

1943
NEW ZEALAND

DEPARTMENT OF LABOUR

(REPORT OF THE)

Presented to both Houses of the General Assembly by Command of His Excellency

REPORT

THE SECRETARY, DEPARTMENT OF LABOUR, to the Hon. the MINISTER OF LABOUR.

SIR,—

Department of Labour, Wellington, 10th May, 1943.

I have the honour to present herewith the fifty-second annual report of this Department for the information of His Excellency the Governor-General, and to be laid before Parliament in compliance with the Labour Department Act, 1908, and the Factories Act, 1921-22. The report covers the financial year 1st April, 1942, to 31st March, 1943.

I have, &c.,

HENRY E. MOSTON,

Secretary of Labour.

The Hon. the Minister of Labour.

EMPLOYMENT CONDITIONS

The position as to the supply of workers has become more difficult during the year and it is now common, when an inspection is made of any large factory, for Inspectors to be advised that production is being held up, at least to a certain extent, through shortage of labour and particularly of trained hands. Supplies of materials also present problems in many industries, shortages existing because of the supplies not coming forward, of the necessity of meeting prior demands of the armed services, and of stocks being "frozen" to meet anticipated further demands for emergency purposes. It is obvious that because of extensive mobilization of both men and women the numbers employed in those avenues that are lesser in importance will fall. The tables recorded later, however, show a further increase in the number of women engaged in factory employments. This, to some extent is the result of the direction under the Man-power Regulations of women into essential undertakings. Because statistics as to the number of persons employed in factories are collected mainly in April in each year, the figures available are those of 1942, and the earlier preparation of this report means that examination of the 1943 trend has not been possible.

In the primary industries a shortage of labour, which was apparent all through the year, became serious with the onset of seasonal activities. To meet the position the temporary release of experienced workers from the armed forces was arranged, while bivouac camps were of major assistance for harvesting and similar purposes by furnishing a pool of willing, though to some extent unskilled, labour. Women are increasingly engaged on farm work, and Inspectors quote cases where womenfolk have, for example, kept large dairy herds in production with inadequate assistance.

NEW INDUSTRIES

Difficulties of supply have led to the establishment of factories for the manufacture of bituminous mastic roofing, also of macaroni and spaghetti. Dehydration plants have also been introduced, and meat, vegetables, and fruit are being dealt with this year by drying processes. Reclamation of rubber and local manufacture of rubber goods have appeared because of necessity, while many factories are now producing various types of machines and equipment to meet emergency requirements. An establishment to extract oil from linseed was recently opened, this being a further development upon the growing of linen flax mentioned in last year's report. In the sphere of primary production the extraction of phosphate deposits in Otago, treated for purposes of this report as a new industry, is of major interest.

OVERTIME

Extended hours have again been worked in many factory industries, particularly those immediately associated with the meeting of the requirements of the defence services. Because of these extended hours there have been suggestions that fatigue is beginning to make itself felt; however, while some instances of excessive hours have come under the notice of Inspectors, in no case has it been shown that there has been any detriment to health as a result of the extended hours approved by Inspectors in the case of women and boys. Extension of hours for male workers over sixteen years of age is not subject to limitation except as to the provision of meal breaks, but the statute limits the Inspector's approval to ninety hours in a year for each female worker or boy, though he may in exceptional cases arising from unforeseen circumstances permit an additional thirty hours to be worked. Further,

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

act or default of the claimant in leaving the employment or being absent from the employment after the work was actually done as aforesaid. Until the passing of the Factories Amendment Act, 1936, which provided for the occupier of a factory to allow certain holidays to every person employed in the factory, this privilege was by statute accorded to women and boys alone, though as a matter of custom and pursuant to collective bargaining action many men also benefited. Other sections of the Act provide specially for meal-rooms for women workers, regulate the matter of taking meals in workrooms, restrict employment immediately after childbirth (there is no recorded case where it has been necessary to enforce this section), and prohibit employment in any factory in which wet spinning is carried on unless full and satisfactory provision is made to protect each of them from being wetted, and, where hot water is used, to prevent the escape of steam into any room in which any of them are employed.

While, as stated above, there is no statutory differentiation in wage rates, awards of the Court of Arbitration have in many industries made provision for wages for women lower than the wage for men (for examples see table on page 9). Further, under the basic-wage determination in terms of section 3 of the Industrial Conciliation and Arbitration Amendment Act, 1936 (1936 Book of Awards 715), the rate for adult female workers is £1 16s. a week (£3 16s. a week for adult males). Again, the order of the Court of Arbitration under the Rates of Wages Emergency Regulations 1940 (1942 Book of Awards 258) applied the increase to an amount not exceeding £2 10s. a week in the case of adult female workers (£5 a week for adult males). In many industries, however, no separate rate has been prescribed for women workers, and where, due to the increasingly significant role played by women in the war programme, women have entered these employments the minimum wage legally payable has been that provided for men. On several occasions applications to fix rates for women have been dealt with by the Industrial Emergency Council, which has adhered to the principle of equal pay for equal work. Where it has been shown that a lesser volume of work was inevitable or the whole of a job could not be allotted to women, lower rates have been fixed.

