

**Estimated Relative Productive Activity in Commonwealth for the Years
specified, 1871 to 1920.**

Year.	I.		II.	III.		IV.	
	Estimated Value of Production.			Relative Value of Production per head 1911=1,000.	(a)	(b)	Estimated Relative Productive Activity per head Index-Numbers Year 1911=1,000.
	(a) Total. (000 omitted.)	(b) Per Head of Popula- tion.	Wholesale Price- Index- Number Year 1911= 1,000.		Production Price- Index- Number Year 1911= 1,000.	*	†
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	29.96	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	1,070	847	882
1909 ..	174,195	40.29	976	993	995	933	981
1910 ..	187,741	42.43	1,028	1,000	973	1,028	1,057
1911 ..	188,595	41.28	1,000	1,000	1,000	1,000	1,000
1912 ..	206,748	43.68	1,058	1,170	1,101	904	961
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	1,426	771	867
1916 ..	270,411	55.47	1,344	1,504	1,498	894	897
1917 ..	283,629	57.47	1,392	1,662	1,604	838	868
1918 ..	298,669	59.37	1,438	1,934	1,763	744	816
1919-20 ..	348,183	66.36	1,608	2,312	2,110	696	762

* 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 X.—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, 1920. Information has also been compiled and included in the later issues of the Labour Bulletin and Quarterly Summary respecting the estimated number of workpeople affected by awards or determinations and industrial agreements in each State. The following tabular statement gives particulars of the operations in each State and under the Commonwealth Statutes during each quarter of the years 1916 to 1920†:—

* Information as to the main provisions of the various Acts in force may be found in the Official Year Book No. 13, pages 992 to 995.

† For particulars for previous years see Labour Reports, Nos. 6 to 10.

Awards and Determinations Made and Industrial Agreements Filed in each Quarter of the Years 1916 to 1920.

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.
1916.										
N.S. Wales	28	7	53	14	53	14	66	14	200	49
Victoria	34	..	21	..	18	..	13	..	86	..
Queensland	11	..	26	23	18	..	14	..	83	42
S. Australia	5	3	7	..	10	..	7	..	29	6
W. Australia	3	..	6	..	1	..	4	..	14	13
Tasmania	3	..	7	..	3	..	5	..	14	..
Commonwealth .. .. .	..	..	6	..	4	..	5	..	14	21
TOTAL	84	16	125	49	107	30	110	36	426	131
1917.										
N.S. Wales	35	14	23	11	31	7	19	11	108	43
Victoria	18	..	19	..	22	..	6	..	65	..
Queensland	15	3	6	12	21	16	21	11	63	42
S. Australia	13	..	11	..	11	1	4	..	39	3
W. Australia .. .. .	..	1	2	11	8	..	8	..	4	28
Tasmania	1	..	..	..	3	..	3	..	7	7
Commonwealth	1	*65	10	5	12	9	10	50	33	136
TOTAL	83	83	71	39	100	41	65	88	319	251
1918.										
N.S. Wales	18	8	25	5	21	14	33	12	97	30
Victoria	13	..	12	..	20	..	31	..	76	..
Queensland	9	12	35	24	26	10	55	6	125	61
S. Australia	3	2	2	5	7	2	17	1	29	10
W. Australia	4	7	1	3	3	9	1	7	9	26
Tasmania	2	..	3	..	6	..	4	..	15	..
Commonwealth	3	5	5	6	4	15†	10	5†	22	213
Total	52	34	83	43	87	195	151	77	373	340
1919.										
N. S. Wales	20	10	35	12	32	10	45	16	132	48
Victoria	21	..	17	..	13	..	18	..	69	..
Queensland	16	5	22	4	28	5	59	13	127	29
S. Australia	9	2	8	..	19	2	15	..	51	8
W. Australia .. .. .	..	3	3	7	1	16	2	11	6	37
Tasmania	6	..	4	..	5	..	6	..	21	..
Commonwealth	3	13	2	3	6	44‡	10	100||	21	160
TOTAL	77	33	91	25	104	79	155	142	427	282
1920.										
N.S. Wales	19	17	52	6	38	12	30	29	189	64
Victoria	48	..	23	..	18	..	31	..	125	..
Queensland	42	14	44	9	46	..	36	3	165	23
S. Australia	10	..	8	..	25	..	31	6	74	11
W. Australia .. .. .	..	19	..	18	..	12	2	16	2	65
Tasmania	21	..	8	..	15	..	9	..	54	..
Commonwealth	5	66**	8	87††	2	9	17‡‡	21	32	183
TOTAL	145	116	149	120	144	35	156	75	504	346

* Including 65 separate agreements made between the Australian Saddlery and Leather Workers Trades Employees' Federation and various employers. † Including 140 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers. ‡ Including 27 separate agreements made between the Federated Coopers' Association and various employers. § Including 29 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers. || Including 68 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers. ** Including 29 separate agreements made between the Federated Engine Drivers' and Firemen's Association and various employers. †† Including 33 separate agreements made between the Wool and Basil Workers Federation and various employers, and 33 between the Amalgamated Food Preserving Employees' Union and various employers. ‡‡ Including 16 separate agreements made between the Bank Officials' Association and various employers.

Particulars are furnished in the foregoing table of the number of awards and determinations made and industrial agreements filed during the five years 1916 to 1920. Corresponding figures for the years 1914 and 1915 were published in Labour Report, No. 9, p. 108.

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 very active during the years 1916 to 1919, due mainly to applications for review of existing awards and determinations, owing to the continued increase in the cost of living.

