes—Commonwealth, 1913-1920.*—In the following tables the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by industrial disputes during the eight years 1913-1920 are classified for the Commonwealth according to the adopted schedule of methods of settlement:—

Methods of Settlement of Industrial Disputes, Commonwealth, 1913-1920.

| Methods of Settlement. | 1913. | 1914. | 1915. | 1916. | 1917. | 1918. | 1919. | 1920. |
|---|------------|------------|------------|------------|------------|------------|------------|------------|
| NUMBER OF DISPUTES. | | | | | | | | |
| Negotiations— | | | | | | | | |
| Direct between employers and employees or their representatives | 119 | 247 | 254 | 319 | 234 | 171 | 291 | 380 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act | 17 | 11 | 29 | 34 | 38 | 21 | 35 | 25 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 19 | 7 | 3 | 9 | 12 | 20 | 38 | 33 |
| By reference to Board of Court | 22 | 17 | 5 | 10 | 13 | 14 | 5 | 8 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 4 | 5 | 2 | 6 | 3 | 8 | 9 | 8 |
| By Filling Places of Workpeople on Strike or Locked Out | 13 | 16 | 9 | 18 | 36 | 26 | 22 | 22 |
| By Closing down Establishment Permanently | 1 | 4 | 1 | 6 | 4 | 8 | 7 | 4 |
| By other Methods | 13 | 30 | 55 | 106 | 104 | 30 | 53 | 74 |
| Total | 208 | 337 | 358 | 508 | 444 | 292 | 460 | 554 |

NUMBER OF WORKPEOPLE INVOLVED.

| | | | | | | | | |
|---|---------------|---------------|---------------|----------------|----------------|---------------|----------------|----------------|
| Negotiations— | | | | | | | | |
| Direct between employers and employees or their representatives | 23,357 | 48,204 | 54,242 | 68,841 | 49,512 | 34,680 | 76,070 | 101,404 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act | 3,172 | 8,054 | 6,170 | 32,043 | 23,338 | 4,155 | 47,849 | 6,278 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 6,505 | 770 | 1,515 | 2,117 | 6,205 | 2,958 | 6,926 | 9,812 |
| By reference to Board of Court | 12,774 | 7,308 | 815 | 2,291 | 2,779 | 3,392 | 1,380 | 1,711 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 659 | 205 | 2,919 | 1,110 | 1,400 | 3,042 | 1,997 | 766 |
| By Filling Places of Workpeople on Strike or Locked Out | 658 | 620 | 295 | 413 | 17,780 | 1,933 | 2,202 | 2,141 |
| By Closing down Establishment Permanently | 170 | 86 | 200 | 150 | 434 | 539 | 401 | 182 |
| By other Methods | 2,988 | 5,793 | 15,220 | 63,718 | 72,342 | 5,741 | 20,766 | 33,772 |
| Total | 50,283 | 71,049 | 81,292 | 170,683 | 173,970 | 56,439 | 157,591 | 155,566 |

Methods of Settlement of Industrial Disputes, Commonwealth, 1913-1920—cont.

| Methods of Settlement. | 1913. | 1914. | 1915. | 1916. | 1917. | 1918. | 1919. | 1920. |
|--|---------|-----------|---------|-----------|-----------|---------|-----------|-----------|
| NUMBER OF WORKING DAYS LOST. | | | | | | | | |
| Negotiations— | | | | | | | | |
| Direct between employers and employees or their representatives .. | 94,400 | 803,790 | 384,425 | 563,828 | 551,484 | 222,846 | 632,269 | 827,985 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. | 26,335 | 128,231 | 56,126 | 812,763 | 863,896 | 37,444 | 5,370,655 | 217,916 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 187,871 | 4,256 | 20,537 | 31,696 | 159,799 | 57,559 | 94,557 | 69,436 |
| By reference to Board or Court .. | 221,769 | 120,685 | 15,418 | 48,022 | 48,352 | 151,472 | 8,460 | 19,236 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 2,105 | 1,421 | 26,883 | 20,697 | 33,306 | 23,289 | 74,018 | 34,205 |
| By Filling Places of Work-people on Strike or Locked Out .. | 14,139 | 4,402 | 1,533 | 9,060 | 908,596 | 35,298 | 46,029 | 160,562 |
| By Closing down Establishment Permanently .. | 20,400 | 3,646 | 19,600 | 2,776 | 11,392 | 4,270 | 5,737 | 12,919 |
| By other Methods .. | 56,509 | 23,955 | 58,703 | 190,088 | 2,022,743 | 48,975 | 67,501 | 529,806 |
| Total .. | 623,528 | 1,090,395 | 583,225 | 1,678,930 | 4,590,658 | 580,853 | 6,308,220 | 1,872,065 |