The following table illustrates the respective rates for males and females per week :—

				Rate fixed.			Rate for Males.			
				£ s. d.			£ s. d.			
Agricultural workers eighteen years of age and over—										
Dairy farms	..	..	..	First 6 months	..	.. 2 1 0	18-19	..	.. 1 16 0	
				Thereafter	..	.. 2 8 6	19-20	..	.. 2 3 6	
Other farms	..	..	..	First 6 months	..	.. 1 16 0	20-21	..	.. 2 10 6	
				Thereafter	..	.. 2 3 6	Adult	..	.. 2 17 6	
Bakers	..	..	..	First 6 months	..	.. 1 16 0	18-19	..	.. 1 16 0	
				Thereafter	..	.. 2 3 6	19-20	..	.. 2 3 6	
							20-21	..	.. 2 10 6	
							Adult	..	.. 2 17 6	
				£4 15s. 6d.*			£4 15s. plus 5 per cent. plus 5 per cent.—i.e., £5 4s. 9d.			
If engaged wholly in bread packing and checking, bread wrapping and banding, bread cutting and wrapping, assisting in the distribution of bread in the bread-room to drivers' racks and vans, and keeping the bread-room clean.										
				£ s. d.						
Butchers (shop)	..	..	..	First 3 months	..	3 5 0	} Plus cost-of-living increases	£5 5s., plus cost-of-living increases.		
				Second 3 months	..	3 15 0				
				Thereafter	..	4 0 0				
Packing display trays; window-dressing; pricing and ticketing; weighing, wrapping, and serving customers any joints, chops, steaks, and small-goods that have been prepared for sale by male assistants; taking cash; sewing and tying prepared rolls of fresh meat; linking sausages; light cleaning, which shall not include scrubbing and/or scraping of butchers' blocks or the cleaning of sausage or similar machinery or brine tubs.										
Grocers—				Rates for youths as in award.						
Up to 20	..	..	..	£ s. d.			} Plus cost-of-living increases	£5 5s., plus cost-of-living increases.		
				20	..	3 17 0				
				21	..	4 7 0				
When commencing at the trade at age twenty or over										
				£ s. d.						
				First 6 months	..	3 0 0	} Plus cost-of-living increases	..		
				Second 6 months	..	3 7 0				
				Third 6 months	..	4 2 0	} of-living increases	..		
				Thereafter	..	4 7 0				
Porcelain workers (employed by the Amalgamated Brick and Pipe Co., Ltd., Auckland)				s. d.			s. d.			
				Under 16	..	18 6	} Plus cost-of-living increases	Under 16	..	25 0
				16-16½	..	22 6		16-16½	..	30 0
				16½-17	..	26 6		16½-17	..	35 0
				17-17½	..	30 6		17-17½	..	40 0
				17½-18	..	34 6		17½-18	..	45 0
				18-18½	..	38 6		18-18½	..	50 0
				18½-19	..	42 6		18½-19	..	55 0
				19-19½	..	46 0		19-19½	..	60 0
				19½-20	..	50 0		19½-20	..	65 0
				20-20½	..	55 0		20-20½	..	75 0
				20½ and over	..	60 0		20½-21	..	80 0
Sandbag Workers employed by McKendrick Bros., Ltd., Auckland				£2 10s., plus cost-of-living increases, increased to £3, plus cost-of-living increases, after 2 months' experience (no award for this work)			£5, plus cost-of-living increases.			

* I.e., forty forty-fourths of the rate for males in view of the limitations of working-hours to forty (males, forty-four).

The prohibition referred to above against the employment in factories of female workers between 6 p.m. and 8 a.m. has been lifted in a number of industries because of emergency conditions. In these industries employment on "shift-work" is now practicable. A special shift allowance—usually 1s. 6d. a shift—is payable, and a requirement that conveyance of workers on the late or night shift to their homes be arranged is introduced. Examples of industries affected are—

Ammunition-manufacturers.

Bread-baking (bread packing and checking, bread wrapping and banding, bread cutting and wrapping, assisting in the distribution of bread in the bread-room to drivers' racks and vans, and keeping the bread-room clean).

Biscuit-manufacturing.

Brushware-manufacturing (limited to two Auckland employers).

Laundry workers (Auckland Hospital Board).

Woollen-milling.

WORKSHOP COMMITTEES

Inquiries show that while committees have been established in some towns, this position is by no means general. Good work appears to have been done in several cases, though there is a suggestion that in some instances the committees have become a mere channel for the ventilation of complaints. It was not contemplated that workshop committees deal with matters arising out of an award, this being the function of the Disputes Committee provided for therein. The Department's view is that the following matters are such as could be discussed by a workshop committee representative of the management and the workers: (1) Health and safety of the workers; (2) greater efficiency; (3) increased production; (4) prevention of wastage in the industry; and (5) cleanliness of the factory.

