

**Estimated Relative Productive Activity in Commonwealth for the Years specified, 1871 to 1921.**

Year.	I.		II.	III.		IV.
	Estimated Value of Production.		Relative Value of Production per head Year 1911 = 1,000.	(a) Wholesale Price-Index-Number Year 1911 = 1,000.	(b) Production Price-Index-Number Year 1911 = 1,000.	Estimate Relative Productive Activity per head Index-Numbers Year 1911 = 1,000.
	(a) Total. (000 omitted.)	(b) Per Head of Population.				
	£	£				* †
1871 ..	46,700	27.46	665	1,229	..	541 ..
1881 ..	71,116	30.83	747	1,121	..	666 ..
1891 ..	96,087	29.65	718	945	..	760 ..
1901 ..	114,585	29.98	726	974	..	745 ..
1906 ..	147,043	35.94	871	948	..	919 ..
1907 ..	166,042	39.90	967	1,021	..	947 ..
1908 ..	164,934	38.97	944	1,115	1,073	847 880
1909 ..	174,195	40.29	976	993	1,000	983 976
1910 ..	187,741	42.43	1,028	1,003	969	1,025 1,061
1911 ..	188,595	41.28	1,000	1,000	1,000	1,000 1,000
1912 ..	206,748	43.68	1,058	1,170	1,108	904 955
1913 ..	218,103	44.77	1,085	1,088	1,050	997 1,033
1914 ..	209,495	42.40	1,027	1,149	1,266	894 811
1915 ..	251,620	51.02	1,236	1,604	1,425	771 867
1916 ..	270,411	55.47	1,344	1,504	1,498	894 897
1917 ..	283,629	57.47	1,392	1,662	1,605	838 867
1918 ..	298,669	59.37	1,438	1,934	1,765	744 815
1919-20 ..	348,183	66.36	1,603	2,312	2,110	696 762
1920-21 ..	402,208	75.04	1,818	2,269	2,091	801 869

\* Relative Production per head if computed by application of Wholesale Price Index-numbers.

† Relative Production per head (computed by application of Production Price Index-numbers, the basis being indicated in Production Bulletin No 13).

## SECTION XI.—OPERATIONS UNDER ARBITRATION AND WAGES BOARD ACTS.

1. **General.**—Particulars regarding operations under the Commonwealth Arbitration Acts and the various State Acts for the regulation of wages and hours and conditions of labour, shewing the number of boards authorised and constituted, also those which had and which had not made any award or determination in each State, the number and territorial scope of awards or determinations, and the number of industrial agreements, in force, were first compiled to the 31st December, 1913.\*

These particulars have from time to time been revised, and reviews to the end of approximately quarterly periods have been published in the periodical Labour Bulletins and Quarterly Summaries to the 31st December, 1921.

2. **Awards and Determinations Made and Industrial Agreements Filed.**—The following tabular statement gives particulars of the number of awards and determinations made and industrial agreements filed, excluding variations, in each State and under the Commonwealth Statutes during each quarter of the years 1917 to 1921.† Determinations made by the Commonwealth Public Service Arbitrator under the provisions of the Arbitration (Public Service) Act, 1920, are shewn for the year 1921. The first of these determinations was made during June of that year.

\* Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 14, pages 910 to 913.

† Corresponding figures for the years 1914 to 1916, were published in Labour Report, No. 9, p. 108.

**Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1917 to 1921.**

State.	1st Quarter.		2nd Quarter.		3rd Quarter.		4th Quarter.		Whole Year.	
	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.	Awards or Determinations made.	Agreements Filed.
1917.										
N.S. Wales .. .. .	35	14	23	11	31	7	19	11	108	43
Victoria .. .. .	18	3	19	12	22	16	6	11	65	42
Queensland .. .. .	15	1	9	11	21	1	21	2	63	33
S. Australia .. .. .	13	1	11	2	11	3	4	2	39	28
W. Australia .. .. .	1	1	2	11	3	3	2	2	7	4
Tasmania .. .. .	1	1	10	5	12	9	10	56	33	136
Commonwealth .. .. .	1	65	10	5	12	9	10	56	33	136
<b>TOTAL</b> .. .. .	<b>83</b>	<b>83</b>	<b>71</b>	<b>39</b>	<b>100</b>	<b>41</b>	<b>65</b>	<b>88</b>	<b>319</b>	<b>251</b>
1918.										
N.S. Wales .. .. .	18	8	25	6	21	14	33	12	97	39
Victoria .. .. .	13	12	12	20	20	31	17	6	74	61
Queensland .. .. .	9	12	35	24	20	19	55	1	125	10
S. Australia .. .. .	3	2	2	5	7	2	17	1	29	26
W. Australia .. .. .	4	7	1	3	3	9	1	7	15	22
Tasmania .. .. .	2	3	3	6	6	4	1	51	22	213
Commonwealth .. .. .	3	5	5	6	4	151	10	51	22	213
<b>Total</b> .. .. .	<b>52</b>	<b>34</b>	<b>83</b>	<b>43</b>	<b>87</b>	<b>136</b>	<b>151</b>	<b>77</b>	<b>373</b>	<b>349</b>
1919.										
N. S. Wales .. .. .	20	10	35	12	32	10	45	16	132	48
Victoria .. .. .	21	17	17	13	13	18	18	13	69	20
Queensland .. .. .	18	22	22	4	23	7	69	13	127	25
S. Australia .. .. .	9	5	8	19	2	15	2	2	51	37
W. Australia .. .. .	3	3	3	1	16	2	11	6	21	160
Tasmania .. .. .	6	4	2	5	5	6	10	100	21	160
Commonwealth .. .. .	3	13	2	3	6	44	10	100	21	160
<b>TOTAL</b> .. .. .	<b>77</b>	<b>33</b>	<b>91</b>	<b>28</b>	<b>104</b>	<b>79</b>	<b>155</b>	<b>142</b>	<b>427</b>	<b>282</b>
1920.										
N.S. Wales .. .. .	19	17	52	6	38	12	30	29	139	64
Victoria .. .. .	48	23	23	18	18	31	31	125	125	23
Queensland .. .. .	42	14	44	6	46	36	3	183	74	11
S. Australia .. .. .	10	8	8	3	25	2	6	2	7	85
W. Australia .. .. .	19	18	18	12	12	2	16	2	54	183
Tasmania .. .. .	21	9	9	15	9	9	21	32	32	183
Commonwealth .. .. .	5	66	8	37	2	17	21	32	32	183
<b>TOTAL</b> .. .. .	<b>145</b>	<b>116</b>	<b>140</b>	<b>120</b>	<b>144</b>	<b>35</b>	<b>156</b>	<b>75</b>	<b>504</b>	<b>346</b>
1921.										
N.S. Wales .. .. .	16	12	24	6	19	14	40	8	99	40
Victoria .. .. .	27	3	49	5	18	8	12	106	16	16
Queensland .. .. .	25	3	28	5	20	3	3	76	28	28
S. Australia .. .. .	5	3	8	27	2	30	23	7	20	3
W. Australia .. .. .	13	2	11	2	0	3	4	17	34	315
Tasmania .. .. .	1	10	14	1	258	9	17	10	10	442
Commonwealth .. .. .	3	26	21	1	2	7	17	10	10	442
Com. Pub. Ser. Arbitrator .. .. .	..	..	1	..	2	..	..	..	..	..
<b>TOTAL</b> .. .. .	<b>77</b>	<b>67</b>	<b>143</b>	<b>36</b>	<b>94</b>	<b>294</b>	<b>108</b>	<b>55</b>	<b>422</b>	<b>442</b>

\* Including 56 separate agreements made between the Australian Saddlery and Leather Workers Trades Employees' Federation and various employers. † Including 140 separate agreements (Federated Engine Drivers' and Firemen's Association). ‡ Including 37 separate agreements (Federated Coopers' Association). § Including 29 separate agreements (Federated Engine Drivers' and Firemen's Association). ¶ Including 68 separate agreements (Federated Engine Drivers' and Firemen's Association). \*\* Including 29 separate agreements (Federated Engine Drivers' and Firemen's Association). †† Including 33 separate agreements (Wool and Basil Workers Federation), and 33 (Amalgamated Food Preserving Employees' Union). ‡‡ Including 16 separate agreements (Bank Officials' Association). §§ Including 128 separate agreements (Australian Insurance Staffs' Federation) and 115 (Australian Journalists' Association).

Owing to the prevailing drought conditions and the advent of war during the year 1914, varying restrictive measures were introduced either for the suspension or curtailment of the operations of industrial tribunals in each of the States.\* The number of awards and determinations made by Commonwealth and State tribunals throughout the Commonwealth during 1914 was 208, and the number of industrial agreements filed totalled 130. The restrictions were most effective in New South Wales, Victoria, and Queensland during the fourth quarter of 1914 and the first quarter of 1915. During the second quarter of 1915 the restrictions referred to were somewhat relaxed in New South Wales and Queensland, and early in the third quarter operations gradually assumed normal conditions in all the States. During the third and fourth quarters of 1915 greater activity was evidenced in each State, and the number of awards and determinations made by industrial tribunals exceeded those made during any similar period of the two years. The total number of awards and determinations made during the year 1915 was 274, while industrial agreements numbering 243 were filed.