During 1920 this activity continued, the number of awards and determinations made exceeding the number for any previous year. As compared with 1919, the number of agreements also shewed an increase. The numbers of awards and determinations made in Victoria, Queensland, South Australia and Tasmania, and of agreements filed in South Australia and Western Australia are the highest that have been recorded in these States during any previous annual period. In regard to the reduction during this and the previous year in the number of Queensland agreements filed, it is pointed out that certain 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 have shewn a decrease during the last two years, whereas the number of agreements filed has steadily increased. As compared with the year 1919 the number of agreements filed in this State during 1920 was practically doubled. A large number of these agreements have been made common rules by order of the Court of Arbitration, and thus have the same effect as an award of the Court, binding all employers and workers, whether members of an industrial union or association or not, engaged in the industries within the localities specified in the agreements.

The figures in the preceding table are exclusive of variations of awards, of which there was a large number made during each year. The total variations made by the State and Commonwealth Courts and Wages Boards during 1920 numbered no less than 581, of which number 304 were made during the fourth quarter of the year. Of the total number of variations during the year mentioned, the New South Wales, Queensland and Commonwealth Courts were respectively responsible for

* A brief account of the effect of these restrictions was given in "Labour Bulletin" No. 9 (pp. 62-6)

375, 127 and 58. In Victoria and Tasmania any alteration in the determination of a Wages Board is incorporated with the existing determination, and the whole gazetted as a new determination, so that the numbers shewn in the table for these States represent the new determinations and variations made during the periods.

2. **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 seven years :—

Particulars of Boards, and of Awards, Determinations and Industrial Agreements in Force at 31st December, 1913, and at Approximately Quarterly Periods to 31st December, 1920.*

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†	369
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

For notes to table see next page.

It will be observed from the particulars set out in the foregoing table that considerable expansion of the principle of the fixation of a legal minimum rate of wage and of working conditions took place during the seven years ending 31st December, 1920. Including the operations under the Commonwealth Arbitration Acts* and of the Western Australian Industrial Arbitration Court, 466 additional awards or determinations were in force at the end of 1920. The number of industrial agreements† made and in force under the various Acts increased during the seven years under review by 571.

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, 1920, was 1041, while the number of industrial agreements filed under the provisions of the various State and Commonwealth Acts at the same date was 972.

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.

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.

* The Commonwealth Conciliation and Arbitration Act 1904-20, and the Commonwealth (Public Service) Arbitration Act 1911.

† 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.

* Details for each quarter have already been published in Labour Bulletins, in Labour Reports Nos. 5 to 10, and in Quarterly Summaries.

† Including awards made by Arbitration Courts.

‡ 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 19th 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.

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

Particulars.	At 31st Dec.	C'with.	N.S.W.	Vic.	Q'land.	S.A.	W.A.	Tas.	Total.
<i>Boards Authorised, etc.*</i>									
1913	..		216†	135	75	56	..	23	505
1914	..		230†	139	101	56	..	27	553
1917	..		237	149	28	57	..	33	478
1918	..		17‡	153	25	58	..	37	267‡
1919	..		241	158	25	58	..	46	505
1920	..		265	161	2††	57	..	47	476
1913	..		223†	132†	74	61	..	21	501
1914	..		238†	135†	94	61	..	26	544
1917	..		237	147‡	25	55	..	32	473‡
1918	..		17‡	149	25	56	..	30	260‡
1919	..		241	154	25	56	..	45	498
1920	..		265	159	2††	57	..	44	470
1913	..		123	123	74	47	..	19	386
1914	..		136	130	92	47	..	23	473
1917	..		219	140	15	50	..	32	442‡
1918	..		219	142	25	50	..	32	445
1919	..		226	147	25	53	..	37	465
1920	..		245	150	2††	53	..	43	440
<i>Awards and Determinations—</i>									
1913	..	17	285‡	127	73	54	19	21	575
1914	..	18	242	133	89	55	46	26	609
1917	..	64	251	145	125	71	56	32	744
1918	..	85	234	147	134	30	54	32	866
1919	..	96	318	151	206	88	48	37	942
1920	..	106	359	155	212	100	64	45	1,041
<i>State Awards and Determinations—</i>									
1913	..		32	8	3	..	..	15	58
1914	..		17	10	4	..	..	19	60
1917	..		17	16	14	..	..	25	72
1918	..		24	18	23	..	5	26	94
1919	..		23	19	30	..	5	36	113
1920	..		31	30	44	1	5	43	154
1913	..		58	..	29	53	13	1	153
1914	..		63	..	30	54	25	1	173
1917	..		30	1	31	62	30	1	205
1918	..		36	1	46	66	32	..	231
1919	..		94	1	54	70	30	..	249
1920	..		106	1	56	72	46	..	281
1913	..		49	105	1	..	1	5	161
1914	..		41	109	12	..	5	6	173
1917	..		89	118	26	2	5	6	248
1918	..		108	120	39	4	3	6	280
1919	..		120	121	40	5	2	1	289
1920	..		133	114	43	5	2	2	299
1913	..		126	14	41	1	4	..	186
1914	..		121	14	43	1	16	..	195
1917	..		65	10	54	7	21	..	157
1918	..		66	10	76	10	14	..	176
1919	..		79	10	82	13	11	..	195
1920	..		89	10	68	22	11	..	201
<i>Commonwealth Awards</i>									
1913	..		13	17	15	16	9	13	..
1914	..		16	17	15	15	8	12	..
1917	..		41	41	30	37	25	34	..
1918	..		63	62	48	57	41	51	..
1919	..		71	70	49	63	44	56	..
1920	..		71	77	50	69	48	62	..
<i>Industrial Agreements</i>									
1913	..	228	75	..	5	11	82	..	401
1914	..	179	78	..	10	17	85	..	369
1917	..	465	82	..	75	18	92	..	732
1918	..	569	79	..	71	26	88	..	833
1919	..	570	89	..	65	28	91	..	843
1920	..	673	107	..	56	31	105	..	972
1913	..		132	129	68	62	57	61	..
1914	..		96	78	28	34	29	30	..
1917	..		137	281	43	50	36	37	..
1918	..		145	359	74	93	54	54	..
1919	..		141	282	58	56	26	91	..
1920	..		220	305	57	71	37	107	..
<i>Number of Persons working under State Awards and Determinations (estimated)</i>									
1920	..		275,000	165,000	100,000	27,000	35,000	15,000	617,000

