

SECTION XII.—CHANGES IN RATES OF WAGE.

1. **General.**—The collection of information regarding changes in rates of wage throughout the Commonwealth dates from the 1st January, 1913, and the statistical results for the first complete year (1913) were published in Labour Report No. 5. The annual figures for subsequent years were given in Labour Reports Nos. 5 to 11. Detailed figures for the year 1921 are given in the following tables.

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

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

(iii.) *Collection of Particulars concerning Changes.*—On the occurrence of a change in rate of wage, forms* (prescribed under the Census and Statistics Act 1905) are issued to employers' associations (if any) and also to the secretaries of the trade unions, the members of which are affected by the change. In certain cases forms are also issued, if necessary, to individual employers. The particulars which must be inserted in

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

these forms furnish information regarding the occupations of the workers affected, the number of workers in each occupation, the rates of wage paid before and after the change, the locality affected, and the date on which the change took effect. Information must also be furnished regarding employers and employers' associations concerned, if any, and the method by which the change was effected.

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

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

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

Further, it may be pointed out that the aggregate of the particulars given in the Labour Bulletins and Quarterly Summaries relating to each of the four quarters of any year, will not necessarily agree with those given in the annual figures published for that particular year. This is due to the inclusion, as far as possible, in the annual figures of particulars of all changes effected within the year. In some instances the advice of a change is not received in time to allow of the inclusion in the quarterly figures of the full particulars relating thereto.

* After making allowance for any decreases involved.

2. Number and Effect of Changes in each State for the Years, 1913 to 1921.—The following table gives particulars relating to all changes in rates of wage, recorded for each State, Territory, and the Commonwealth during the years specified. It should be observed that changes brought about by awards and agreements under the Commonwealth Conciliation and Arbitration Act, Arbitration (Public Service) Act, and Industrial Peace Act, are necessarily included hereunder as changes in each State to which such awards and agreements apply. The total net amount of increase per week, as tabulated, is subject to the qualifications mentioned in the fourth paragraph of the preceding sub-section. The average increase per head per week is computed to the nearest penny.

Changes in Rates of Wage.—Number and Effect of Changes in each State and Territory, 1913 to 1921.

Particulars.	N S.W.	Vic.	Q'land.	S A.	W.A.	Tas.	N.T.	*All States	C'wealth
No. of Changes	1913 149 1914 185 1915 169 1916 1381 1917 201 1918 229 1919 457 1920 734 1921 353	81 69 87 168 106 201 216 354 247	41 50 60 134 142 236 216 300 283	26 18 31 98 78 113 136 231 166	20 42 25 42 55 63 112 209 108	12 19 24 37 38 46 128 154 77	12 19 3 4 16 4 13 7 7	18 1 2 6 1 4 4 10 18	329 384 401 870 637 806 1,284 1,990 1,200
No. of Persons Affected	1913 89,618 1914 56,489 1915 109,260 1916 242,721 1917 101,158 1918 146,399 1919 230,031 1920 454,610 1921 272,782	49,254 29,876 39,087 119,878 68,272 125,693 258,211 238,084	16,645 20,188 22,864 72,079 72,843 118,627 145,464 115,722	4,574 5,824 10,208 40,925 20,209 35,377 76,605 22,689	3,036 8,309 2,661 5,848 12,997 9,871 26,673 55,489	3,005 4,262 3,147 7,232 5,288 3,681 16,108 28,317	1,143 258 1,143 258 1,143 824 1,237 703	23,503 390 10,090 3,546 11,000 616 2,095 7,887	166,132 125,215 197,410 492,487 292,910 361,581 603,891 1,027,286 732,245
Total Net Amount of Increase per Week	1913 21,789 1914 13,558 1915 29,525 1916 56,875 1917 28,896 1918 32,194 1919 137,642 1920 228,186 1921 33,371	9,880 6,688 8,078 30,666 15,129 25,514 43,950 119,706 77,425	3,702 5,128 6,398 40,451 20,083 43,718 69,748 30,799	1,279 1,941 3,539 9,930 9,070 11,989 30,316 13,409	428 2,423 562 1,440 3,407 2,133 10,249 25,195	635 804 778 1,930 1,987 1,323 7,350 14,593	87 88 635 273 618 884 7,898	37,713 30,656 51,905 142,923 81,007 85,260 256,445 494,708 185,668	
Average Increase per Head per Week	1913 4 10 1914 4 10 1915 5 5 1916 4 8 1917 5 0 1918 4 5 1919 9 10 1920 10 0 1921 2 10	4 0 4 6 4 2 5 1 4 5 4 8 7 0 9 3 8 6	4 5 5 1 5 7 11 3 5 6 5 4 7 6 9 7 5 4	5 7 6 11 6 11 4 10 6 0 4 9 6 9 7 11 6 0	2 10 5 9 4 3 4 11 5 3 4 4 7 8 9 1 10 1	4 3 3 9 4 11 5 6 7 6 7 3 9 2 10 4 8 7	4 3 5 5 9 5 6 10 11 1 8 9 9 7 15 11 8 9	4 6 4 11 5 3 5 10 5 6 4 9 5 6 9 5 5 1	

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

Note: See paragraph (iv.) on page 124.