Industrial tribunals were active during the years 1916 to 1920, due mainly to applications for review of existing awards and determinations, owing to the continued increase in the cost of living. During this period, also, awards were made for many industries and callings not previously subject to industrial award or agreement. This feature was most noticeable in Queensland and New South Wales, where arbitration has been extended to employees of the State Public Service.

During 1921 this activity of industrial tribunals continued, although the number of awards (422) made during the year shews a decrease when compared with the number (594) made during 1920, in which year the number is the highest recorded for any annual period since 1914, when these particulars were first compiled. As compared with 1920 (346), the number of industrial agreements (442) filed during the period under review shews a substantial increase, and is, in fact, higher than for any prior year. It is pointed out in connection with the reduction which has taken place during the past three years in the number of agreements filed in Queensland, that many industries formerly regulated by industrial agreements are now covered by awards of the State Court. It will be observed that the awards made in Western Australia during the past three years shew a decrease as compared with 1918, and the industrial agreements a large increase. Many of these agreements have been made "common rules" by order of the Court of Arbitration, and in consequence have the effect of an award of the Court, binding all employers and workers engaged in the industries within the localities specified in the agreements, whether members of an industrial union or association or not. Industrial agreements filed during the year under the provisions of the Commonwealth Conciliation and Arbitration Acts 1904-1921, numbered 315, the highest yet recorded.

The figures in the preceding table are exclusive of variations of awards, a large number of which are made each year. The total variations made by the State and the Commonwealth Courts, Wages Boards, and the Commonwealth Public Service Arbitrator during 1921 numbered

\* A brief account of the effect of these restrictions was given in "Labour Bulletin" No. 9 (pp. 62-4)

495, as compared with 581 in 1920, and were distributed as follows :— New South Wales 275, Queensland 180, Commonwealth Court 36, South Australia 2, and the Commonwealth Public Service Arbitrator 2. In New South Wales the majority of variations were in respect of rates of wage only, and were mainly a consequence of the annual declaration of the living wage by the Board of Trade. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, so that the numbers shown in the table for these States represent the new determinations and variations made during the periods.

**3. Boards Authorised and Awards, Determinations, and Agreements in Force.**—In the following table particulars are given for all States, excepting Western Australia, of the number of boards authorised and constituted, and, including operations under the Commonwealth and the Western Australian Arbitration Acts, of the number of awards, determinations, and industrial agreements in force in all States at the 31st December, 1913, and at approximately quarterly intervals during the succeeding eight years.

It will be observed that considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions took place during eight years ending 31st December, 1921. Including the operations under the Commonwealth Arbitration Acts\* and of the Western Australian Industrial Arbitration Court, 472 additional awards or determinations were in force at the end of 1921. The number of industrial agreements† made and in force under the various Acts increased during the eight years under review by 821.

The total number of awards of Industrial and Arbitration Courts and determinations of Wages Boards in force throughout the Commonwealth at the end of December, 1921, was 1047, while the number of industrial agreements filed under the provisions of the various State and Commonwealth Acts at the same date was 1222.

There is a wide difference in the various provisions in the industrial Acts in the several States in regard to the terms for which awards, determinations and agreements may be made. In Labour Report No. 10 (pp. 105 to 107) an account was given of the provisions of the various Acts with respect to this matter.

---

\* The Commonwealth Conciliation and Arbitration Act 1904-21, and the Arbitration (Public Service) Act 1920.

† The registration of industrial agreements is not provided for under the Act in force in Victoria, but such agreements may be registered and filed under the provisions of the Commonwealth Conciliation and Arbitration Act.

Particulars of Boards, and of Awards, Determinations and Industrial Agreements in Force at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1921.\*