* 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. § In pursuance of the provisions of the Industrial Arbitration Act of 1916, all Industrial Boards appointed under the Industrial Peace Act of 1912 were dissolved on the 12th January, 1917, with the exception of those Boards which had matters pending or partly heard. ¶ At the 31st December, 1917 these Boards had also been dissolved. The work of the Boards appointed under the old Act is being undertaken by a Court of Arbitration constituted under the new Act. †† Omitting a number of awards which expired on the 31st December, 1913. ‡‡ On the 13th December, 1918, an order was made by the N.S. Wales Court recommending the reconstitution of 220 Industrial Boards which had expired by effluxion of time, and on the 10th February, 1919, such Boards were constituted. ** For particulars relating to the years 1915 and 1916, see Labour Report No. 9, p. 113. ††† 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.

Information as to the main provisions of the various Industrial Acts 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 1920.

(1) *New South Wales*.—During the year 1920 six awards and one variation were made by Industrial Boards, while 133 awards and 374 variations were made by the Court of Industrial Arbitration. Of the 374 variations, 233 were made during the fourth quarter of the year; most of these variations were the result of applications to the Industrial Court to vary awards in accordance with the declaration of the Board of Trade, which fixed the male living wage at 85s. per week. Since 1917 the work of the Court has increased considerably, as under the provisions of Section 14 of "The Industrial Arbitration Act 1912, as amended," the Court has been exercising the functions of Boards.

At the end of the year 1920, 265 Boards were in existence. Twenty-four new Boards were authorised and constituted during the period under review for the following industries or callings:—Engine-drivers and deckhands employed by the Government on the National Ferries throughout the State; type foundry, etc., employees, moving picture employees, cutters (male and female) of female and juvenile outer-clothing, dyers and cleaners, cement, etc., pipe makers, billiard markers, employees on privately-owned railways, and horticultural and garden employees in the State, excluding the County of Yancowinna; warehouse employees within the Counties of Cumberland and Northumberland; time payment collectors in the Metropolitan area; paint and varnish makers, etc., lead workers, etc., and motor drivers and conductors in the County of Cumberland; temporary clerks, clerical officers, professional officers, teachers and court reporters in the State Public Service (five separate Boards); wharf labourers at Newcastle and Morpeth; bank officers in the State, excepting Savings Bank employees; hospital employees, and dredge, tug, etc., employees in the Public Service, and clerks, timekeepers, etc., in the State, excluding the County of Yancowinna and the Metropolitan area.

The constitutions of 28 Boards were also varied during the twelve months.

New legislation of industrial import enacted in this State during the year includes the following measures:—"Industrial Arbitration (Amendment) Act 1920," and "Eight Hours (Amendment) Act, 1920." The first-named Act provides for declarations by the Board of Trade as to living wages taking effect throughout the State. "The Eight Hours (Amendment) Act 1920" was assented to on 29th December, 1920, subsequent to the Report of the Royal Commission of Inquiry (His Honour G. S. Beeby), dated 22nd November, 1920, into the proposed reduction of the standard working week from 48 to 44 hours. The Act provides for the appointment of a special court of enquiry constituted by one of the judges of the Court of Industrial Arbitration sitting with or

without assessors, to consider any application from an industrial union of employees for a reduction in the working hours of employees engaged in any industry. The special court shall, on the completion of each inquiry, report and recommend to the Minister respecting the following matters :—

- (a) Whether the adoption of a working week of forty-four hours or, in the case of workmen employed below ground in mines, of less than forty-four hours will seriously injure the trade of any of the said industries or result in serious public mischief, or in a serious increase in the cost of living.
- (b) Whether, if the working hours of employees or any of them are reduced as aforesaid, there will result a diminution of output, and if so, to what extent.
- (c) Whether by any means production can be increased to an extent sufficient to make up for the decrease of production (if any) arising from the reduction of working hours as aforesaid.
- (d) Whether any increase in the cost of production of any goods, commodities or articles of trade or commerce or the supply of any service will result from the reduction of working hours as aforesaid, and if so, to what extent.
- (e) Whether any, and if so what, means can be adopted to prevent or minimise any increase in the cost of production or the supply of service which may be found as above mentioned.
- (f) Whether, owing to competition between any of the said industries as carried on in this State and similar industries as carried on in other States or abroad, the interests of (a) the State, (b) employers in such industries, or (c) employees in such industries will be prejudiced by the reduction of working hours as aforesaid, and if so, to what extent.
- (g) Whether any, and if so what, means can be adopted to prevent or minimise any prejudicial operation of such reduced working hours.
- (h) Whether the conditions, health, comfort, or well-being of any employees justify a reduction of working hours as aforesaid.
- (i) Whether the reduction of working hours as aforesaid should be accompanied by a reduction of wages or by a prohibition of overtime or by either a qualified or an unlimited right to work overtime.
- (j) Whether a reduction of working hours as aforesaid should be accompanied by any condition or provision for the adoption or continuance of more than one shift of employees with the object of providing employment in any of the said industries, or reducing the cost of production, or maintaining output, or otherwise.
- (k) Generally whether any reduction of working hours as aforesaid is necessary or expedient, and to what extent and subject to what limitations, restrictions, qualifications or conditions (if any).