It has been reported that joint Production Consultative and Advisory Committees have been set up in the Royal Ordnance Factories in Great Britain and are to be set up in the engineering and allied industries. The report states that these provide means for a regular exchange of views between the management and workers on matters relating to the improvement of production. Examples of the matters to be discussed are: Maximum utilization of existing machinery; upkeep of fixtures, jigs, tools, and gauges; improvement in methods of production; efficient use of the maximum number of productive hours; elimination of defective work and waste; efficient use of material supplies; efficient use of safety precautions and devices. It is evident, therefore, that in Great Britain committees are consulted on many matters that have normally been regarded as essentially the responsibility of the management.

FACTORIES ACT

NUMBER OF FACTORIES AND FACTORY WORKERS

For the registration year 1942-43 the number of factories registered was 16,408. In these factories there were employed 15,714 working occupiers, 76,754 male employees, and 38,092 female employees, a total of 130,560 workers. While the number of factories and the number of workers had increased annually for a number of years up to 1939-40, a reduction in the number of factories had occurred each year since (1939-40, 18,141; 1940-41, 17,940; 1941-42, 17,421; 1942-43, 16,408). The number of employees, however, increased until 1941-42, but a reduction is recorded in 1942-43 (134,039 to 130,560). This reduction is in respect of male employees (80,469 to 76,754), a further increase having occurred in respect of female employees (37,111 to 38,092).

A recent analysis indicates that there is 1 factory employing more than 1,000 hands, 11 employing between 500 and 1,000 hands, 73 employing between 200 and 500 hands, and 92 employing between 100 and 200 hands. Therefore, there are 16,231 factories employing less than 100 hands.

ACCIDENTS IN FACTORIES

Because the results had not been tabulated it was not possible to include in last year's report the usual information regarding accidents reported to have occurred to workers in factories. Details given in this connection are always for the calendar year, this being to facilitate international comparison. The total number of accidents reported during 1941 was 6,517 (6,002 males and 515 females). Other details are—*Age*: Under 16, 194; 16-20, 1,086; 21-24, 853; 25-34, 1,991; 35-44, 1,210; 45-54, 703; 55 and over, 370; not stated, 110. *Disability*: Fatal, 5; permanent partial, 189; temporary, 6,323. *Causes*: Fixed machinery, 958; vehicles, 35; explosions and fires, 214; poisons and corrosive substances, 227; electricity, 10; falls of persons from elevations, 256; falls of persons into excavations, 23; slipping or stumbling on the level, 348; stepping on or striking against fixed objects, 381; falling objects, 271; falls of earth, 2; handling of objects, 2,006; hand-tools, 1,326; animals, 34; miscellaneous, 426. *Time lost*: 120,341 days. *Compensation paid*: £106,473 6s. 7d.

A preliminary count in respect of accidents reported during 1942 gives a total of 7,548. The increase in the number of accidents can be partly accounted for as a result of notification of accidents by some employers who had not previously carried out this duty. However, it is to be anticipated that with the increased overtime, the introduction into factories of workers not having previous experience of factory and machine processes, and the mobilization of many skilled workers and probably maintenance hands an increase in the number of accidents will occur. Such an increase is also recorded in the report of the Chief Inspector of Factories for Victoria for the year ended 31st December, 1941. Inspectors are giving careful attention to processes and methods of work in an endeavour to keep the number of accidents to a minimum. A special review made in the Auckland District illustrating the action of Inspectors revealed interesting features as follows:—

- (a) In thirty-four cases out of forty-four investigated involving particles or dust in the eyes, workers had failed to make use of protective apparatus provided:
- (b) One factory with a considerable increase in size due to war demands did not have a high accident rate, but roughly 70 per cent. of the accidents were to workers with six months' or less experience. Many machines are used, and the most frequent cause of accident was the insertion of fingers under a guard to remove blockages, or doing, while machinery was in motion, something that should be done only after a machine has been stopped:
- (c) Investigation of the number of accidents at a canister-factory suggested that to a large extent unsatisfactory layout of machinery was involved. Arising out of the Department's action, which was supported by the insurer, a complete alteration of layout was undertaken:
- (d) Acid and sodium burns in one factory were traced to carelessness in the adjustment of protective apparatus, particularly among inexperienced workers.

INSPECTIONS, ETC.

During the year visits of inspection to the number of 8,916 were made. Complaints were received respecting 434 alleged breaches of the Act, resulting in 4 prosecutions and 162 warnings. In 131 cases investigation showed that no breach had been committed, while in the remaining cases no action was considered necessary. Two prosecutions were instituted for breaches which were discovered by Inspectors, and warnings were given in other cases, being either first offences or of a minor nature. Convictions were secured in all cases; the fines totalled £20. No case calls for comment.

There were 426 requisitions served to comply with various requirements of the Act, such as for lime-washing, safeguards for workers employed on machinery, &c., sanitary conveniences, fire-escapes, dust-extraction, renovations and structural alterations, heating-appliances, lighting, ventilation, spray-booths for duco work, first-aid appliances, and dining-rooms in the case of establishments employing over six women and girls and boys under sixteen, also provision of drinking-water.