In point of number of changes in each State, New South Wales was first, Victoria second, and Queensland third, in each of the years 1913 to 1916. During the year 1917 the number of changes in Queensland exceeded the number recorded in Victoria, while during the year 1918, the number of changes in Queensland was greater than the number recorded as having taken place in New South Wales. In the year 1919 the number of changes recorded for New South Wales was greatly in excess of the number for any other State. The upward movement of wages during the year 1920 is shown by the exceptionally large number

of changes which were recorded. In all States the number of changes was greatly in excess of those for any previous years. There was a noticeable decrease in the total number of changes recorded during 1921, as compared with the year 1920, the reduction being general in all States. The relative position of the States in point of the numbers of changes effected, and also in regard to the numbers of workers affected in each year depends, of course, largely on differences in population and on the magnitude of the different industries and callings in which changes took place.

The number of changes in rates of wage during the year 1921 was 1200, as compared with 1999 during 1920, when the highest number was recorded since the systematic collection of these particulars by the Bureau was instituted. It will be observed, also, that in addition to the number of separate changes being higher in the year 1920, the number of workpeople who were affected by changes in rates of wage during that year was considerably higher than the number affected during any other year. The total net amount of increase per week was also higher during 1920 than for any other year.

The number of workpeople who were affected by changes in rates of wage during the year 1921 was 732,265, and the total net amount of increase per week was £185,658. The corresponding figures for the year 1920 were 1,027,286 workpeople and £494,708, net amount of increase per week. Only eleven decreases in rates of wage were recorded during 1920, so that 1988 of the changes recorded gave increased rates of pay. The number of workpeople affected by the eleven decreases was 2845. The number of decreases recorded during 1921 was 135, affecting 126,970 workpeople to the extent of £19,428 per week. Changes giving increased rates of wage numbered 1065. These changes gave a total amount of increase per week of £205,086 to 605,295 workpeople. The total net amount of increase, after allowing for decreases, was £185,658 per week.

The average increase per head per week during the year 1921 was 5s. 1d., as compared with 9s. 8d. during the previous year, 8s. 6d. during 1919, 5s. 6d. during the year 1917, and 4s. 6d. during the year 1913.

Included in the particulars contained in the foregoing table are those relating to five decreases during the year 1914, seven during the year 1915, eight during the year 1916, eleven during the year 1917, four during the year 1918, six during the year 1919, and eleven during the year 1920. The six decreases in rates in 1919 affected 4293 workpeople to the extent of £886 per week. Three decreases were recorded in Queensland, two in South Australia and one in Victoria. The most important of these decreases affected metalliferous miners at Moonta and Wallaroo, South Australia, and at Mount Morgan, Queensland, where wage agreements provided that the rates of wage should fluctuate according to the price of copper. In the other cases the reduced weekly wage was due to a reduction in the number of hours in the working week, without a corresponding (if any) increase in the hourly rate of pay, or to the result of appeals against recent awards or determinations, the effect of which had already been taken into the tabulations. Of the eleven decreases recorded during the year 1920, six occurred in New South Wales, four in Western Australia and one in Tasmania. The total number of workpeople affected by these changes was 2845, and the amount of decrease per week was £728. Of these eleven decreases, three were caused by reduction in the weekly rate of wage owing to the number of working hours per week being

reduced without a corresponding increase in the hourly rate of wage; five were due to lower rates for unskilled workers and employees at certain ages being inserted in awards which previously specified flat rates; while the other decreases were caused by awards shewing lower rates of wage than the ruling or predominant rates which were being paid prior to the awards or determinations coming into force. In the following table particulars relating to increases and decreases in rates of wage during the year 1921, are given.

3. Changes in Rates of Wage—Number and Effect of Increases and Decreases in each State during the Year 1921.—During the year 1921 the number of decreases in rates of wage recorded was greatly in excess of those tabulated during any previous year. In the following table particulars are given of the number and effect of increases and decreases in rates of wage in each State during the year :—

Changes in Rates of Wage—Number and Effect of Changes in each State during the Year 1921.

STATE.	INCREASES			DECREASES.			TOTAL RESULT OF ALL CHANGES.		
	No. of Changes.	No. of Workpeople Affected.	Total Amount of Increase Per Week.	No. of Changes.	No. of Workpeople Affected.	Total Amount of Decrease Per Week.	Total No. of Changes.	Total No. of Workpeople Affected.	Net Increase Per Week.
N.S. Wales	248	155,073	55,728	105	117,709	17,357	353	272,782	38,371
Victoria	239	232,276	78,663	8	5,808	1,238	247	238,084	77,425
Queensland	227	115,559	30,816	6	163	26	233	115,722	30,790
S. Australia	161	42,997	14,033	5	1,699	624	166	44,696	13,409
W. Australia	100	21,682	11,485	8	1,013	90	108	22,695	11,395
Tasmania	74	14,205	6,463	3	578	93	77	14,783	6,370
Common to all States	16	23,503	7,898	..	..	..	16	23,503	7,898
Total	1,065	605,295	205,080	135	126,970	19,428	1,200	732,265	185,658

It will be seen from the above table that 135 decreases in rates of wage were recorded during the year 1921. Of this number no less than 105 decreases occurred in New South Wales. With few exceptions the decreases in this State were recorded during the last quarter of the year. The reductions in the rates of wage were brought about by variations of awards by the Court of Industrial Arbitration, which took into consideration the declaration of the 8th October of the Board of Trade appointed under the State Industrial Arbitration Act, that the "living wage" for adult male employees was £4 2s. per week, in lieu of £4 5s. per week previously in force in that State. Agreements between employers and workpeople engaged in glass-working, artificial manure manufacture, and gas-making, providing for automatic adjustment of rates of wage according to the fluctuation in the cost of living figures, were responsible for decreases in Victoria, Queensland, South Australia and Western Australia. Decreased rates of wage to mining and smelting employees at Wallaroo and Moonta, and at Port Pirie, South Australia, and also at Queenstown, Tasmania, were recorded during the year. The Court of Industrial Appeals in Victoria reduced the rates of wage of grocers and jam-makers, after appeals by the employers against the determinations of the Wages Boards. Other decreases were brought about by the reduction of the number of working hours per week—without a corresponding increase in the hourly rate of wage.