Dates.	Boards Authorised.	Boards Constituted.	Boards which had made Awards or Determinations	Awards or Determinations in Force†	Industrial Agreements in Force.
31st Dec., 1913 .. ..	505	501	387	575§	401
30th April, 1914 .. ..	525	509	422	575	415
30th June, 1914 .. ..	537	523	457	584	429
30th Sept., 1914 .. ..	549	539	474	599	409
31st Dec., 1914 .. ..	553	544	478	576‡	389
31st March, 1915 .. ..	560	551	486	589	371
30th June, 1915 .. ..	568	557	495	638	481
30th Sept., 1915 .. ..	582	570	495	644	498
31st Dec., 1915 .. ..	573¶	554¶	498	663	546
31st March, 1916 .. ..	580	558	495	651	553
30th June, 1916 .. ..	589	571	512	678	581
30th Sept., 1916 .. ..	591	573	519	683	596
31st Dec., 1916 .. ..	594	572	525	706	609
31st March, 1917 .. ..	475**	470**	529	722	666
30th June, 1917 .. ..	476	471	530	714	663
30th Sept., 1917 .. ..	478	473	441††	734	666
31st Dec., 1917 .. ..	478	473	442	744	732
31st March, 1918 .. ..	478	473	444	767	722
30th June, 1918 .. ..	478	473	445	799	722
30th Sept., 1918 .. ..	480	475	445	843	812
31st Dec., 1918 .. ..	267††	260††	445	866	833
31st March, 1919 .. ..	488	483	453	888	848
30th June, 1919 .. ..	489	484	456	915	845
30th Sept., 1919 .. ..	492	485	463	932	739
31st Dec., 1919 .. ..	505	498	465	942	843
31st March, 1920 .. ..	508	502	471	935	923
30th June, 1920 .. ..	523	518	490	970	1,011
30th Sept., 1920 .. ..	527	521	486	1,008	1,005
31st Dec., 1920 .. ..	475‡‡	470‡‡	440‡‡	1,041	972
31st March, 1921 .. ..	481	442	395(a)	1,043	993
30th June, 1921 .. ..	535	475	411	1,067	957
30th Sept., 1921 .. ..	566	554	440	1,091	1,206
31st Dec., 1921 .. ..	569	557	479	1,047(b)	1,222

\* Details for each quarter have already been published in Labour Bulletins, in Labour Reports Nos. 5 to 11, and in Quarterly Summaries.

† Including awards made by Arbitration Courts and the Commonwealth Public Service Arbitrator.

‡ Owing to certain restrictions being imposed on the operations of Industrial Boards in each State, a number of awards which expired in New South Wales during these periods were not immediately reviewed.

§ Excluding awards or determinations which expired in New South Wales (under the Act of 1908) on 31st December, 1913.

¶ Owing to a number of Awards made under the N.S.W. Industrial Disputes Act (1908) being still in force, the Boards constituted for such Industries under the Industrial Arbitration Act (1912) had not made any awards.

¶ See remarks with respect to re-authorisation of Boards in New South Wales, Labour Bulletin No. 12, p. 47.

\*\* Reduction in the number of Boards authorised and constituted, is due to the dissolution of all Boards appointed under the Queensland Industrial Peace Act 1912.

†† Exclusive of Queensland Boards appointed under the Industrial Peace Act 1912. The work of these Boards is now undertaken by the Court of Arbitration constituted under the Industrial Arbitration Act of 1916.

‡‡ On the 13th December, 1918, an order was made by the New South Wales Court of Industrial Arbitration recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 18th February, 1919, such Boards were constituted.

§§ Reduction in the number of Boards authorised, etc., is due to the dissolution on the 9th December, 1920 by the Industrial Code, 1920, of Wages Boards in South Australia appointed under the Factories Acts 1907 to 1915. Provision is made in the Industrial Code, 1920, for the appointment of Industrial Boards.

(a) All Wages Boards in Tasmania, constituted under the Wages Boards Act 1910, as amended, were abolished on the 1st January, 1921, by the Wages Boards Act 1920. The 1920 Act contains provision for the appointment of Wages Boards.

(b) Explanation of this reduction will be found on p p. 118-119.

From the particulars set out in the following table, ready comparison can be made with respect to the progress in each of the States during the years specified regarding the number of Industrial and Wages Boards operating, and the number of awards, determinations, and industrial agreements in force at the end of each annual period.

**Boards Authorised and Constituted, Awards, Determinations and Agreements in Force at 31st December, in each of the Years 1913, 1920 and 1921.\*\***