ESTIMATED LOSS IN WAGES.

| Methods of Settlement. | £ | £ | £ | £ | £ | £ | £ | £ |
|--|---------|---------|---------|---------|-----------|---------|-----------|-----------|
| Negotiations— | | | | | | | | |
| Direct between employers and employees or their representatives .. | 43,834 | 402,729 | 203,290 | 309,617 | 287,348 | 139,426 | 419,573 | 534,760 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. | 12,394 | 66,225 | 26,788 | 500,537 | 591,359 | 23,271 | 3,342,611 | 154,093 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 86,277 | 1,841 | 9,832 | 18,075 | 65,352 | 41,358 | 69,167 | 46,831 |
| By reference to Board or Court .. | 104,298 | 64,208 | 7,716 | 23,047 | 32,444 | 96,211 | 4,425 | 11,205 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 1,373 | 712 | 8,522 | 8,228 | 18,333 | 14,311 | 46,472 | 19,285 |
| By Filling Places of Work-people on Strike or Locked Out .. | 6,478 | 2,076 | 891 | 4,326 | 453,844 | 24,514 | 29,586 | 94,235 |
| By Closing down Establishment Permanently .. | 7,850 | 1,651 | 10,500 | 1,588 | 6,450 | 2,764 | 3,106 | 7,125 |
| By other Methods .. | 25,240 | 11,736 | 32,094 | 102,186 | 1,130,672 | 30,479 | 46,996 | 356,182 |
| Total .. | 287,739 | 551,228 | 299,633 | 967,604 | 2,594,808 | 372,334 | 3,951,936 | 1,223,716 |

In the above tables the methods of settlement of all disputes recorded during the past eight years are set out in comparative form. In all years it will be observed that direct negotiations between the employers and employees settled the majority of the disputes. During the year 1913, 57 per cent. of the total number of dislocations was settled in this manner as compared with 73 per cent. during 1914; 71 per cent. during 1915; 63 per cent. during 1916; 53 per cent. during 1917; 57 per cent. during 1918; 63 per cent. during 1919; and 69 per cent. during 1920. The numbers of dislocations which have been settled by compulsory conferences or the intervention and assistance of officials under State or Commonwealth Arbitration Acts have not varied greatly during the period under review. In connection with the comparatively large numbers of

disputes which are classified as having been settled "By other methods," it must be mentioned that a large number of stoppages of work occur each year, principally at the collieries, without any cause for such stoppages being brought officially under the notice of the employers or their representatives. Such stoppages usually last for one day, and work is resumed on the following morning without any negotiations for a settlement of the trouble which caused the stoppage.

(ii.) *Methods of Settlement of Industrial Disputes in each State and Territory, 1920.* In the following tables the number of disputes, number of workpeople involved, number of working days lost, and estimated loss in wages caused by industrial disputes commenced during the year 1920 are classified for each State and Territory according to the adopted methods of settlement :—

Methods of Settlement of Industrial Disputes in each State and Territory, 1920.

| Methods of Settlement. | N.S.W. | Vic. | Q'land | S.A. | W.A. | Tas. | N.T. | C'with |
|---|--------|------|--------|------|------|------|------|--------|
| NUMBER OF DISPUTES. | | | | | | | | |
| Negotiations— | | | | | | | | |
| Direct between employers and employees, or their representatives | 259 | 37 | 26 | 24 | 30 | 7 | .. | 380 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act | 13 | 2 | 1 | .. | 7 | 2 | .. | 25 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 16 | .. | 13 | 2 | 2 | .. | .. | 33 |
| By reference to Board or Court | .. | .. | 3 | 1 | 4 | .. | .. | 8 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | .. | 2 | 1 | 4 | .. | 1 | .. | 8 |
| By Filling Places of Workpeople on Strike or Locked out | 8 | 5 | 3 | 4 | 1 | 1 | .. | 22 |
| By Closing down Establishment permanently | .. | .. | 1 | 3 | .. | .. | .. | 4 |
| By other Methods | 56 | 7 | 7 | 2 | 1 | 1 | .. | 74 |
| Total | 349 | 53 | 55 | 40 | 45 | 12 | .. | 554 |

NUMBER OF WORKPEOPLE INVOLVED.