The special court may, without further inquiry, confirm and adopt as its report any report made or to be made in relation to the working hours of employees in any industry by virtue of the Royal Commission issued

to His Honour Judge Beeby during September 1920. All the powers of the Court of Industrial Arbitration are given to the special court except the power to make or vary an award. The Governor may, by proclamation in the "Government Gazette," adopt the recommendations of the Court, and declare the date upon which the working hours recommended shall come into operation. It is also provided that wages fixed by any award on a weekly basis shall not be reduced by reason only of a reduction in the ordinary working hours by proclamation unless a reduction of wages is provided for by such proclamation as a condition of any reduction of hours. Wages fixed by any award upon a daily or hourly basis shall, without any further award of the Court or other variation of the award, be increased to such amounts as will provide each employee working full time the same amount of wages as he would have received for working full time under the provisions of the award, unless a continuance of the award rates of wage is provided for by the proclamation as a condition of the reduction of hours. The Report of the Royal Commission of Inquiry into the proposed reduction of the standard working week from 48 to 44 hours per week was published as a Special Supplement of the N.S.W. Industrial Gazette during December, 1920. The various questions submitted to the Commission are dealt with exhaustively, and recommendations are made in regard to the reduction of hours of work per week to 44 in the building and iron trade, with certain reservations.

During the year 1920, the Board of Trade made several living wage declarations. On the 19th April the living wage to be paid to adult male employees within the Newcastle District was declared to be 76s. 6d. per week, 12s. 9d. per day, and 1s. 7½d. per hour. On the 11th May, for the same class of employees in the South Coast District, the wage awarded was 77s. 6d. per week, 12s. 11d. per day, and 1s. 7¾d. per hour. The living wage for adult male employees within the Central Tablelands area was, on the 8th July, fixed at 78s. per week, 13s. per day, and 1s 7½d. per hour. On the 8th October the Board declared the living wage to be paid to adult male employees throughout the State excepting the County of Yancowinna and the Newcastle, South Coast and Central Tablelands, areas, to be 85s. per week, 14s. 2d. per day, or 1s. 9¼d. per hour. This wage was brought into effect by the regulations of the 22nd October. A later declaration of the Board on the 12th December, in effect, extended the above wage to the three areas last-mentioned; this wage was brought into operation by regulations of the 24th December. On the 23rd December the living wage for adult female employees in the State, excluding the County of Yancowinna, was declared to be 43s. per week, 7s. 2d. per day, or 10¾d. per hour, and was brought into operation by regulations gazetted on the 24th December. At the close of the year the County of Yancowinna (Broken Hill) was the only portion of the State in which the living wage declarations for male and for female employees did not apply. No pronouncement with respect to the rural wage was made during the year, although evidence was taken at many country centres. Other matters which engaged the attention of the Board during the year were (a) the regulation of the conditions of apprenticeship, and (b) occupational diseases. A committee of the Board submitted a report which has been issued, on the question of apprenticeship. The Report contains a comprehensive review of apprenticeship in various countries. The systems of apprenticeship adopted in the United Kingdom, United States, New South Wales and Victoria are reviewed, while the legal,

historical and educational phases are mentioned. A feature of the Report is a chronological table of British, Commonwealth, New South Wales and Victorian Statutes, in which provision is made for the regulation of apprenticeship.

Notices of intention to constitute conciliation committees under the Industrial Arbitration Act were published during the year for the following employees:—Public school teachers in the State; certain storemen and packers within a radius of ten miles from the post and telegraph office, Newcastle, and in the towns of East and West Maitland; certain shop assistants and others within the county of Northumberland, the parish of Stockton, and the municipality of Raymond Terrace; gas employees in the Metropolitan area and also in the country; and for employees in banks throughout the State.

(ii.) *Victoria*.—The number of determinations made by Wages Boards in this State during the year 1920 was 125, as compared with 69 during the previous twelve months. During the period under review, three new Wages Boards were authorised for the following industries or callings, not previously under any Board:—(a) Making flock or mungo; (b) selling softgoods in wholesale warehouses; and (c) nickel ware. The constitutions of the undermentioned boards were varied during the year:—Agricultural Implements; Knitters; Hardware (twice); Straw Hat; Chemists' Shops; Factory Engine-drivers; Storemen and Packers; Country Printers; Provincial Printers; Nickel; Carriage, and Quarry Boards. The constitutions of ten Boards covering employees in the building trades were extended to cover the whole of the State, as from the 1st day of December, 1920.

The Sugar Refiners, Dairy Produce, and Umbrella Wages Boards issued first determinations during the year.

Owing to an industrial dispute in the building trade, the determinations of the Builders' Labourers; Plasterers; Bricklayers; Carpenters; Plumbers; Painters; Slaters and Tilers, and Tuckpointers' Wages Boards were suspended by Order-in-Council for twelve months from the 24th February, 1920. This suspension was subsequently revoked on the 20th July, 1920. The determination of the Stonecutters' Board also was suspended on the 11th May, 1920; the removal of this suspension was made on the 1st June, 1920.