4. **Changes in Rates of Wage in Male and Female Occupations, Number and Effect of Changes in each State, 1913-1921.**—Included in the changes in rates of wage recorded in the tables on pages 125 to 136 are those which in the whole or in part thereof affected female occupations. Particulars in respect to these changes in so far as they relate to the numbers of male and female workers affected, etc., are set out hereunder for each State during the years 1913 to 1921 inclusive :—

Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes in each State and Territory, 1913-1921.

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'wlth.
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NUMBER OF MALE EMPLOYEES AFFECTED.

1913	83,470	44,692	16,095	3,616	3,036	1,525	152,434
1914	48,773	25,644	19,628	5,624	7,616	4,232	..	390	111,907
1915	97,672	36,022	21,831	9,807	2,538	2,787	185	10,000	180,892
1916	†225,806	99,667	68,125	39,586	5,669	6,885	249	3,546	449,533
1917	82,601	48,136	63,066	16,844	12,788	4,759	1,143	11,000	240,337
1918	128,728	91,857	59,909	12,839	8,452	3,487	624	616	306,562
1919	253,077	106,389	99,167	32,162	24,185	13,906	1,287	2,025	532,198
1920	385,118	202,972	126,376	66,824	48,088	24,213	703	7,812	862,036
1921	219,813	185,895	90,918	37,062	19,988	13,484	..	21,710	588,870

NET AMOUNT OF INCREASE PER WEEK TO MALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	20,682	9,317	3,647	1,127	428	512	..	..	35,713
1914	12,158	6,146	5,055	1,941	2,157	797	..	143	28,397
1915	26,975	7,572	6,250	3,431	545	730	87	2,938	48,528
1916	53,395	26,877	39,874	9,774	1,414	1,937	82	1,593	134,946
1917	25,773	11,080	17,106	5,244	3,329	1,878	635	4,800	69,845
1918	29,410	22,574	16,186	3,311	1,839	1,284	273	239	75,166
1919	132,237	38,115	38,200	10,690	9,560	6,560	618	920	236,900
1920	207,403	98,778	63,432	27,498	22,157	13,105	684	6,192	439,249
1921	26,735	68,087	26,649	12,079	10,737	6,119	..	6,891	157,297

AVERAGE INCREASE PER HEAD PER WEEK TO MALE EMPLOYEES.

	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.	s.	d.
1913	4	11	4	2	4	6	6	3	2	10	6	9	..	..	4	8
1914	5	0	4	10	5	2	6	11	5	8	3	9	..	7	4	5
1915	5	6	4	2	5	9	7	0	4	3	5	3	9	5	11	5
1916	4	9	5	5	11	8	4	11	5	0	5	8	6	7	9	0
1917	6	3	5	7	5	5	6	3	5	2	7	11	11	1	8	9
1918	4	7	4	11	5	5	5	2	4	6	7	4	8	9	7	9
1919	10	5	7	2	7	8	6	8	7	11	9	5	9	7	9	1
1920	10	9	9	9	10	1	8	3	9	3	10	10	19	6	15	10
1921	2	5	7	4	5	10	6	6	10	9	9	1	..	6	4	5

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

Note :—See paragraph (iv.) on page 124.

**Changes in Rates of Wage.—Male and Female Occupations.—Effect of Changes
in each State and Territory, 1913-1921—cont.**

Year.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	N.T.	All States.*	C'with.
NUMBER OF FEMALE EMPLOYEES AFFECTED.									
1913	6,148	4,662	550	958	..	1,480	..	..	13,698
1914	7,696	4,232	570	..	783	30	..	..	13,311
1915	11,588	3,065	1,033	399	73	360	..	..	16,518
1916	16,915	20,211	3,954	1,339	179	347	9	..	42,954
1917	18,557	20,136	9,777	3,365	209	529	..	..	52,573
1918	17,671	18,170	14,265	3,350	1,419	144	..	..	55,019
1919	26,954	19,304	17,460	3,215	2,488	2,202	..	70	71,693
1920	69,492	55,239	19,153	9,781	7,401	4,104	..	75	165,250
1921	52,969	52,189	24,804	7,634	2,707	1,299	..	1,793	143,395

NET AMOUNT OF INCREASE PER WEEK TO FEMALE EMPLOYEES.

	£	£	£	£	£	£	£	£	£
1913	1,107	563	55	152	..	123	..	..	2,000
1914	1,400	542	73	..	266	7	..	..	2,288
1915	2,550	506	148	108	17	48	..	..	3,377
1916	3,480	3,639	577	156	26	43	6	..	7,977
1917	3,123	4,049	2,977	826	78	109	..	..	11,162
1918	2,784	2,940	3,513	574	244	39	..	..	10,094
1919	5,405	5,815	5,518	1,299	689	790	..	29	19,545
1920	20,783	20,928	6,316	2,818	3,038	1,488	..	88	55,459
1921	11,636	9,338	4,141	1,330	658	251	..	1,007	28,361

AVERAGE INCREASE PER HEAD PER WEEK TO FEMALE EMPLOYEES.