BOYS AND GIRLS IN FACTORIES

The Factories Act, 1921-22, provides that a boy or girl under sixteen years of age shall not be employed in any factory unless the occupier holds from the Inspector a certificate of fitness relating to the boy or girl. Issue of a certificate is subject to age, education, and fitness qualifications. Documentary evidence of age and education is called for, but in respect of fitness the Inspector has regard for the trade and occupation involved, including considerations as to lifting of weighty articles, the particular factory and the working-conditions therein, and the appearance and physique of the young person concerned. Pursuant to these requirements Inspectors issued 3,263 certificates during the year (boys, 1,706; girls, 1,557). This is a considerable reduction on the previous year, when the issues were: Boys, 2,153; girls, 2,145; total, 4,298.

There has been public comment regarding the number of boys and girls under sixteen years of age being granted permits to work in factories. The number of permits issued last year—viz., 3,263—is less than for any of the three years prior to the war, the figures being: 1936-37, 4,462; 1937-38, 4,016; and 1938-39, 4,150. It has been pointed out above that Inspectors of Factories are in a position to protect young persons who enter factory employment. There is, however, no similar power in respect of other avenues of employment, except that the Agricultural Workers Act, 1936, prohibits the employment for hire or reward of a child under the age of fifteen years on any dairy-farm. Thus young persons who are refused permission to work in factories may enter undesirable employment elsewhere.

INDUSTRIAL VENTILATION

With the introduction of black-out and semi-black-out conditions, the Department instructed its Inspectors to watch carefully that ventilation requirements were maintained. It will be appreciated that the fitting of screens to windows and other light sources impedes the inflow of fresh air, and the workers may then suffer from impure air and a temperature rise. Many simple means of overcoming this exist, these being based upon the principle that, while light beams travel in a straight line, air will flow around projections. Inspectors have been able to advise factory occupiers on ventilation problems, and the necessity to introduce special extraction or induction air systems to meet temporary conditions has to a large extent been avoided.

INDUSTRIAL LIGHTING

It is accepted that good lighting is a considerable factor in productive efficiency, and the Department has, over a period of years, given special attention to the problem of adequate industrial lighting. Whilst there is much room for improvement in some factories, there has been considerable success in the effort to secure the proper utilization of natural light, with suitable supplementary lighting where necessary, also an improved standard of artificial lighting, particularly in those factories where work is performed during the hours of darkness. With the onset of emergency conditions, supply and labour difficulties have caused progress to be interrupted. Such conditions really constitute an additional argument for improved lighting, as productive efficiency in munitions units is a major necessity. Further, the introduction of black-out or semi-black-out conditions has involved the necessity for light-traps that themselves impede the full utilization of natural light during daylight hours. Many of the new factories erected are models so far as good lighting is concerned.

SKIN IRRITATIONS ARISING OUT OF INDUSTRIAL PROCESSES

Oil Acne.—In three separate factories where the work of turning or drilling required the use of special lubricating-oil in the process, cases of oil acne or dermatitis occurred. In such cases prevention is all-important, workshop hygiene needs attention, and machines should be so guarded as to prevent the operators being splashed. Filtration and sterilization of the oil may be necessary, while adequate washing-facilities for the workers are essential, personal cleanliness being a factor of major importance. The cases referred to above were dealt with in conjunction with officers of the Health Department, and the hygienic measures introduced appear to be coping with the outbreaks.

Lacquer Dermatitis.—Difficulty arose at several food-canning establishments and was attributed to solvents in the lacquer. The introduction of further automatic means of handling the tins during the lacquering process reduced the incidence of this trouble, while investigations showed that the irritation was increased by the pyriden which is added to commercial methylated spirits in New Zealand.

Dust from Insulating-board.—Investigations are proceeding concerning a suggestion that dust created in sawing and handling a brand of insulating-board is injurious to the workers.

SURVEY OF EARTHQUAKE DAMAGES IN INDUSTRIAL PREMISES

Following the two earthquakes in June and August, 1942, a survey of factory and workshop premises as well as workplaces connected with mercantile and commercial activities was made in the Wellington and Masterton districts. As a result, requisitions were served on a number of occupiers to carry out repairs or protect workers during repair operations. The number of requisitions was very small relative to the number of cases where repair work was involved, as much necessary repair was undertaken voluntarily or pursuant to direction by local authority. This Department is carefully watching the safety of workers in premises where the damage was not immediately dangerous.

ABSENTEEISM.

The problem of absenteeism in industry is one that has engaged the attention of this and other countries. Loss of working-time may be due to a variety of causes, and, while much can be done

to reduce the effect of such causes, it appears to be inevitable that, as a result of sickness and industrial accident, some workers will not be able to work full time. These normal absences from work on what may be regarded as permissible grounds are accentuated by a set of circumstances in which married women have returned to industry, many of them voluntarily as a war effort. For them absences may be necessary because of (a) sickness of some member of the family for whom the worker has to care; (b) shopping difficulties; (c) normal requirements of the family and home care of children, preparation of meals, cleaning of the home, &c. Furthermore, strain due to long hours have contributed to absences that would not occur were only normal hours worked.