During June a Board of Inquiry was appointed to inquire into the rates of wage to be paid to the different classes of persons employed by the State Government at Morwell, also as to the conditions relating to change rooms, night shift, overtime, shelter sheds and housing accommodation in connection with mining for brown coal in that locality. The determination of the Board provided for a basic wage of 13s. per day.

Two amendments to the Factories and Shops Act were passed by the legislature during the year. "The Factories and Shops Act 1920" relates to the appointment of Wages Boards and provides that the Governor-in-Council may appoint boards without resolutions of both Houses of Parliament, and may revoke, alter, or vary any Order-in-Council or resolution for the appointment of a wages board. The second

measure, "The Factories and Shops Act 1920 (No. 2)" relates to the hours for the closing of shops within the metropolitan district for the sale of fresh uncooked meat.

Since the issue of the last Labour Report, the Railways Classification Board has made a number of awards dealing with the remuneration and working conditions of the railway staff. The basic rate of pay for adult employees was increased, as from 1st January, 1921, from 11s. 9d. to 13s. 6d. per day, and a corresponding increase made in the salaries and wages of all grades of officers and employees within the scope of the Board's jurisdiction.

An award was also made which fixed the hours of duty for the wages staff generally at 96 per fortnight; although in the case of shunters and certain classes of signalmen 88 hours were prescribed as the standard fortnight's work. The hours of telegraph operators were reduced from 84 to 73½ per fortnight, but otherwise the hours worked by salaried officers remain practically unchanged.

Overtime, which was previously paid for at single rate, is to be paid for under an Award of the Board at time and a-half, with double rates after 12 hours' work. Time and a-half has also been prescribed for Sunday work, and double rates for all time worked on certain public holidays.

Increases ranging from 12 per cent. to 30 per cent. have been made in the scale of travelling and relieving expenses, and other concessions of a similar nature have been granted.

In addition, a number of disputes relating to the payment of Wages Board rates to employees of the Department have been heard and determined, and the Board is now investigating a series of claims for special allowances made on behalf of employees whose work is performed under exceptional conditions.

(iii.) *Queensland.*—In this State during 1920 the Court of Industrial Arbitration was particularly active, issuing 168 new awards and varying 127 existing awards. Several industries and callings not previously subject to awards or agreements were covered for the first time during the year.

Certain industries which have previously been subject to awards of the Commonwealth Court of Conciliation and Arbitration were provided for by awards of the State Court of Industrial Arbitration during the year. The most important of these awards were those relating to shearers, station hands and waterside workers.

The reason for the small increase in the number of awards in force at the end of the year 1920, as compared with the previous year, is that the Court of Industrial Arbitration consolidated many awards during the year.

Consolidated awards which took effect during 1920 numbered 14, and repealed 47 awards and 7 industrial agreements previously in force. The industries covered by these fourteen awards were—biscuit making; printing; gas making; engineering; hotel; butter and cheese making, &c.; building; local authorities; retail meat; sawmilling; saddle and harness making; wool, &c. stores; and sugar refining.

By an Order-in-Council of the 4th August, persons employed by or under the State whose annual salary, including bonuses, allowances, &c., is £300 or more, were, from the 1st July, 1920, brought under the operation of the Industrial Arbitration Act of 1916. These persons were previously excepted from the operation of the Act.

During the year the two Boards, Miscellaneous, No. 1 and No. 2, appointed under the provisions of the Industrial Arbitration Act, expired by effluxion of time. These Boards were the only Boards which were appointed under the present Act.

(iv.) *South Australia.*—During the year 1920, 74 awards and determinations were made by the Industrial Court and Wages Boards, and the industrial agreements filed under the provisions of the State Act numbered 11. In this State no Wages Boards were authorised during the year. By the provisions of "The Industrial Code, 1920," all Boards appointed under "The Factories Act 1907 to 1915," with the exception of those which had any matter part heard, were dissolved on the 9th December, 1920. Only 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.

The Government Workers' Tribunal, the constitution of which was indicated in the previous Labour Report, made several awards during the year providing increased rates of wage to employees in the State Government departments and works.

The most notable event industrially was the passing by the legislature of "The Industrial Code 1920." This measure consolidates and amends the law relating to industrial matters, the constitution and working of Industrial Boards, and the regulation, control, inspection and working of factories. It applies to all employees in any business, manufacture, etc., carried on for trade or for purposes of gain (except agriculture), and includes government and municipal employees. Provision is made for the constitution of an Industrial Court, which may have the assistance of assessors. In making an award the Court has no power to award preference of employment to any section of employees. Appeals from the determinations of Industrial Boards may be heard by the Court. Severe penalties are provided in the case of a lock-out or strike. A new departure, as far as this State is concerned, is contained in the provisions of the Act relating to the appointment of a Board of Industry having somewhat similar powers to the Board of Trade in New South Wales. This body shall comprise a President, who will be the President or Deputy President of the Industrial Court, and four Commissioners, two representing the employers and two the employees. The functions of the Board will be:—(a) To schedule and/or group industries for the purpose of the appointment of Industrial Boards, and to make recommendations to the Minister as to what (if any) new Industrial Boards should be appointed, and what Boards should be dissolved; (b) to deal with applications to transfer any class of employees from the jurisdiction of an Industrial Board to that of another Board; (c) to declare the living wage; and (d) to exercise and perform such other functions and duties as may be directed by resolution of both Houses of Parliament.