	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
1913	3 7	2 6	2 0	3 2	..	1 8	..	..	2 11
1914	3 8	2 7	2 7	..	6 9	4 8	..	..	3 5
1915	4 5	3 4	2 10	5 5	8 8	2 8	..	..	4 1
1916	4 1	3 8	2 11	2 4	2 11	2 6	13 4	..	3 9
1917	3 4	4 0	6 1	4 11	7 6	4 1	..	..	4 3
1918	3 2	3 3	4 11	3 5	3 5	5 5	..	..	3 8
1919	4 0	6 0	6 4	8 1	5 6	7 2	..	8 3	5 5
1920	6 0	7 7	6 7	5 9	8 3	7 3	..	23 6	6 9
1921	4 5	3 7	3 4	3 6	4 10	3 10	..	11 3	3 11

* See footnote on preceding page.

5. Number and Effect of Changes in Rates of Wage in each State Classified according to Industrial Groups, 1921.—(i.) Changes in Rates of Wage according to Industrial Groups, 1921.—In the following table particulars are given as to the number and effect of changes in rates of wage in 1921, in each State, classified according to the fourteen industrial groups adopted by this Bureau for the classification of current rates of wage, industrial disputes, etc. Particulars concerning changes in rates of wage during the year 1913, and subsequent years to 1920, classified according to industrial groups, were published in Labour Reports Nos. 5 to 11.

Changes in Rates of Wage, Number and Effect of Changes in each State, classified according to Industrial Groups, 1921.

Particulars.	INDUSTRIAL GROUP.													
	I. Wood, Furniture, etc.	II. Engineering Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic Hotels, etc.	XIV. Miscellane- ous.*
New South Wales—														
Number of Changes	6	41	29	16	7	51	9	11	32	22	15	2	12	100
Number of Persons Affected	3,405	31,664	11,086	27,060	2,272	19,205	5,586	1,603	49,144	15,596	7,000	400	2,846	95,915
Amount of Increase per week £	£ 222	6,405	1,751	3,077	488	5,084	766	213	£6,766	£320	4,508	320	690	22,383
Victoria—														
Number of Changes	7	20	29	15	0	50	7	2	12	3	5	2	3	83
Number of Persons Affected	2,652	16,859	20,280	42,765	5,017	25,302	5,348	161	54,751	4,455	3,383	635	3,550	52,026
Amount of Increase per week £	956	7,159	5,702	8,932	2,346	7,016	4,243	38	18,899	1,400	2,534	127	890	17,093
Queensland—														
Number of Changes	6	8	29	18	7	26	3	5	11	5	11	3	17	84
Number of Persons Affected	4,047	3,230	19,545	11,860	2,192	3,604	6,271	483	16,125	2,348	5,077	380	8,209	32,333
Amount of Increase per week £	1,583	846	4,353	2,676	632	951	1,280	134	3,809	973	2,559	300	1,714	8,980
South Australia—														
Number of Changes	2	12	10	10	2	39	7	2	5	2	8	..	4	63
Number of Persons Affected	995	4,315	3,033	6,162	1,275	5,453	3,077	1,140	3,625	976	3,190	..	500	10,055
Amount of Increase per week £	215	1,560	812	1,101	392	1,056	1,497	£430	907	311	2,358	..	250	3,281
Western Australia—														
Number of Changes	3	6	7	4	2	25	3	2	2	1	3	3	2	45
Number of Persons Affected	802	1,609	1,086	496	425	1,750	1,455	2,869	752	600	1,270	400	2,299	6,783
Amount of Increase per week £	107	640	633	128	107	424	1,258	2,962	278	90	950	106	632	3,080
Tasmania—														
Number of Changes	1	6	2	4	1	11	3	1	5	2	4	..	1	36
Number of Persons Affected	14	856	525	1,100	35	443	2,080	66	3,463	910	618	..	500	4,083
Amount of Increase per week £	11	625	317	229	35	135	1,152	£21	1,356	260	405	..	163	1,634
All States—														
Number of Changes	..	..	..	..	..	..	..	..	..	..	11	..	..	5
Number of Persons Affected	..	..	..	..	..	..	..	..	..	..	17,366	..	..	6,137
Amount of Increase per week £	..	..	..	..	..	..	..	..	..	..	4,612	..	..	3,286
Commonwealth—														
Number of Changes	122	181	1105	145	28	1156	127	122	67	132	144	10	39	1294
Number of Persons Affected	11,915	58,632	55,555	89,542	12,116	55,766	24,717	6,322	127,860	24,885	37,904	1,815	17,904	207,332
Amount of Increase per week £	2,650	17,244	13,658	16,143	4,000	14,660	10,196	2,896	18,573	2,717	17,986	863	4,339	59,737

* Miscellaneous (Group XIV.) includes Commonwealth and State Public Servants, clerks, shop assistants, theatrical employees, and others.

† See paragraph on page 131.

‡ Including particulars of changes which involved decreases in rates of wage.

§ Decrease.