Particulars.	At 31st Dec.	Commonwealth.			Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
		Court.	Pub. Ser. Arb.	N.S.W.						
<b>Boards Authorised, etc.*</b>										
Boards authorised	{ 1913 .. .. .			216†	135	75	56	..	23	505
	{ 1920 .. .. .			285	161	..	2††	..	47	475
	{ 1921 .. .. .			278	170	..	76	..	50	569
Boards constituted	{ 1913 .. .. .			223†	132‡	74	51	..	21	601
	{ 1920 .. .. .			265	169	..	2††	..	44	470
	{ 1921 .. .. .			273	168	..	76	..	40	567
Boards which have made Awards or Determinations	{ 1913 .. .. .			123	123	74	47	..	19	386
	{ 1920 .. .. .			245	150	..	2††	..	43	440
	{ 1921 .. .. .			254	157	..	51	..	44	470
<b>Awards and Determinations—</b>										
Awards and Determinations in force	{ 1913 .. .. .	17	..	265	127	73	54	18	21	575
	{ 1920 .. .. .	108‡	..	359	155	212	100	64	45	1,041
	{ 1921 .. .. .	99	22	314(a)	161	203	111	84	48	1,047
<b>State Awards and Determinations—</b>										
Applying to Whole State	{ 1913 .. .. .			32	8	3	..	..	15	68
	{ 1920 .. .. .			31	30	44	1	5	43	154
	{ 1921 .. .. .			38	37	57	3	6	41	181
Applying to Metropolitan area	{ 1913 .. .. .			58	..	28	58	13	1	153
	{ 1920 .. .. .			106	1	56	72	46	..	281
	{ 1921 .. .. .			85	1	54	81	56	..	277
Applying to Metropolitan and Country areas	{ 1913 .. .. .			49	106	1	..	1	5	161
	{ 1920 .. .. .			133	114	43	5	2	2	299
	{ 1921 .. .. .			128	112	35	5	3	5	288
Applying to Country areas	{ 1913 .. .. .			126	14	41	1	4	..	186
	{ 1920 .. .. .			89	10	69	22	11	..	201
	{ 1921 .. .. .			63	11	62	22	20	2	180
<b>Commonwealth Court Awards</b>										
Awards in force in each State	{ 1913 .. .. .			13	17	15	16	9	13	..
	{ 1920 .. .. .			71	77	50	69	48	62	..
	{ 1921 .. .. .			68	67	33	59	34	50	..
<b>Commonwealth Public Service Arbitrator</b>										
Determinations in force in each State	1921 .. .. .			21	20	20	21	21	19	..
<b>Industrial Agreements</b>										
In force	{ 1913 .. .. .	228	..	75	..	5	11	82	..	401
	{ 1920 .. .. .	673	..	107	..	56	31	105	..	972
	{ 1921 .. .. .	922	..	108	..	44	39	106	3	1,222
<b>Commonwealth Agreements in force in each State</b>	{ 1913 .. .. .			132	129	68	62	57	61	..
	{ 1920 .. .. .			220	305	57	71	87	107	..
	{ 1921 .. .. .			208	504	61	103	70	118	..
<b>Number of Persons working under State Awards and Determinations (estimated)</b>	1921 .. .. .			275,000	171,000	100,000	27,000	35,000	15,000	623,000

\* The figures for New South Wales are exclusive of Demarcation Boards. † Including boards which were subsequently dissolved, owing to alteration in the sectional arrangement of industries and callings. ‡ Including one board subsequently superseded by three boards. || Omitting a number of awards which expired on the 31st December, 1913. \*\* For particulars relating to the years 1914 to 1919, see Labour Report No. 9, p. 113 and No. 10, p. 108. †† Wages Boards appointed under the Factories Acts, 1907 to 1915, with the exception of those which had any matter part heard, were dissolved by the Industrial Code, 1920, on the 9th December, 1920. Provision is made in the new Act for the appointment of Industrial Boards. ‡‡ Excluding awards made by the Court under the Arbitration (Public Service) Act 1911, which for the purposes of the Arbitration (Public Service) Act, 1920 are deemed to be determinations of the Commonwealth Public Service Arbitrator. §§ All Wages Boards constituted under the Wages Boards Act 1910, as amended, were abolished on the 16th January, 1921 by the Wages Board Act, 1920. The particulars shown relate to Boards appointed under the latter Act. (a) Explanation of this reduction will be found on pp. 113-119.

Information as to the main provisions of the various Industrial Acts then in force throughout the Commonwealth was given in Labour Bulletin No. 1. In later issues, brief reviews have also been furnished respecting new legislation of an industrial character, as well as information respecting noteworthy pronouncements or procedure by industrial tribunals, and any special application or conditions of the terms of awards or determinations. In this Report, brief particulars are given regarding new industrial legislation and special reports and tribunals connected with industrial matters during the year 1921.

(1) *New South Wales*.—During the year 1921 four principal awards and two variations thereof were made by Industrial Boards (Broken Hill), while 95 awards and 273 variations were made by the Court of Industrial Arbitration. Of the 273 variations, 128 were made during the fourth quarter of the year, the majority providing for decreases in rates of wage in accordance with the declaration of the Board of Trade of a living wage of 82s. per week. The work of the Court has increased considerably since 1917, as it has, in pursuance of Section 14 of "Industrial Arbitration Act 1912, as amended" been exercising the functions of Industrial Boards, with the exception of one constituted for industries (other than mining and smelting) in the County of Yancowinna (Broken Hill).