The Board is to declare, after public inquiry, a living wage for adult male employees and for adult female employees. No new determination can be made until at least one year has elapsed since making the previous living wage determination. The determination of the Board is to be published in the "Government Gazette," and takes effect on the fourteenth day after such publication.

The above brief review sets forth some of the interesting provisions of this important measure, which repeals the State "Industrial Arbitration Act 1912," and amendments thereof, and also "The Factories Act 1907," and amendments.

(v.) *Western Australia*.—During the twelve months under review only two awards and four variations were made by the Court of Arbitration. The industrial agreements filed during the same period numbered sixty-five, twenty-eight of which were made common rules by the Court. Retirements from awards during the year numbered six, and the number of retirements from industrial agreements was fourteen.

The first amendment to the Industrial Arbitration Act 1912, was passed by the legislature during the year, and was entitled, "Industrial Arbitration Act Amendment Act 1920." It provides, *inter alia*, for the appointment of a special commissioner who may require the attendance of any persons to meet in conference whenever any question has arisen that in his opinion may lead to a lock-out or a strike, or whenever a lock-out or a strike has occurred. At such conference the commissioner shall preside and endeavour to induce the parties to arrive at an agreement.

(vi.) *Tasmania*.—Wages Boards in this State were particularly active during the year, 54 determinations being issued. This number is greatly in excess of the number (21) made last year, and is considerably higher than the number which has been recorded during previous annual periods.

Four new Wages Boards were authorised during the year for the undermentioned industries or callings :—Electrical working ; engineering and moulding ; butter and cheese making ; and chemists and druggists' employees. The Board for engineers, moulders, etc., replaces two Boards.

"The Wages Boards Act 1920," assented to on the 24th December, 1920, consolidated and amended the law relating to Wages Boards. It does not apply to persons carrying on, or employed in, agricultural, horticultural or pastoral pursuits. Existing Wages Boards were abolished by the Act and, in regard to the appointment of new Boards, it is provided that they may be authorised by resolution of both Houses of Parliament, but when Parliament is not in session Boards may be established by proclamation of the Governor. Hitherto there has been no reference in the Wages Boards Acts with respect to industrial agreements, but in the new measure it is provided that they may be filed in the office of the Chief Inspector of Factories. The date on which the Act came into operation was 19th January, 1921.

Commonwealth Court.—Awards made during the year by the Commonwealth Court of Conciliation and Arbitration numbered 32, and the number of variations was 58. Industrial agreements numbering 183 were also filed during the year.

The awards made and varied, and industrial agreements filed during the year covered many important sections of industry. The following list shews certain of the industries, in which rates of wage and working conditions were regulated:—Flour milling, storemen and packers (oil stores), fruit growing, ship painting and docking, artificial manure making, marine stewards and pantrymen, mining, coachbuilding (railways), station hands (pastoral industry), tanning and leather dressing, tramway employees, theatrical, saddlery, timber working, Commonwealth railway employees and Public Service (Commonwealth) employees. It is pointed out that many other occupations and industries are covered by awards and agreements made under the provisions of the Commonwealth Conciliation and Arbitration Act, but the diverse nature of the industries regulated is apparent from the above list.

An important and interesting judgment, relating to hours of labour in the timber working industry, was delivered by the President on the 12th November, 1920. Included in the plaint lodged by the Australian Timber Workers' Union was a claim for a working week of 44 hours. The Court, seeing that any reduction of hours in this industry must affect other industries, especially those which involve the tending of machines, allowed employers' and employees' associations and others to take part in the hearing, under section 25 of the Act. After an exhaustive hearing during which a mass of evidence was submitted, relating to the ruling hours of labour in the Commonwealth and other countries, the effect of reduced hours on output and production, the effect of the increased use of machinery, and also in regard to fatigue and efficiency, etc., the President granted the claim of the Union.

"The Commonwealth Conciliation and Arbitration Act, 1904-1918," was amended by "The Commonwealth Conciliation and Arbitration Act, 1920," assented to on 11th October, 1920. An important provision in the new measure is that relating to the matter of increasing or reducing the standard hours of labour, which provides that "notwithstanding anything contained in this Act, the Court shall not have jurisdiction to make an award—

(a) increasing the standard hours of work in any industry; or

(b) reducing the standard hours of work in any industry to less than forty-eight hours per week, or, where the standard hours of work in any industry are less than forty-eight hours per week, reducing the standard hours of work in that industry,

unless the question is heard by the President and not less than two Deputy Presidents, and the increase or reduction, as the case may be, is approved by a majority of the members of the Court by whom the question is heard.

Provided that this sub-section shall not apply to any case in which the hearing of the claim and the taking of evidence in the Court were commenced before the commencement of this section."

Other important sections of the new Act are those which provide for (a) a penalty of one thousand pounds for lock-outs and strikes by persons or organisations affected by awards (Sec. 3, 6a); (b) a penalty of fifty pounds for injuring employee (5, 1a). This section reads:—"An

employer shall not threaten to dismiss an employee, or to injure him in his employment, or to alter his position to his prejudice—

(a) by reason of the circumstances that the employee is, or proposes to become an officer or member of an organisation, or of an association that has applied to be registered as an organisation, or that the employee proposes to appear as a witness or to give evidence in a proceeding under this Act; or

(b) with the intent to dissuade or prevent the employee from becoming such officer or member or from so appearing or giving evidence.”