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

The total number of changes during the year 1921, according to State distribution, was 1200, but on classifying the changes according to occupation and industry, and taking into consideration the fact that awards and agreements made and filed under the provisions of the Acts mentioned in the preceding paragraph cover, in the majority of cases, more than one State, the number of separate changes was reduced to 972. Of this number no less than 294 changes affected workpeople engaged in occupations and industries classified in Group XIV.* (Miscellaneous). The number of employees who were affected by these changes was 207,332, and the amount of increase per week in wages was £59,737. Sixty-seven changes, affecting 127,860 workpeople, were classified in Group IX. (Railway and Tramway Services), and 105 changes affecting 55,555 employees were classified in Group III. (Food, Drink, etc.). Large numbers of workpeople were affected by changes in the following Groups:—Group II. (Engineering, Metal Works, etc.), with 81 changes, affecting 58,632 workpeople; Group VI. (Other Manufacturing), with 156 changes, affecting 55,766 workpeople; Group VII. (Building), with 27 changes, affecting 24,717 workpeople; Group IV. (Clothing, Hats, Boots, etc.), with 45 changes, affecting 89,542 workpeople; Group XI. (Shipping, etc.), with 44 changes affecting 37,904 workpeople, and Group X. (Other Land Transport), with 32 changes affecting 24,885 workpeople.

(ii.) *Changes in Rates of Wage in Female Occupations according to Industrial Groups, 1921.*—The particulars set out in the immediately preceding table shew the total number of workpeople (male and female) affected by changes in rates of wage. In the following table the number of female employees is shewn, classified according to the industrial groups in which the changes took place in each State during the year 1921. Similar information for the years 1913 to 1920 was published in Labour Reports Nos. 5 to 11.

It will be seen from the following table that 143,395 female employees were affected by changes in rates of wage during the twelve months under review. The total net amount of increase per week received by these employees was £28,361. The corresponding figures for the year, 1920, were 165,250 workpeople, with a total net amount of increase per week of

* See footnote * page 130.

£55,459. In New South Wales, 52,969 females received increased wages during the year 1921, as compared with 52,189 in Victoria, 24,804 in Queensland, and 7634 in South Australia. The industrial group in which the largest number of female employees was affected by changes in rates of wage was Group IV. (Clothing, Hats, Boots, etc.), no less than 64,755, or 45 per cent. of the total being classified under this heading. In Group XIV. (Miscellaneous), embracing shop assistants, clerks, theatrical employees, etc., the number of employees was 47,853, while large numbers of females engaged in occupations classified under the following groups were affected by changes in wages during the year:—Group XIII. (Domestic, Hotels, etc.), 12,761 employees; Group III. (Food, Drink, etc.), 6890 employees; and Group V. (Books, Printing, etc.), 5111 employees.

Changes in Rates of Wage.—Female Occupations in each State classified according to Industrial Groups, 1921.

PARTICULARS.	INDUSTRIAL GROUP.											
	I. Wood, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manu- facturing.	VII. Rail and Tram Services.	VIII. Shipping, etc.	IX. Pastoral, etc.	X. Domestic, Hotels, etc.	XI. Miscellaneous.	XII. All Groups.
New South Wales—												
Number of Persons Affected .	205	22	1,085	21,231	1,820	1,284	381	..	200	2,190	24,551	52,969
Amount of Increase per week £	35	4	217	2,092	320	103	23	..	200	521	7,431	11,036
Victoria—												
Number of Persons Affected .	302	6	5,004	23,905	2,154	2,726	..	..	..	2,025	10,467	52,189
Amount of Increase per week £	61	1	804	4,383	562	456	..	..	..	453	2,618	9,338
Queensland												
Number of Persons Affected .	50	..	450	8,065	657	130	299	..	..	5,021	8,332	24,804
Amount of Increase per week £	5	..	76	1,095	129	21	30	..	..	766	1,410	4,141
South Australia—												
Number of Persons Affected .	45	50	291	4,821	480	178	..	..	..	200	1,569	7,034
Amount of Increase per week £	7	9	33	656	74	39	..	..	..	150	362	1,330
Western Australia—												
Number of Persons Affected .	..	..	..	163	..	16	..	..	..	1,625	903	2,707
Amount of Increase per week £	..	..	..	20	..	4	..	..	..	336	298	658
Tasmania—												
Number of Persons Affected .	..	..	60	670	..	35	..	..	..	200	334	1,209
Amount of Increase per week £	..	..	13	81	..	9	..	..	..	50	98	251
All States—												
Number of Persons Affected .	..	..	..	..	..	..	..	96	..	..	1,697	1,703
Amount of Increase per week £	..	..	..	..	..	..	..	42	..	..	906	1,007
Commonwealth—												
Number of Persons Affected .	602	78	6,890	64,755	5,111	4,360	680	96	200	12,761	47,853	143,395
Amount of Increase per week £	108	14	1,143	9,527	1,085	722	62	42	200	2,276	13,182	28,961

(iii.) *Changes in Rates of Wage in the Commonwealth, classified according to Industrial Groups, 1913-1921.*—In the following table, particulars are shewn relating to the number of changes, number of work-people affected, and the total amount of increase per week resulting from such changes in the Commonwealth, classified according to industrial groups during the nine years 1913-1921. It must be borne in mind that the numbers of changes shewn in the following table are subject to the qualifications mentioned on page 131 in regard to the awards made and agreements filed under the provisions of the Commonwealth Conciliation and Arbitration Act, the Arbitration (Public Service) Act and the Industrial Peace Act.

Changes in Rates of Wage in the Commonwealth according to Industrial Groups, 1913-1921.