The number of Industrial Boards in existence at the close of the year was 273, an increase of 8 over the preceding year. Eight new boards were authorised and constituted during the period under review for the following industries or callings:—(a) General Division Officers of the Public Service, (b) porcelain enamellers in the State excluding the County of Yancowinna, (c) solicitors' clerks in the same area, (d) plaster of paris makers in the County of Cumberland, (e) asbestos sheet makers in the State excluding the County of Yancowinna, (f) stock inspectors in the State, (g) professional officers of the Sydney Harbour Trust and (h) commercial artists in the State excluding the County of Yancowinna.

The constitutions of seven Boards were also varied during the twelve months.

Notice of intention to constitute a conciliation committee for the following employees was gazetted during March 1921:—Tinsmiths, canister-makers, and sheet-iron workers, sheet metal workers, tin box makers, and in connection with such industries, oxy-acetylene welders in the State of New South Wales, excluding the County of Yancowinna (with certain exceptions).

The Board of Trade made several living wage declarations during 1921. On the 3rd March, after consideration of the cost of living in the Broken Hill district, living wages were declared for adult males and adult females in the County of Yancowinna. As a result of these declarations the living wage for adult males throughout the State of New South Wales was 85s. per week, 14s. 2d. per day, or 1s. 9½d. per hour, and for adult females in the same area, 43s. per week, 7s. 2d. per day, or 10½d. per hour. On 8th October the Board made a declaration of 82s. per week, 13s. 8d. per day, or 1s. 8½d. per hour, as the living wage to be paid to adult males throughout the State excepting the County of Yancowinna. This represents a 3s. per week decrease on the declared wage of 1920. Regulations giving immediate effect to this reduced wage were not gazetted, as was the case in 1920, when the wage was increased from 77s. to 85s.,

and many applications have been made to the Court of Industrial Arbitration to vary awards in accordance with the declaration of the Board of Trade. A new living wage declaration of 41s. per week for adult females in the State excluding the County of Yancowinna was made on the 22nd December, and represents a decrease of 2s. per week. As in the case of the male wage, regulations were not gazetted, and in order to secure the benefit of the reduced wage it was necessary for employers to make application to the Court for variations of awards. The first declaration of a living wage for rural occupations was made by the Board on the 20th October. The declaration provides that the living wage to be paid to adult male employees engaged in rural occupations in the State of New South Wales (excepting the County of Yancowinna) shall be 66s. per week, or 11s. per day. It is further provided that the following deductions may be made from such wage for board or residence or board and residence :—For residence comprising a separate house of three rooms or more 12s., for residence comprising less than three rooms 5s., for board and residence 24s., and for board without residence 19s. Regulations giving effect to this declaration were gazetted on the 18th November, and contained also provisions relating to the issue by the Industrial Registrar or other persons appointed by the Board of Trade of permits to aged, infirm, slow, etc., workers to work for less than the declared living wages. All Clerks of Petty Sessions and Acting Clerks of Petty Sessions were, on the 24th November, appointed by the Board as persons to whom application may be made for permits. Since the appointment of the Board of Trade in 1918, the movement of the male living wage for occupations, other than rural, has been as follows :—60s. in 1918, 77s. in 1919, 85s. in 1920, and 82s. in 1921, and in the adult female living wage, 30s. in 1918, 39s. in 1919, 43s. in 1920, and 41s. in 1921.

The special court of enquiry constituted by one of the judges of the Court of Industrial Arbitration sitting with or without assessors, in accordance with the "Eight Hours (Amendment) Act 1920," dealt with many applications from industrial unions for reduction in the hours of labour, and made reports and recommendations to the Minister for Labour. As a result the 44 hour working week has been applied to a large number of industries.

In the preceding table it will be observed that the number of awards (314) in force in New South Wales at the 31st December, 1921, shews a large decrease as compared with the number (359) in force at the same date in 1920. The explanation is to be found in the following extract from the "Compendium of Awards and Industrial Agreements in Force, 31st December, 1921," issued by the New South Wales Department of Labour :—

"From the argument of counsel and the remarks of His Honor Judge Curlew in the appeal *Nugent v. McTavish* (Transcript Vols. 94 and 95) it evidently appears that His Honor is of opinion that under the Industrial Arbitration (Amendment) Act, 1918, awards in operation at the date of the passing of that measure are not continued in force until varied or rescinded by a later award, but that they operate for no longer than the period expressed in the award and pursuant to the law at the time at which they were made. Although the case when referred to the Full Court was decided on another point, there can be no doubt as to the



attitude of Curlewis, J. on the question. In the circumstances, therefore, such awards have been deleted from the present issue of the Compendium as not now being in force."