Section twenty-eight (form and continuance of award) of the principal Act is amended by adding at the end of sub-section 2 the following words:—

“ Provided that where in pursuance of this sub-section an award has continued in force after the expiration of the period specified in the award, any award made by the Court for the settlement of a new industrial dispute between the parties may, if the Court so orders, be made retrospective to a date not earlier than the date upon which the Court first had cognizance of that dispute.

Notwithstanding anything contained in this Act, if the Court is satisfied that circumstances have arisen which affect the justice of any terms of an award, the Court may, in the same or another proceeding, set aside or vary any terms so affected.”

Arbitration—Commonwealth Public Service.—“The Arbitration (Public Service) Act” was assented to on the 7th October, 1920. The main features of the Act are set forth hereunder. The Act provides for the appointment of an Arbitrator, who shall be appointed for a term of seven years. The duties of the Arbitrator shall be to determine all matters submitted to him relating to salaries, wages, rates of pay, or terms or conditions of service or employment of officers and employees of the Commonwealth Public Service. All awards and orders made by the Court, under the Arbitration (Public Service) Act 1911, whether before or after the commencement of this Act, shall be deemed to be determinations made by the Arbitrator under this Act. Any organisation of employees in the Public Service shall be entitled to submit to the Arbitrator by memorial any claim relating to salaries, etc. The powers of the Arbitrator as regards any claim or application submitted to him are as follow:—

(a) to vary any determination, and to re-open any question and to give an interpretation of any determination;

(b) to summon any witness before him, and to compel the production before him of books, documents and things for the purpose of reference to such matters only as relate to the matter of the claim or application;

(c) to take evidence on oath or affirmation, such evidence unless otherwise ordered by the Arbitrator for reasons affecting the public interest to be taken in public;

(d) to allow the amendment of the claim or application;

(e) to declare by any order that any term of a determination shall, subject to such conditions, exceptions, and limitations as are declared in the order, be a common rule of the Public Service, or of any branch or part of the Public Service:

Provided that before any common rule is so declared, the Arbitrator shall by notification published in the "Gazette," and in such other publications, if any, as the Arbitrator directs, specifying the matter in relation to which it is proposed to declare a common rule, make known that all persons and organisations interested and desirous of being heard may, on or before a day named, appear or be represented before the Arbitrator; and the Arbitrator shall, in manner prescribed, hear all such persons and organisations so appearing or represented; and

(f) generally to give all such directions and do all such things as the Arbitrator deems necessary or expedient in the premises.

Provision is contained in the Act that no person or organisation shall in any proceeding under the Act be represented by counsel or solicitor. No determination of the Arbitrator shall be challenged, appealed against, reviewed, quashed, or called in question, or be subject to prohibition or mandamus, in any Court on any account whatever. Any determination shall be expressed to come into operation as from a date to be fixed by the Arbitrator not earlier than after the expiration of thirty days after the determination has been laid before both Houses of the Parliament.

Industrial Peace Act, 1920.—This Act, which was assented to on the 13th September, 1920, applies to industrial matters in relation to conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State.

The following sections are quoted from the Act. It will be noticed that certain of the sections are new features in industrial legislation.

In this Act, unless the contrary intention appears, "Industrial Dispute" means an industrial dispute extending beyond the limits of any one State, and includes:—

- (a) any dispute as to industrial matters; and
- (b) any dispute in relation to employment in an industry carried on by or under the control of the Commonwealth or a State, or any public authority constituted under the Commonwealth or a State; and
- (c) any threatened or impending or probable industrial dispute.

It is provided in Section 5 *inter alia* that "(1) The Governor-General may establish a Commonwealth Council of Industrial Representatives.

(2) The Commonwealth Council shall consist of a Chairman and an even number (not less than six nor more than eight) of other members.

(3) The Chairman shall be chosen by agreement between the representatives of employers and employees or, in default of agreement, shall be appointed by the Governor-General.

(4) Of the members, other than the Chairman, one-half shall be representative of employers, and one-half shall be representative of recognised organisations of employees.

(5) The members representative of employers and of recognised organisations of employees respectively shall be recommended for appointment in the prescribed manner by the respective employers and organisations of employees.

(6) The members of the Commonwealth Council shall hold office during the pleasure of the Governor-General, and shall receive such remuneration by way of salaries or fees, and allowances, as the Governor-General directs."

The powers and functions of the Commonwealth Council are specified in Section 7, and include the following :—

- " (a) to consider any matters, conditions and tendencies in any part of the Commonwealth leading or likely to lead to industrial disputes, or in any way affecting or likely to affect industrial peace ;
- (b) to inquire into any industrial matter brought before it by a member, or referred to it by the Governor-General, and to declare its opinion thereon ;
- (c) to confer with any persons or associations as to any matters affecting the prevention or settlement of industrial disputes ;
- (d) to appoint Committees of the Commonwealth Council for the purpose of any inquiry or conference ;
- (e) to summon any person before the Commonwealth Council or a Committee thereof for the purpose of conference or of giving evidence ;
- (f) to make reports to the Governor-General concerning any industrial matter."

Provision is made in Section 9, *inter alia*, that—“(1) The Governor-General may establish District Councils of Industrial Representatives for any State or part of the Commonwealth.

(2) A District Council shall consist of a Chairman and an even number (not less than six nor more than eight) of other members.

(3) The Chairman shall be chosen by agreement between the representatives of employers and employees, or in default of agreement, shall be appointed by the Governor-General.

(4) Of the members other than the Chairman, one-half shall be representative of employers and one-half shall be representative of recognised organisations of employees.