Particulars.	INDUSTRIAL GROUP.														ALL GROUPS.*
	I. Wood, Furniture, Timber, etc.	II. Engineering, Metal Works, etc.	III. Food, Drink, Tobacco, etc.	IV. Clothing, Hats, Boots, etc.	V. Books, Printing, etc.	VI. Other Manufacturing.	VII. Building.	VIII. Mines, Quarries, etc.	IX. Rail and Tram Services.	X. Other Land Transport.	XI. Shipping, etc.	XII. Pastoral, etc.	XIII. Domestic, Hotels, etc.	XIV. Miscellaneous.	
1913.															
Number of Changes	10	20	45	15	11	55	21	17	16	12	19	3	9	59	312
Number of Persons affected ..	7,975	6,594	17,423	11,727	4,602	17,110	19,237	6,112	20,046	7,335	1,839	823	4,481	38,818	166,132
Amount of Increase per week £	1,569	1,607	4,255	2,062	1,126	3,480	5,696	1,210	3,219	2,324	543	436	1,922	8,264	37,713
1914.															
Number of Changes	14	30	58	10	17	41	19	25	15	10	26	2	4	94	365
Number of Persons affected ..	10,762	9,582	22,692	14,970	2,686	9,081	8,380	7,776	5,313	4,020	16,758	590	939	11,689	125,213
Amount of Increase per week £	2,516	1,834	4,958	2,461	523	2,181	2,471	1,581	1,334	716	6,933	120	188	2,869	30,685
1915.															
Number of Changes	18	51	48	7	7	61	13	37	19	15	21	3	11	54	365
Number of Persons affected ..	4,912	32,322	18,214	1,023	1,724	15,451	6,616	19,925	27,140	5,468	13,154	2,300	5,011	44,150	197,410
Amount of Increase per week £	1,131	8,835	4,204	339	539	2,921	1,173	5,507	4,629	2,082	3,702	852	1,095	14,896	51,905
1916.															
Number of Changes	35	74	107	21	27	108	37	63	64	31	44	11	13	186	821
Number of Persons affected ..	16,111	27,412	38,171	30,918	10,210	34,037	37,536	63,808	83,526	19,232	12,898	16,266	9,882	92,980	492,437
Amount of Increase per week £	4,255	6,894	16,383	6,858	2,270	9,172	12,400	17,827	17,450	5,282	3,411	16,858	2,016	21,847	142,923
1917.															
Number of Changes	14	60	66	21	31	53	28	28	50	19	25	10	15	144	574
Number of Persons affected ..	10,495	16,994	30,515	25,552	6,386	12,535	11,426	25,022	37,264	10,261	12,613	3,440	15,359	74,898	292,910
Amount of Increase per week £	2,568	3,394	2,015	6,104	1,981	4,046	3,477	12,544	12,711	3,054	5,629	1,096	3,720	18,668	81,007
1918.															
Number of Changes	61	42	93	26	24	78	30	25	38	25	38	6	23	270	779
Number of Persons affected ..	14,651	31,804	32,411	23,215	8,707	15,160	17,419	14,285	59,625	12,782	1,990	1,717	9,230	118,585	361,581
Amount of Increase per week £	4,343	10,565	9,025	5,252	1,804	3,944	5,420	2,938	10,320	2,185	719	350	2,167	26,178	85,260
1919.															
Number of Changes	39	89	156	31	41	138	42	29	74	37	59	11	49	378	1,168
Number of Persons affected ..	13,616	44,133	72,603	26,905	9,335	50,530	19,053	34,501	114,365	20,871	34,294	9,030	25,799	128,856	603,891
Amount of Increase per week £	4,890	20,381	23,551	11,308	4,449	17,829	8,841	17,434	56,872	8,701	18,168	5,739	7,620	50,562	256,445
1920.															
Number of Changes	68	123	241	56	83	245	82	61	82	52	76	19	55	481	1,724
Number of Persons affected ..	44,732	74,553	81,876	55,346	19,767	71,671	61,552	47,865	136,854	28,532	16,842	26,580	34,285	326,542	1,027,286
Amount of Increase per week £	19,015	29,145	41,383	21,271	11,088	31,126	41,059	30,385	54,959	11,605	11,871	20,701	12,258	158,842	494,708
1921.															
Number of Changes	22	81	105	45	28	156	27	22	67	32	44	10	39	294	972
Number of Persons affected ..	11,915	58,632	55,555	59,542	12,116	55,766	24,717	6,322	127,860	24,885	37,904	1,815	17,904	207,332	732,265
Amount of Increase per week £	2,650	17,244	13,658	16,143	4,000	14,666	10,196	2,896	18,573	2,717	17,986	853	4,339	59,737	185,658

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act, or the Industrial Peace Act, is counted as one change only although such Award, Agreement, or Order may be operative in more than one State. Note.—See paragraph (iv.) page 124.

6. Changes in Rates of Wage classified according to Methods by which Effected, Commonwealth, 1913-1921:—

(i.) *Changes in Rates of Wage and Methods by which effected, Commonwealth, 1913-1921.*—Comparative particulars are contained in the following table, of the total number and effect of all changes in rates of wage brought about throughout the Commonwealth during the years indicated, as a result of the application of one or other of the specified methods:—

Changes in Rates of Wage, Classified according to Methods by which Effected, Commonwealth, 1913-1921.