Sixty awards which were in force at the date of the passing of the Industrial Arbitration (Amendment) Act 1918 were deleted in consequence of the above.

(ii.) *Victoria*.—The number of determinations made by Wages Boards in this State during 1921 was 106, compared with 125 in 1920. Wages Boards authorised at the end of the year numbered 170, as against 161 in 1920. Thirteen Boards were authorised during the year and four superseded. The Shops Board No. 9 (Drapers' and Men's Clothing) superseded the Drapers' Board and the Men's Clothing Board; the Watchmen's Board superseded the Night Watchmen's Board, and the Shops Boards Nos. 19 (Confectionery, Pastry, Fruit and Vegetable), 20 (Florists), and 21 (Booksellers and News Agents), took over certain of the powers originally conferred on the Shops' Board No. 11 (Fourth Schedule), which is now defunct. The occupations covered for the first time by the other new Boards were as follow :—Boot repairers, lime burners, employees in tobacconists' shops, employees in boarding houses, cemetery employees, paint and colour makers, and certain shop employees not already covered by Wages Boards. The constitutions of eleven Boards were varied during the year. The first determinations of the Softgoods (Wholesale), Flock, Butchers' (Country), Shops No. 17 (Tobacconists), Lime Burners, Paint and Colour and Nickel Ware Wages Boards were issued during 1921.

In Section 9 of the Railways Classification Board Act 1921, it was provided that employees performing substantially the same class of work as persons for whom there is in force a Determination of a Wages Board under the Factories and Shops Acts, shall be paid not less than the minimum rates prescribed in such Determination. Since the issue of the last Labour Report, this section of the Act has been amended to the extent that any such grades of employees who by ballot have elected to be paid in accordance with awards of the Railways Classification Board, shall have their rates of pay determined accordingly by such Board.

During the past year, the Board has determined a number of disputes arising out of awards in existence, or in respect of the payment of Wages Board rates. No changes, however, have been made in the rates of salaries and wages, nor have any material alterations been made in other conditions of employment.

(iii.) *Queensland*.—In this State during 1921 the Court of Industrial Arbitration issued 76 new awards and varied 180 existing awards. Industrial agreements filed during the year numbered 16. Many of the 180 variations of awards were in respect of wage rates only in consequence of the increase in the basic wage of the Court to 85s. for adult males, and 43s. for adult females.

It will be noticed that the number of awards (208) in force at the close of the year 1921 is less than the number in force at December 1920. This is accounted for by the fact that the Court has continued its policy of consolidation of awards whenever possible, so that although the number of awards was less, more industries were covered by awards at the end of the year 1921.

(iv.) *South Australia*.—During the year 1921, 70 awards and 2 variations were made by the Industrial Court and Industrial Boards, and industrial agreements filed under the provisions of the State Act numbered 28

With the passing of the Industrial Code 1920, assented to on the 9th December, 1920, all Wages Boards appointed under the Factories Acts 1907 to 1915, with the exception of those which had any matter part heard, were dissolved. Two Wages Boards continued in existence after the passing of the Industrial Code, viz., the Stove, Oven Range and Safe-makers' Board, and the Millinery Board. At the 31st December, 1921, the first-named Board had been dissolved by proclamation, but the latter still remained in existence. At the close of the year Industrial Boards appointed pursuant to the provisions of the Industrial Code numbered 75, including many for industries not previously covered by Wages Boards, embracing Government and municipal employees. Although many of the Boards for Government employees have made determinations, pending the approval of Parliament, which is provided for in the Act, those have not been made operative. Appeals to the Industrial Court against many of these determinations have been made by the Government.

Under the authority conferred by the Industrial Code, the Board of Industry declared a living wage of 13s. 3d. per day for adult males in the Metropolitan Area, an increase of 9d. per day on the rate fixed by the President of the Industrial Court in June 1920, and a wage of 35s. per week for adult females in the same area, an increase of 5s. per week on the rate fixed by the President of the Industrial Court in August 1919. On the publication of these wage declarations in the Government Gazette, the rates took effect fourteen days thereafter, thereby giving them immediate effect so far as the workers on the basic wage were concerned. In order that the employees receiving more than the declared living wages might benefit by the increase, application to the Industrial Boards or the Court was necessary.