(5) The members representative of employers and of recognised organisations of employees respectively shall be recommended for appointment in the prescribed manner by the respective employers and organisations of employees.

(6) The members of a District Council shall hold office during the pleasure of the Governor-General, and shall receive such remuneration, by way of salaries or fees, and allowances, as the Governor-General directs."

Section 11 provides that :—“The powers and functions of a District Council shall include the following :—

- (a) to inquire into any industrial matter brought before it by a member, or referred to it by the Commonwealth Council or by any employers or employees or association of employers or recognised organisation of employees ;
- (b) to confer with any persons or associations as to any matters affecting the prevention or settlement of industrial disputes ;
- (c) to appoint Committees of the District Council for the purpose of any inquiry or conference ;

- (d) to summon any person before the District Council or a Committee thereof for the purpose of conference or of giving evidence ;
- (e) to make reports to the Commonwealth Council concerning any industrial matter.”

The Governor-General may appoint a Special Tribunal or Tribunals for the prevention of or settlement of any industrial dispute or disputes.

The following sections of the Act with respect to Special Tribunals are of interest :—

“ Section 14.—(1) A Special Tribunal shall consist of an equal number of representatives of employers and employees respectively, together with a Chairman.

(2) The Chairman shall be chosen by agreement between the representative of employers and employees, or, in default of agreement, shall be appointed by the Governor-General.”

“ Section 15.—(1) A Special Tribunal shall have cognizance—

(a) of any industrial dispute between an organisation of employees on the one hand, and employers or associations of employers on the other hand, referred to it by the persons or organisations parties thereto ; and

(b) of any industrial dispute as to which a conference has been held under section eighteen of this Act, and as to which agreement has not been reached as to the whole of the dispute, and which has been referred to the Special Tribunal in accordance with section twenty of this Act,

and have power to inquire into all matters relevant to the dispute from the point of production to the final disposal of the commodity by the employer (in the case of a producing industry), and the decision of the Tribunal on the question of relevancy shall be final :

Provided that no dispute as to which the hearing has commenced in the Court shall be referred to a Special Tribunal.”

“ Section 16.— A Special Tribunal shall have power to hear and determine any industrial dispute of which it has cognizance ; and for that purpose shall have (in addition to any other powers conferred on it under this Act) all powers which by the *Commonwealth Conciliation and Arbitration Act, 1904-1918*, are expressed to be given to the Court or the President as regards an industrial dispute of which the Court has cognizance.”

“ Section 17.—Any order or award made by a Special Tribunal shall be binding on the parties, and may be enforced as an award of the Court.”

“ Section 18.—(1) A Special Tribunal or the Chairman thereof, or the Minister, or any person thereto authorised in writing by the Minister, may, for the purpose of preventing or settling industrial disputes, summon any person to attend, at a time and place specified in the summons, at a conference.”

“ Section 19.—Where, at the hearing before a Special Tribunal, or at any conference summoned in pursuance of this Act, an agreement as to the whole or part of any industrial dispute is made in writing between parties thereto, the agreement may be filed with the Industrial Registrar, and shall thereupon have effect in all respects and be binding on the parties and enforceable as if it were an award of the Court.”

Section 21 provides that "In relation to any Special Tribunal, the Governor-General may appoint a Local Board or Boards to exercise jurisdiction, within such limits as are prescribed, or as are defined by the Special Tribunal, for the settlement of any industrial dispute or disputes, or for the prevention or settlement of disputes which have arisen or which may arise in any industry."

With regard to the constitution of the Local Board, it is provided in Section 21 that "(1) A Local Board shall consist of a Chairman, and an even number (not less than four nor more than eight) of other members.

(2) Of the members, other than the Chairman, one-half shall be representative of employers; and one-half shall be representative of recognised organisations of employees."

Section 27 of the Act contains, *inter alia*, the following provisions:—
 "(1) When an alleged industrial dispute is referred to a Special Tribunal or a Local Board, any party to the proceeding may apply to the High Court for a decision on the question whether the dispute or any part thereof exists, or is threatened or impending or probable, as an industrial dispute extending beyond the limits of any one State or on any question of law arising in relation to the dispute or to the proceeding or to any award or order of the Court."

"(2) The High Court shall have jurisdiction to hear and determine the question."

"(4) The decision of the High Court or the Justice on the question shall be final and conclusive, and shall not be subject to any appeal to the High Court in its appellate jurisdiction and shall not be challenged, appealed against, reviewed, quashed, or called in question, or be subject to prohibition mandamus or injunctions, in any Court on any account whatever."

During the year 1920 the following Special Tribunals were appointed under the provisions of "The Industrial Peace Act 1920":—

(1) *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) *Engine-drivers' and Firemen's (Coal Industry) Special Tribunal*—"for the prevention and settlement of any industrial dispute which has arisen or which may arise in relation to engine-drivers and firemen engaged in the coal and shale industry."

(3) *Coke Industry Special Tribunal*—"for the prevention or settlement of any industrial dispute or disputes which have arisen or which may arise in the coke industry."

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

No action in regard to the appointment of Commonwealth or District Councils of Industrial Representatives under the provisions of the Act had been taken at the end of the year, 1920.

In December 1919, a Commission was appointed by the Commonwealth Government known as the Basic Wage Commission. This Commission was instructed to enquire into the cost of living of a family consisting of man, wife and three children under 14 years of age. It issued its report in November 1920. For further reference to this matter, see Section IV., pp. 28 and 29.