A complete survey of absenteeism throughout the Dominion was not possible owing to staffing difficulties. However, inquiries were completed in certain selected industries and localities with results as set out at the end of this paragraph. It was apparent early in the inquiry that few employers had recorded reasons for absences. Thus it was almost impossible to arrive at any completely satisfactory conclusion as to how much of the lost time was due to sickness and reasonable causes. Further, there appeared to be no available information as to the average absence through sickness in New Zealand, though overseas publications have given the experience of other countries. For example, the *New South Wales Industrial Gazette* of 31st August, 1942, quotes a statement on medical certification issued by the Council of the British Medical Association as authority for the proposition that in normal peacetime industry 3 per cent. of workers are absent each day. (NOTE.—The lost time per worker per week through sickness would thus be 1 hour 12 minutes.) Again, in a publication of the Medical Research Council, Industrial Health Research Board (England), "Industrial Health in War," a report of the Department of Health for Scotland is mentioned. This states that the average duration of incapacity in an insured population of about 1,750,000 persons was about 15 days per annum. Further, a table in "Recent Advances in Industrial Hygiene and Medicine" (Ling) gives the sickness absence for forty-six organizations providing records for two years at least as (for female persons in days per annum): 18 days, two cases; 16 days, two cases; 15 days, one case; 14 days, three cases; 13 days, five cases; 12 days, nine cases; 11 days, two cases; 10 days, three cases; 9 days, two cases; 8 days, two cases; 7 days, five cases; 6 days, five cases; 5 days, three cases; 4 days, two cases. If the mean is taken as 12 days, an absence equivalent to 2 hours per person per week is arrived at. These conclusions when applied to the details following indicate that the absences in many cases are not unduly high.

	Average Absence per Worker per Week.	Estimated Average unauthorized Absence per Worker per Week.
<i>Female Workers</i>		
Clothing-manufacturing—	h. m.	h. m.
Period of twelve weeks ending 30th October, 1942—		
First example	2 29	1 25
Second example	2 40	1 33
Third example	4 25	2 5*
Fourth example	3 30	Not available.*
Period of eight weeks ending 8th March, 1943—		
Fifth example	3 13	1 45
Sixth example	2 8	1 0
Seventh example	1 32	0 24
Period of fifteen weeks ending 20th November, 1942—		
Eighth example	2 40	0 22
Ninth example	3 30	1 10
Woollen-milling—		
Period of twelve weeks ending 30th October, 1942—		
First example	1 15	Not available.
Second example	3 45	3 0
Period of eight weeks ending 8th March, 1943: Third example	2 8	0 57
Period of fifteen weeks ending 20th November, 1942: Fourth example	2 21	Not available.
Biscuit-manufacturing—		
First example	2 20	0 10
Second example	3 50	0 50
Third example	2 20	0 50
Fourth example	3 50	Not available.
Boot and shoe manufacturing—		
First example	3 45	Nil
Second example	1 37	0 15
Third example	1 44	1 0
Fourth example	3 22	0 43
Fifth example	2 39	1 11
<i>Male Workers</i>		
Boot and shoe manufacturing—		
First example	1 20	0 30
Second example	1 30	0 20
Third example	0 50	0 17
Fourth example	0 40	Nil
Fifth example	1 30	"
Sixth example	1 43	"

* A further review from 30th October, 1942, to 17th February, 1943, excluding the Christmas—New Year period, gave results 4 h. 35 m. and 3 h., 3 h. 40 m. and 2 h.

A number of cases were examined in considerable detail and, while it is not possible to record here the conclusions, it is desirable that some of the factors discovered be set out :—

(a) Some workers recorded by employers as absent without reason for considerable periods were actually sick—in one case the worker was in receipt of an invalidity benefit and unlikely to resume work even at a distant date. Because they were employed in an essential industry but had neglected to secure a formal release through the Man-power Organization, their names were retained on the employment record, though in ordinary circumstances removal would have occurred.

(b) In other cases unauthorized change of employment had occurred. The original employer was thus recording the worker as absent from work, whereas in reality he was working elsewhere and probably employed on work involving overtime. These cases are quoted to demonstrate that no “bird’s-eye view” of this subject gives an accurate picture. It has been found overseas that avoidable absence from work is more likely to be satisfactorily solved by internal means than by external powers of discipline or punishment. The Chief Inspector of Factories, Great Britain, in his last annual report, states : “It has been found by many firms that the best method of dealing with absenteeism is the prompt interviewing of the absentee by an officer of the personnel management department and, where necessary, his subsequent appearance before a committee of fellow-workers.” The changes brought about by wartime production have disclosed the necessity for greater attention to staff management and welfare conditions, and the appointment of a competent personnel manager or welfare supervisor in the larger factories would assist in solving many of the problems that arise. Furthermore, fuller use could be made of any works committees that exist. Addresses in factories undertaken by Mr. Moncur, M.P., have aimed at reducing possible absenteeism by appealing to patriotic sentiment. Employers generally have expressed satisfaction with the result of these addresses.

The Minimum Weekly Wage (Essential Undertakings) Order (No. 2) (Serial number 1942/320) contains a provision which operates as a penalty on workers who absent themselves from their employment where it provides that the right of the worker to receive in respect of any week the minimum weekly wage shall be subject, *inter alia*, to the following condition :—

(c) That the worker during the immediately preceding six weeks was not absent from available work for any reason other than (i) sickness or accident or other cause outside his or her control ; or (ii) leave of absence to which the worker was entitled under the terms of his or her employment, or leave of absence granted by or on behalf of the employer ; on more than one working-day, or (if the total number of hours worked by him or her during that period of six weeks exceeded his or her weekly hours for that period by not less than 20 per cent.) for more than three working-days.