| | | | | | | | | |
|---|--------|--------|-------|-------|--------|-------|----|---------|
| Negotiations— | | | | | | | | |
| Direct between employers and employees, or their representatives | 57,243 | 29,585 | 2,706 | 2,815 | 8,743 | 312 | .. | 101,404 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act | 2,810 | 2,414 | 60 | .. | 745 | 449 | .. | 6,278 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | 6,953 | .. | 794 | 605 | 960 | .. | .. | 9,312 |
| By reference to Board or Court | .. | .. | 137 | 65 | 1,509 | .. | .. | 1,711 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference | .. | 290 | 72 | 282 | .. | 122 | .. | 766 |
| By Filling Places of Workpeople on Strike or Locked out | 734 | 359 | 117 | 902 | 6 | 23 | .. | 2,141 |
| By Closing down Establishment permanently | .. | .. | 25 | 157 | .. | .. | .. | 182 |
| By other Methods | 22,842 | 7,160 | 1,897 | 978 | 50 | 850 | .. | 33,772 |
| Total | 90,382 | 39,808 | 5,808 | 5,799 | 12,013 | 1,758 | .. | 155,566 |

Methods of Settlement of Industrial Disputes in each State and Territory, 1920—cont.

| Methods of Settlement. | N.S.W. | Vic. | Q'land. | S.A. | W.A. | Tas. | N.T. | C'with. |
|--|----------------|----------------|---------------|----------------|----------------|---------------|-----------|------------------|
| NUMBER OF WORKING DAYS LOST. | | | | | | | | |
| Negotiations— | | | | | | | | |
| Direct between employers and employees, or their representatives .. | 167,487 | 447,752 | 12,663 | 72,590 | 105,045 | 21,830 | .. | 827,085 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. | 105,964 | 90,894 | 4,860 | .. | 12,010 | 4,182 | .. | 217,918 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 49,643 | .. | 6,733 | 1,860 | 11,200 | .. | .. | 69,436 |
| By reference to Board or Court .. | .. | .. | 398 | 1,495 | 17,343 | .. | .. | 19,236 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | .. | 6,151 | 72 | 1,122 | .. | 26,860 | .. | 34,205 |
| By Filling Places of Work-people on Strike or Locked out .. | 9,564 | 35,709 | 451 | 114,250 | 36 | 552 | .. | 160,562 |
| By Closing down Establishment permanently .. | 254,408 | 202,780 | 75 | 12,844 | .. | 850 | .. | 12,919 |
| By other Methods .. | .. | .. | 43,046 | 28,232 | 400 | .. | .. | 528,806 |
| Total .. | 637,156 | 783,236 | 68,298 | 232,402 | 146,640 | 54,283 | .. | 1,872,066 |

ESTIMATED LOSS IN WAGES.

| Negotiations— | £ | £ | £ | £ | £ | £ | £ | £ |
|--|----------------|----------------|---------------|----------------|----------------|---------------|-----------|------------------|
| Direct between employers and employees, or their representatives .. | 142,399 | 237,967 | 9,608 | 50,242 | 80,700 | 13,844 | .. | 534,760 |
| By intervention or assistance of distinctive third party—not under Commonwealth or State Industrial Act .. | 85,852 | 54,109 | 3,475 | .. | 8,327 | 2,330 | .. | 154,003 |
| Under State Industrial Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | 31,765 | .. | 5,248 | 1,270 | 8,550 | .. | .. | 46,831 |
| By reference to Board or Court .. | .. | .. | 301 | 830 | 10,074 | .. | .. | 11,205 |
| Under Commonwealth Conciliation and Arbitration Act— | | | | | | | | |
| By intervention, assistance or compulsory conference .. | .. | 3,461 | 84 | 810 | .. | 14,930 | .. | 19,285 |
| By Filling Places of Work-people on Strike or Locked out .. | 7,248 | 23,869 | 245 | 62,449 | 24 | 400 | .. | 94,235 |
| By Closing down Establishment permanently .. | 165,724 | 145,838 | 50 | 7,075 | .. | 858 | .. | 7,125 |
| By other Methods .. | .. | .. | 25,934 | 17,650 | 380 | .. | .. | 358,182 |
| Total .. | 432,988 | 465,244 | 44,948 | 140,326 | 108,055 | 32,160 | .. | 1,223,716 |

It will be seen from the above tables that 380 disputes during the year 1920 were settled by direct negotiations between employers and employees or their representatives. In New South Wales, 256 or 73 per cent. of the total number of disputes in that State during the twelve months, were settled by this method, while in Victoria, Queensland, South Australia, and Tasmania this method of settlement was the most frequent. It will be noticed that, in Queensland, 13 disputes were settled by intervention or by compulsory conference under the State Arbitration Act, while 3 dislocations were settled by referring the matters in dispute to the State Industrial Court. Twenty-two disputes

during the year were terminated by filling the places of the workpeople who ceased work. Of the 74 dislocations which are classified as having been settled by "other methods" it will be seen that 56 occurred in New South Wales. The majority of these disputes involved employees at the collieries, and lasted one day.