An amendment of the Industrial Code 1920 was assented to on the 7th December, 1921, and provided that the living wage may be reviewed every six months, in lieu of the twelve months prescribed in the principal Act.

(v.) *Western Australia*.—During the twelve months under review, 7 awards were made by the Court of Arbitration. No variations of awards were made. The industrial agreements filed during the same period numbered 40. Twenty-five agreements were made "common rules" by the Court, and have the effect of awards of the Court. Retirements from awards numbered two, and from industrial agreements twenty-three.

Compared with 1920, the number of awards shews a considerable increase, and is accounted for by so many agreements having been made "common rules."

(vi.) *Tasmania*.—In this State 20 determinations were made by Wages Boards, and 3 agreements filed with the Chief Inspector of Factories under the provisions of the Wages Boards Act 1920. This measure which repealed the previous Acts of 1910 to 1920 and consolidated and amended the law relating to Wages Boards, came into operation on the 19th January, 1921. Existing Wages Boards were abolished by the

Act. Under its provisions, at the end of 1921, 50 Wages Boards had been authorised, and of these 40 fully constituted. Boards have been constituted for certain industries in which wages and conditions have not previously been governed by Wages Boards. Of the 40 Boards constituted at the close of the year, 17 had made determinations.

(vii.) *Commonwealth Court*.—Awards made during the year by the Commonwealth Court of Conciliation and Arbitration numbered 34, industrial agreements filed 315, and variations of awards 36.

An important judgment of the Court was delivered on the 3rd December, 1921, in connection with claims by certain employees' organizations for a reduction of the standard hours of labour to less than 48 hours per week. An amendment of the Commonwealth Conciliation and Arbitration Act in 1920 provides that no reduction in standard hours of work shall be made unless "the question of a reduction is heard by the President and not less than two Deputy Presidents, and is approved of by a majority of the Court by whom the question is heard." Accordingly the claims were submitted to the Full Court, consisting of the President and two Deputy Presidents, for consideration. The decision of the Full Court was that at the present time on the evidence submitted in these cases the Court was not justified in granting the claims for shorter hours generally. The President's agreement with that conclusion was subject to some qualifications and exceptions which are set out in the judgment.

An Act to amend Sections fourteen, twenty-four, and twenty-nine of the Commonwealth Conciliation and Arbitration Act 1904-1920, was assented to on the 16th December, 1921. It provides, *inter alia*, that the Governor-General may, in addition to any person or persons holding the office of Justice of the High Court or Judge of the Supreme Court of a State, appoint any person or persons being a barrister or solicitor or barristers or solicitors of the High Court or of the Supreme Court of a State of not less than five years standing to be the deputy or deputies of the President of the Court.

(viii.) *Commonwealth Public Service Arbitrator*.—The appointment of an arbitrator to determine all matters submitted to him relating to salaries, etc., of officers and employees of the Commonwealth Public Service is provided for in the Arbitration (Public Service) Act, 1920, which by proclamation, came into operation on the 31st March, 1921. Atlee Hunt, Esq., C.M.G., was appointed to the position, and during 1921 issued 10 determinations, the first of which was made in June. Two variations of determinations were also made during the year.

The Arbitration (Public Service) Act 1920, provides that all awards and orders made by the Commonwealth Court of Conciliation and Arbitration under the Arbitration (Public Service) Act 1911, shall be deemed to be determinations made by the Arbitrator under this Act. Consequently these awards, with the 8 determinations actually made by the Arbitrator and in force at the close of the year, which, together total 22, are shewn as determinations of the Arbitrator in force at the 31st December, 1921.

(ix.) *Industrial Peace Acts, 1920.*—During the year the following additional Special Tribunals were appointed under the provisions of these Acts :—

(1) *Engineers' (Coal Industry) Special Tribunal.*—"For the prevention or settlement of any industrial dispute or disputes which have arisen, or which may arise, in the Coal and Shale Industry."

(2) *Shipbuilding Industry Special Tribunal.*—"For the prevention or settlement of any industrial dispute or disputes which have arisen, or which may arise, in the Shipbuilding Industry."

At the close of the year, each of these tribunals had made awards for the industries to which they relate.

During November the appointment was gazetted of a Local Board to be known as the *Southern Board, Queensland*, in relation to the Coal Industry Special Tribunal. It is to "exercise jurisdiction in the south eastern portion of the State of Queensland, as defined in the schedule to the Industrial Peace Act 1912, of that State, for the prevention or settlement of industrial disputes which have arisen or may arise in connection with any award or order of the said Special Tribunal, or in connection with the interpretation of any such award or order."