Particulars.	By Voluntary Action of Employers.	By Direct Negotiations.	By Negotiations, Intervention or Assistance of Third Party.	By Award of Court under C'wealth Act	By Agreement Registered under C'wealth Act.	By Award or Determination under State Act	By Agreement Registered under State Act	Total *
1913.								
Number of Changes	2	30	4	3	24	219	30	312
Number of Workpeople affected	12,011	4,336	101	4,487	3,387	130,702	5,108	166,132
Amount of Increase per week £	1,543	1,120	20	1,679	831	81,328	1,192	37,713
1914.								
Number of Changes	12	57	1	5	31	197	62	365
Number of Workpeople affected	3,042	8,357	60	21,412	3,180	87,131	2,036	125,218
Amount of Increase per week £	478	2,503	18	7,451	953	18,719	503	30,685
1915.								
Number of Changes	21	63	20	9	14	202	30	365
Number of Workpeople affected	17,727	11,593	2,587	16,386	11,620	128,531	8,066	197,410
Amount of Increase per week £	3,941	2,872	593	4,317	3,080	34,290	2,812	51,906
1916.								
Number of Changes	51	175	9	17	30	467	72	821
Number of Workpeople affected	55,560	46,633	4,984	40,978	25,081	305,340	13,911	492,487
Amount of Increase per week £	10,831	12,114	1,518	14,965	8,800	94,005	2,690	142,023
1917.								
Number of Changes	24	75	14	35	28	310	88	674
Number of Workpeople affected	9,581	15,827	19,500	20,759	16,443	198,723	12,127	292,910
Amount of Increase per week £	3,097	5,429	10,996	7,654	5,579	44,477	3,776	81,007
1918.								
Number of Changes	14	132	3	39	142	354	95	779
Number of Workpeople affected	12,916	43,428	591	20,502	6,764	270,777	6,603	361,591
Amount of Increase per week £	2,396	9,473	334	4,481	1,683	64,642	2,251	85,260
1919.								
Number of Changes	36	238	29	42	141	582	100	1,168
Number of Workpeople affected	10,285	84,535	45,049	67,741	27,244	337,625	31,412	603,891
Amount of Increase per week £	4,373	28,037	24,233	20,584	10,017	148,632	10,669	256,446
1920.								
Number of Changes	28	333	23	64	163	978	135	1,724
Number of Workpeople affected	15,193	169,973	64,691	75,048	26,733	648,083	27,565	1,027,286
Amount of Increase per week £	4,597	85,469	38,441	24,807	11,608	315,723	14,058	494,708
1921.								
Number of Changes	4	148	18	66	55	594	87	972
Number of Persons Affected	2,000	77,210	73,704	139,773	24,166	391,215	24,197	732,265
Amount of Increase per week £	565	20,711	26,236	44,300	12,209	76,814	4,713	185,658

* In this table an Industrial Award or Agreement under the Commonwealth Conciliation and Arbitration Act, an Order of the War Precautions Coal Board, the Arbitration (Public Service) Act or the Industrial Peace Act, is counted as one change only, although such Award, Agreement or Order may be operative in more than one State. See also remarks on page 123 with respect to the inclusion of a number of Industrial Agreements filed under the provisions of the Commonwealth Act being recorded as a single change only.

Note:—See paragraph (iv) page 124.

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

the provisions of the Commonwealth Conciliation and Arbitration Act brought about large numbers of changes during the last four years. It must be mentioned that, so far as possible, the effect of awards or agreements are recorded in the figures for the year in which such awards or agreements are made and filed. In certain cases, however, the awards or agreements are made retrospective to the date on which the increased rate of wage has to be paid, while in others the particulars as to the number of workpeople affected and the effect of the change are difficult to ascertain.

(ii.) *Changes in Rates of Wage and Methods by which Effected in each State and Territory, 1921.*—The following tables set out particulars of the results of all changes in rates of wage which were recorded for the year 1921, according to the method by which the changes were effected. The particulars relating to changes effected with or without a stoppage of work are given separately, and include those involving any decrease in rates of wage. For comparative information for the years 1913 to 1920 see Labour Reports, Nos. 5 to 11.

Changes in Rates of Wage—Methods by which Effected, 1921.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
New South Wales—			£			£			£
By voluntary action of employers	14	10,388	2,056	1	44	18	15	10,432	2,074
By direct negotiations	8	9,123	3,516	1	200	200	9	9,323	3,716
By negotiations, intervention or assistance of third party	48	44,593	13,165	..	..	..	48	44,593	13,165
By award of court under Commonwealth Act	6	4,209	3,203	..	..	..	6	4,209	3,203
By agreement registered under Commonwealth Act	238	183,233	12,106	..	..	..	238	183,233	12,106
By award under State Act	37	20,902	4,017	..	..	..	37	20,902	4,017
TOTAL	351	272,538	38,153	2	244	218	353	272,782	38,371
Victoria—									
By voluntary action of employers	63	44,511	12,804	2	45	56	65	44,556	12,860
By direct negotiations	10	53,082	17,987	..	..	..	10	53,082	17,987
By negotiations, intervention or assistance of third party	56	52,183	16,369	..	..	..	56	52,183	16,369
By award of court under Commonwealth Act	31	11,592	4,688	..	..	..	31	11,592	4,688
By agreement registered under Commonwealth Act	84	76,221	25,189	1	450	332	85	76,671	25,521
TOTAL	244	237,589	77,037	3	495	388	247	238,084	77,425
Queensland—									
By voluntary action of employers	8	1,448	476	..	..	..	8	1,448	476
By direct negotiations	5	2,963	1,053	..	..	..	5	2,963	1,053
By negotiations, intervention or assistance of third party	27	8,544	1,950	..	..	..	27	8,544	1,950
By award of court under Commonwealth Act	182	102,429	27,130	..	..	..	182	102,429	27,130
By agreement registered under Commonwealth Act	11	338	181	..	..	..	11	338	181
TOTAL	233	115,722	30,790	..	..	..	233	115,722	30,790

Changes in Rates of Wage—Methods by which Effected, 1921—continued.