9. **Industrial Disputes, Commonwealth—Number and Magnitude during Calendar Years 1913 to 1920.**—In the following table particulars are given of the number of industrial disputes, the number of workpeople involved, and the losses in working days and wages caused by disputes during each calendar year 1913 to 1920, classified according to industrial groups:—

Industrial Disputes, Commonwealth.—Number and Magnitude according to Industrial Groups during each Calendar Year 1913-1920.

| Calendar Year. | Manu- facturing. (Groups I. to VI.). | Buildng. (Group VII.). | Mining. (Group VIII.). | Transport, Land & Sea. (Groups IX. to XI.). | Miscel- laneous. (Groups XII. to XIV.). | ALL GROUPS. |
|---------------------------------------|---|------------------------------|------------------------------|--|--|----------------|
| NUMBER OF DISPUTES. | | | | | | |
| 1913 | 37 | 10 | 103 | 38 | 22 | 208 |
| 1914 | 61 | 16 | 186 | 40 | 34 | 337 |
| 1915 | 67 | 8 | 204 | 54 | 25 | 358 |
| 1916 | 99 | 15 | 240 | 85 | 69 | 508 |
| 1917 | 104 | 6 | 200 | 77 | 67 | 444 |
| 1918 | 77 | 11 | 135 | 31 | 44 | 298 |
| 1919 | 94 | 12 | 231 | 67 | 56 | 460 |
| 1920 | 89 | 17 | 316 | 75 | 57 | 554 |
| 1913 to 1920 | 628 | 95 | 1,815 | 465 | 364 | 3,167 |
| NUMBER OF WORKPEOPLE INVOLVED. | | | | | | |
| 1913 | 5,175 | 232 | 33,537 | 9,049 | 2,290 | 50,283 |
| 1914 | 13,017 | 4,321 | 45,735 | 3,258 | 1,670 | 71,040 |
| 1915 | 15,180 | 301 | 54,815 | 3,550 | 2,946 | 81,292 |
| 1916 | 15,482 | 751 | 95,512 | 9,366 | 49,572 | 170,683 |
| 1917 | 32,058 | 408 | 69,519 | 60,975 | 11,015 | 173,970 |
| 1918 | 10,472 | 685 | 35,149 | 6,507 | 3,620 | 56,439 |
| 1919 | 19,550 | 2,810 | 86,607 | 36,386 | 12,238 | 157,591 |
| 1920 | 21,092 | 6,527 | 81,043 | 15,043 | 31,861 | 155,566 |
| 1913 to 1920 | 132,026 | 16,030 | 504,467 | 149,132 | 115,218 | 916,873 |
| NUMBER OF WORKING DAYS LOST. | | | | | | |
| 1913 | 61,384 | 2,303 | 389,854 | 121,034 | 47,960 | 622,535 |
| 1914 | 195,838 | 140,881 | 582,967 | 56,186 | 17,281 | 993,153 |
| 1915 | 128,719 | 801 | 460,801 | 59,286 | 33,353 | 682,960 |
| 1916 | 339,530 | 23,913 | 961,775 | 104,217 | 215,318 | 1,644,753 |
| 1917 | 845,557 | 8,084 | 1,317,600 | 2,374,474 | 143,601 | 4,689,316 |
| 1918 | 217,425 | 3,602 | 215,573 | 38,922 | 64,071 | 639,593 |
| 1919 | 272,405 | 124,003 | 1,826,694 | 1,898,900 | 181,736 | 4,303,738 |
| 1920 | 367,296 | 103,373 | 1,944,038 | 626,826 | 545,734 | 3,587,267 |
| 1913 to 1920 | 2,428,154 | 406,960 | 7,699,302 | 5,279,845 | 1,249,054 | 17,063,315 |
| ESTIMATED LOSS IN WAGES. | | | | | | |
| 1913 | £ 29,703 | £ 1,171 | £ 182,724 | £ 61,005 | £ 16,498 | £ 288,101 |
| 1914 | 96,461 | 72,735 | 293,722 | 30,178 | 7,379 | 500,475 |
| 1915 | 56,519 | 462 | 244,943 | 32,408 | 15,810 | 350,142 |
| 1916 | 177,361 | 13,197 | 587,163 | 51,532 | 115,635 | 944,788 |
| 1917 | 467,292 | 4,592 | 937,308 | 1,156,079 | 74,464 | 2,641,735 |
| 1918 | 131,811 | 2,235 | 146,879 | 21,298 | 43,114 | 345,134 |
| 1919 | 167,502 | 73,643 | 1,280,265 | 977,494 | 119,024 | 2,618,828 |
| 1920 | 215,057 | 70,006 | 1,418,193 | 357,786 | 309,345 | 2,370,387 |
| 1913 to 1920 | 1,340,706 | 237,951 | 5,090,994 | 2,689,780 | 700,169 | 10,059,600 |