

with the approval of the Industrial Emergency Council, overtime beyond one hundred and twenty hours has been permitted in 3,936 cases (3,902 women and 34 boys), amounting in all to 235,212 hours. The total extended hours worked by women and boys during 1942 was 1,549,635 hours, compared with 1,413,157 in 1941, 1,241,807 in 1940, and 950,140 in 1939. In reviewing these figures, the Suspension Orders permitting the employment of women on night shifts should not be overlooked. Notwithstanding the introduction of shift arrangements, overtime has increased in many industries. Supply factors have also had an appreciable effect on some trades. For purposes of example, overtime figures for several trades are quoted :—

—			Biscuit and Confectionery.	Woollen- milling, &c.	Soap.	Clothing, including Shirt, Silk, White, &c.	Tobacco.
			Hours.	Hours.	Hours.	Hours.	Hours.
1939	..	..	88,947	98,444	12,411	388,302	50,512
1940	..	..	98,665	*174,053	25,754	481,401	87,065
1941	..	..	†217,725	235,374	15,375	420,502	40,303
1942	..	..	184,998	310,843	38,597	358,726	310,843

* Shift employment practicable after 20th June, 1940.

† Shift employment practicable after 23rd June, 1941.

JUVENILES

Inspectors report that there is an unsatisfied demand for juvenile labour. Recently, also, there have been press comments regarding high wages paid to youths, and inferences that the demand has caused the high wages have been drawn. It is necessary to distinguish between those occupations where current rates are in excess of minimum rates provided for and generally paid to young persons and those occupations where, in the absence of rates for juniors, such workers are performing the work of and receiving the remuneration of adults. Cases of high wages received by young persons have been reported by Inspectors, but they are chiefly within the second category above.

CANTEENS FOR INDUSTRIAL WORKERS

In view of the extent to which overtime and also shift-work operated, also because numbers of women whose previous normal activities were home duties had entered industrial employments, a special investigation regarding meal facilities was carried out, it being desired to ascertain whether workers in such circumstances had reasonable opportunity of securing proper meals. It has been the experience in England that feeding facilities near to work places have been necessary in emergency conditions. Employment conditions there, of course, have been affected by aerial bombardment and the transfer of places of employment to areas outside the cities. Nevertheless, the problem in a limited form was anticipated in New Zealand because of the overtime and shift factors mentioned above, also transfers of workers, and labour difficulties in catering establishments.

Several awards contain provisions respecting dining-room provision, and a statutory obligation exists in regard to women workers in certain circumstances, but there is no provision operative in New Zealand requiring canteen facilities. Nevertheless, in a considerable number of cases employers do provide such facilities, many of them being on a major scale and maintained in a manner that is a credit to the establishments involved.

The English Emergency Law contains an authority enabling Inspectors to require the establishment and maintenance of suitable canteens in the immediate neighbourhood of the factory. Naturally the larger factories are the ones covered, though use appears to have been made of "British restaurants"—the communal feeding centres established by local authorities to cope with conditions in bombed areas—and thus even small concerns have facilities available.

As a result of the investigation it was found that the problem, where it existed in this country, was minor in character and probably capable of solution without legal authority. Nevertheless, the matter is being kept under review and the question of the necessity for authorizing powers will be reported on should the necessity occur.

WOMEN IN INDUSTRIAL EMPLOYMENTS

In the period from 1931–32 to 1942–43 the number of women employed in factories increased by over 100 per cent. The annual reports of previous years record that 18,545 women were employed in 1931–32 (compared with 17,322 in 1913–14), while in 1942–43 38,092 were employed. This increase has been something apart from the incidence of emergency conditions as the following figures will show : 1931–32, 18,545 ; 1932–33, 19,334 ; 1933–34, 18,630 ; 1934–35, 21,291 ; 1935–36, 23,582 ; 1936–37, 25,528 ; 1937–38, 29,646 ; 1938–39, 28,911 ; 1939–40, 31,332 ; 1940–41, 34,291 ; 1941–42, 37,111 ; 1942–43, 38,092. Relationship of women to men : 1913–14, 30 per cent. ; 1939–40, 38·5 per cent.

New Zealand legislation regarding factories has for many years contained special restrictions concerning female workers. In respect of ordinary hours, for example, there is a prohibition against employment between 6 p.m. and 8 a.m. the following day, on Sundays and holidays or half-holidays, though special provisions modify this in respect of milk-preserving factories in the spring and summer months. Limited overtime is permissible with the prior approval of the Inspector of Factories, but this cannot be for more than three hours in any day, on more than two consecutive days in the week, for more than ninety hours in any year (except that in any exceptional case arising in the opinion of the Inspector from any unforeseen circumstance an additional thirty hours can be worked), or on any holiday, half-holiday, or on any Sunday. Under the Factories Act, 1921–22, there is no statutory differentiation as to minimum wages as between women and men, but women under eighteen enjoy a prohibition of deduction from wages except for time lost through the workers' illness or default, or on account of the temporary closing of the factory for cleaning or repairing the machinery. It is also provided in respect of women that the occupier of a factory shall not be entitled to make any deduction, set-off, or counterclaim against a claim for wages or other remuneration for work actually done, except to the extent of the special damage (if any) which he proves he has suffered by reason of the unlawful