METHODS BY WHICH CHANGES WERE EFFECTED.	WITHOUT STOPPAGE OF WORK.			AFTER STOPPAGE OF WORK.			ALL CHANGES.		
	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.	No. of Changes.	No. of Work-people Affected.	Total Net Amount of Increase per week.
South Australia—									
By voluntary action of employers	4	2,000	565				4	2,000	565
By direct negotiations	17	5,591	1,271	1	51	33	18	5,642	1,304
By negotiations, intervention or assistance of third party	5	1,962	683				5	1,962	683
By award of court under Commonwealth Act	40	11,902	3,703				40	11,902	3,703
By agreement registered under Commonwealth Act	13	5,373	2,676				13	5,373	2,676
By award or determination under State Act	57	16,707	4,815				57	16,707	4,815
By agreement registered under State Act	23	1,110	†337				23	1,110	†337
TOTAL	165	44,645	13,376	1	51	33	166	44,696	13,409
Western Australia—									
By voluntary action of employers									
By direct negotiations	31	4,418	1,697				31	4,418	1,697
By negotiations, intervention or assistance of third party	9	5,032	2,274				9	5,032	2,274
By award of court under Commonwealth Act	29	3,518	1,022				29	3,518	1,022
By agreement registered under Commonwealth Act	7	1,474	950				7	1,474	950
By award under State Act	10	6,406	4,591				10	6,406	4,591
By agreement registered under State Act	16	1,847	852				16	1,847	852
TOTAL	108	22,695	11,395				108	22,695	11,395
Tasmania—									
By voluntary action of employers									
By direct negotiations	9	3,414	1,410				9	3,414	1,410
By negotiations, intervention or assistance of third party	3	722	275				3	722	275
By award of court under Commonwealth Act	38	3,750	1,513				38	3,750	1,513
By agreement registered under Commonwealth Act	11	1,128	611				11	1,128	611
By determination under State Act	16	5,769	2,561				16	5,769	2,561
TOTAL	77	14,783	6,370				77	14,783	6,370
All States—									
By direct negotiations	2	7,300	890				2	7,300	890
By negotiations, intervention or assistance of third party	1	620	298				1	620	298
By award of court under Commonwealth Act	9	15,283	6,638				9	15,283	6,638
By agreement registered under Commonwealth Act	4	300	72				4	300	72
TOTAL	16	23,503	7,898				16	23,503	7,898
Commonwealth*—									
By voluntary action of employers	4	2,000	565				4	2,000	565
By direct negotiations	144	77,070	20,604	4	140	107	148	77,210	20,711
By negotiations, intervention or assistance of third party	17	73,504	26,086	1	200	200	18	73,704	26,286
By award of court under Commonwealth Act	66	139,773	44,360				66	139,773	44,360
By agreement registered under Commonwealth Act	55	24,166	12,209				55	24,166	12,209
By award or determination under State Acts	593	390,765	76,482	1	450	332	594	391,215	76,814
By agreement registered under State Acts	87	24,197	4,713				87	24,197	4,713
TOTAL*	906	731,475	185,019	6	700†	639	912	732,205	185,058

* In this section of the table an Award or Agreement under the Commonwealth Conciliation and Arbitration Act, and the Commonwealth (Public Service) Arbitration Act is counted as one change only, although such Award or Agreement may be operative in more than one State.
† Decrease. ‡ An Industrial Agreement which has been made a Common Rule is classified in this table as an award of the Court of Arbitration. Note:—See paragraph (iv.) page 124.

The total number of changes recorded during the year 1921 was 972, of which 594, or 62 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 594 changes was 391,215, and the total amount of increase per week was £76,814. The number of changes in New South Wales brought about by State awards or variation of awards was 238. The number of workpeople affected was 183,233, and the increase in wages per week was £12,196. These figures shew a considerable falling off compared with those for the previous year, when 350,198 workpeople were affected by changes brought about by awards under State Industrial Act. These workers received a total net amount of increase per week of £166,931. It is pointed out that during 1921 the Board of Trade appointed under the State Act reduced the "living wage" from 85s. per week to 82s. per week, for adult male employees, and the awards of the State Court of Industrial Arbitration made during the last quarter of the year brought into effect the reduced rates of wage. The number of decreases in rates of wage recorded in this State during 1921 was 105, as compared with 6 during the preceding year. In Victoria 85 Wages Board and Court of Industrial Appeal determinations affected 76,671 workpeople, as compared with 182 State awards or variations of awards in Queensland; 57 in South Australia; 16 in Western Australia, and 16 in Tasmania. The number of changes in rates of wage brought about by direct negotiations between employers and employees or their representatives was 148, the number of employees affected being 77,210, for an increase per week of £20,711. Eighteen changes were effected after negotiations with the assistance of a third party not connected with Commonwealth or State Industrial Courts. Changes brought about by determinations of the Commonwealth Public Service Arbitrator or by award of the Coal Industry Special Tribunal are classified under this group. 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 66, while the number of industrial agreements affecting wages filed under the provisions of the Commonwealth Act was 55. Industrial agreements numbering 87 were filed under the provisions of State Industrial Acts. Included in the total number of changes were 6, which were arranged after stoppages of work.