SHOPS AND OFFICES ACT

Because of the mobilization of staff the number of inspections is less than in the previous years—viz., 12,470, compared with 17,250. In consequence, it is more difficult to estimate the number of shops and the number of assistants employed therein. Nevertheless, from the information available it is estimated that there were 26,197 shops, a reduction on last year—12,465 being carried on without assistants. In the shops where assistants are employed it is estimated that 20,144 males and 27,298 females were engaged, as compared with 24,451 males and 27,575 females last year. There has been a substitution of female labour for male labour in shops, and, in addition, a considerable number of female shop-assistants have been directed to other occupations pursuant to the Industrial Man-power Emergency Regulations.

Complaints were received respecting 275 alleged breaches of the Act. Investigation of these resulted in 21 prosecutions and 152 warnings. There were in all 38 prosecutions (employers, 35 ; workers, 3), and fines amounting to £53 15s. were imposed. In addition, 64 requisitions were served on occupiers of shops to comply with various requirements of the Act, such as sanitary conveniences, ventilation, heating, and lighting.

RETAIL HOURS FOR OIL-FUEL ESTABLISHMENTS

The regulations (Serial number 1942/181) provide for universal opening and closing hours for all retail oil-fuel establishments throughout the Dominion. Hours specified are 7.30 a.m. to 5.30 p.m. on Mondays to Fridays inclusive, and 7.30 a.m. to 1 p.m. on Saturdays. On Sundays, premises are to be closed all day. Machinery is provided whereby fuel may be obtained in case of urgent necessity.

An amendment during the year (Serial number 1942/317) provided that in those districts for which the statutory closing-day under the Shops and Offices Act, 1921–22, is a day other than Saturday, the closing-time on the day of the statutory closing-day shall be 1 o’clock in the afternoon and on Saturdays shall be 5.30 o’clock in the afternoon. Provision was also made enabling the Minister of Labour, by notice in the *Gazette*, to authorize closing at 8 o’clock in the evening on one day in rural areas and the smaller urban areas.

ANNUAL APPOINTMENT OF STATUTORY CLOSING-DAY

Except where the closing-day has been fixed by a poll of electors, the closing-day is appointed each year by resolution of the local authority or, in the absence of a decision by a local authority, by the Minister of Labour. Three changes of day occurred in 1943, Saturday being substituted for Wednesday in the counties of Manakau and Stewart Island, while in respect of the road district of Ostend, Waiheke Island, an alteration was made from Thursday to Wednesday.

LATE-NIGHT ELIMINATION

The Closing of Shops (Late Night) Emergency Regulations 1942 (Serial number 1942/2) empower the Minister of National Service to authorize or direct any local authority (or all local authorities within a specified area or locality) to fix, in respect of the late night observed by shops within its district, an earlier closing-time than the closing-time fixed in accordance with the Shops and Offices Act, 1921–22, or any award. Pursuant to this measure authorities have been issued for areas as follows : Auckland Metropolitan District, Tolaga Bay, Whangarei Borough, Waihi Borough, Morrinsville Borough, Tauranga Borough, and Dargaville Borough.

INDUSTRIAL CONCILIATION AND ARBITRATION ACT

Awards of the Court of Arbitration 96 (last year, 100)

The awards and industrial agreements actually in force on the 31st March, 1943, total 533 (last year, 524).

The Court also issued 4 apprenticeship orders and 61 miscellaneous documents (interpretations, enforcements, &c.).

Section 115 of the Industrial Conciliation and Arbitration Act, 1925, provides that every person who prints or publishes anything calculated to obstruct or in any way interfere with or prejudicially affect any matter before a Council of Conciliation or the Court of Arbitration is liable to a fine not exceeding £50. A Court action during the year (*Cornwell v. Temple* (42 Book of Awards 630)) under this section dealt with comment that appeared in a newspaper on 4th March, 1942. In this issue a report appeared concerning an application by the New Zealand Engine-drivers, River Engineers, Marine-engine Drivers, Greasers, Firemen, and Assistants' Industrial Association of Workers under the Rates of Wages Emergency Regulations 1940. Other comment in the newspaper was deemed by the Court as calculated to prejudicially affect the application, and a fine of £2 was imposed.

WORK PERFORMED BY COMMISSIONERS AND COUNCILS OF CONCILIATION

Industrial agreements made under the Act	19 (last year, 34)
Disputes where recommendations were substantially accepted or agreements reached and referred to the Court to make awards	41 (last year, 84)
Disputes where partial settlement was arrived at and referred to the Court to make awards	42 (last year, 35)
Disputes withdrawn	6

MINIMUM WAGE-RATES FIXED BY AWARDS AND AGREEMENTS IN A NUMBER OF THE PRINCIPAL INDUSTRIES

A pronouncement of the Court of Arbitration (see 1937 Book of Awards 1648) contained standard minima for casual labour as follows : Skilled, 2s. 9d. per hour ; semi-skilled, 2s. 5d. to 2s. 7½d. per hour ; unskilled, 2s. 4d. per hour. These rates have, with variation, been written into awards issued subsequently.

The Rates of Wages Emergency Regulations 1940 (Serial number 1940/86) empowered the Court of Arbitration to amend, by general order, the provisions of all awards, industrial agreements, and apprenticeship orders relating to the rate of remuneration of workers, and pursuant to this an increase of 5 per cent. upon rates fixed by awards, agreements or apprenticeship orders was granted on 12th August, 1940 (1940 Book of Awards 1153). Under the Rates of Wages Emergency Regulations 1940, Amendment No. 3 (Serial number 1942/28), the Court was authorized to exclude from the scope of any subsequent order such portion of the remuneration in each week as exceeded an amount determined by it. It also prescribed that where any such exclusion was made any increase or reduction provided for by the order in the rates of remuneration applied to the unexcluded portion of the remuneration of each worker irrespective of his or her total weekly remuneration. By order dated 31st March, 1942, the Court increased rates of remuneration by 5 per cent., excluded such portion of the remuneration as exceeded £5 per week in the case of adult male workers, £2 10s. in the case of adult female workers, and £1 10s. in the case of junior workers and apprentices, and applied the increase to the unexcluded portion of the remuneration of each worker.

In making a general order under the Rates of Wages Emergency Regulations the Court was required to take into account (a) the economic and financial conditions affecting trade and industry in New Zealand, (b) the cost of living, (c) any rise or fall in the cost of living since the date when any previous order under the regulations was made, and (d) all other considerations which the Court deemed relevant. The Economic Stabilization Emergency Regulations 1942 (Serial number 1942/335) introduced a new arrangement in respect of the variation of wage-rates on a general basis (popularly referred to as "cost-of-living increases"). Previously the Court of Arbitration was authorized to act only following an application of an industrial union or association of employers or workers. Now the Court is required to issue an order automatically if there is a variation of 5 per cent. (2½ per cent. increase for first order) in the general level of prices included in the wartime price index published by the Government Statistician.

The wartime price index is to be of the prices of such commodities and services, including rents, as the Minister of Industries and Commerce directs, the basic level of prices to be that indicated by the index as at 15th December, 1942. A statement is to be published by the Government Statistician as soon as possible after 15th March, 1943, and thereafter at quarterly intervals, showing the increase or reduction in the general level of prices as indicated by the wartime index. Whenever there is an increase or reduction of not less than 5 per cent. the Court of Arbitration is to issue a general order increasing or reducing rates of remuneration, but the first order following the introduction of the regulations shall be made when there is an increase of not less than 2½ per cent. The amount of the increase or reduction shall be as nearly as may be equivalent to the amount of the increase or reduction in the general level of prices. Further, there shall be excluded from the scope of the order such portion of the remuneration in each week of each worker affected by the order as exceeds £6, but this amount may be reduced in the case of female workers, junior workers, and apprentices. The increase or reduction applies to the unexcluded portion of the remuneration of each worker, irrespective of his total earnings. If the actual rate of remuneration exceeds the minimum rate prescribed by award or as the case may be, the increase or reduction nevertheless applies.

In the following table where there is no Dominion award or agreement in operation Wellington rates have been taken. All the wage-rates shown below, except those indicated by an asterisk (*), are subject to an increase of 5 per cent. as from 12th August, 1940, in accordance with the general order of the Court of Arbitration dated 9th August, 1940, and all are subject to the increase from 7th April, 1942, in accordance with the general order of the Court dated 31st March, 1942.

Industry.	Rate.	Weekly Hours.
Bakers	£5 15s. per week	44
Biscuit and confectionery workers—		
Male	£4 12s. 6d. to £5 15s. per week	40
Female	£2 10s. per week	40
Boot operatives—		
Male	2s. 6½d. per hour	40
Female	1s. 5½d. per hour	40
Bricklayers	2s. 10½d. per hour	40
Butchers (retail shops)	£5 5s. to £6 5s. per week	44
Canister workers—		
Male	2s. 7d. per hour	40
Female	£2 15s. per week	40
Carpenters and joiners	2s. 9½d. per hour	40
Clerical workers—		
Male	£5 10s. per week	} Those of establishment.
Female	£3 5s. per week	
Clothing-trade employees—		
Male	£5 2s. 6d. per week	40
Female	£2 15s. per week	40
Coachworkers	2s. 9d. per hour	40
Cheese- and butter-factory employees	£4 10s. to £5 14s. per week	Butter: 40, 44, or 48, according to season of year. Cheese: 38, 44, or 52, according to season of year.
Drivers—		
(a) Motor	£4 16s. to £5 8s. per week	44
(b) Horse	£4 13s. for one horse, £4 16s. for two horses, and 6d. per day extra for each horse above two	44
(c) Passenger transport	£5 10s. per week	88 per fortnight. Omnibus-drivers, 80.
Electrical workers	2s. 9d. per hour	40
Engine-drivers, firemen, and greasers—		
Drivers, 1st Class Certificate	£5 6s. 6d. per week	40
Drivers, 2nd Class Certificate	£5 1s. 6d. per week	40
Firemen and greasers	£4 16s. 6d. per week	40
Engineering-trade employees	2s. 4½d. to 2s. 11d. per hour	40
Furniture-trade employees—		
Males	2s. 4½d. to 2s. 9d. per hour	40
Grocers' assistants	£5 5s. per week	44
Hairdressers—		
Male	*£5 13s. per week	44
Female	£3 17s. 6d. per week	44
Labourers	2s. 4d. to 2s. 7d. per hour	40
Motor-engineering-trade employees	2s. 5d. to 2s. 11d. per hour	40
Painters and decorators	2s. 9d. per hour	40
Plasterers	2s. 10½d. per hour	40
Plumbers	2s. 9½d. per hour	40
Printers' machinists, &c.	£4 10s. to £5 7s. 6d. per week of 40 hours	
Shop assistants—		
Male	£5 10s. per week	44
Female	£3 7s. 6d. per week	44
Storemen and packers—		
Wholesale	£4 17s. 6d. per week	40
Oil-stores	£4 16s. 8d. per week	40
Wool, grain, &c., stores	£4 15s. per week	40
Timber-yards and sawmills employees	2s. 4½d. to 3s. per hour	40
Tramway employees—		
Motormen (after first year)	*2s. 9·575d. per hour	40
Conductors (after first year)	*2s. 6·95d. per hour	40
Conductors (after fifth year)	*2s. 7·475d. per hour	40
Motor-bus drivers	*2s. 9·575d. per hour	40
Typographers	£4 5s. to £5 15s. per week of 40 hours	..
Warehouse employees—		
Male	£5 5s. per week	42
Female	£3 2s. 6d. per week	42
Woollen-mills employees—		
Male	2s. 4d. to 2s. 9d. per hour	40
Female	1s. 3½d. per hour	40

INSPECTION, ETC.

During the year, 4,785 complaints of alleged breaches of the Act and of awards and industrial agreements, &c., were received, but it was found on investigation that in 1,342 cases no breach had been committed. In 131 cases proceedings were taken, and in 1,920 warnings were given. No action was considered necessary in the remaining cases. Apart from the complaints mentioned above, a large proportion of the inspections of factories, shops, &c., included an inspection to ascertain whether the awards and agreements were being complied with in respect of wages, overtime, &c., and as a result of these inspections 17 prosecutions were taken, and warnings were given in other cases. Of the 148 prosecutions, 120 were against employers and 28 against workers; 109 convictions were recorded, 85 against employers and 24 against workers. Total penalties, £172 10s. 6d.

REGISTRATION OF INDUSTRIAL ASSOCIATIONS AND UNIONS

The usual statutory return (to 31st December, 1942) giving a list of associations and unions on the register at that date, together with the membership thereof, is appended hereto.

Employers' unions number 272, as against 270 last year, with a total membership of 13,042, compared with 11,802 last year.

Workers' unions number 416, compared with 428 last year, with a total membership of 218,398, as against 231,049 last year.

INDUSTRIAL DISTURBANCES DURING THE YEAR

There were 43 industrial stoppages during the year, compared with 111 in 1941-42. These disturbances involved lost time equivalent to 26,123 working-days, compared with 45,759 working-days lost the previous year. There were 25 disturbances in the mining industry and 7 in the freezing industry. Of the disturbances during the year, only 6 involved absences exceeding one working-day. One shipping dispute involved a stoppage for 4 days (7 men) and another a stoppage for 27 days (5 men). The latter concerned alleged insufficient accommodation for the crew on a vessel and was adjusted by the setting-up of a disputes committee. One dispute in the mining industry affected the Waikato area and involved 1,417 men for periods ranging from 8 to 17 days. A demand that the piece-rate earnings of 5 pairs of miners be brought up to the minimum was not conceded, as it was alleged that there had been a deliberate "go-slow." The introduction of State control of the Waikato mines was an important factor in the settlement of this dispute—see the Waikato Coal-mines Control Emergency Regulations 1942 (Serial number 1942/293).

Comparison with other countries is often a matter of difficulty, because published statistics are sometimes in no way related. During emergency conditions also many countries do not publish details of industrial stoppages. The following statement is based on available information.

---				Year.	Number of Stoppages.	Number of Workers involved in the Stoppages.	Number of Working-days lost.	Average Number of Working-days lost per Worker involved in the Stoppages.
New Zealand	..	..	..	1940-41	49	9,293	24,082	2.7
				1941-42	111	20,466	45,759	2.2
				*1942-43	43	8,353	26,123	3.1
New South Wales (<i>New South Wales Industrial Gazette</i> , 28th February, 1942)				1940	434	227,505	1,075,714	4.7
				1941	766	344,477	912,035	2.6
Canada (the <i>Labour Gazette</i> , May, 1942, p. 521)				1940	168	60,619	266,318	4.3
				1941	231	87,091	433,914	4.9
†Great Britain	..	..	..	1940	922	299,400	940,000	3.2
†United States	..	..	..	1940	2,508	576,988	6,700,872	11.6

* Twenty-five of these disputes involving 6,877 workers for 25,748 days were in the coal-mining industry.
† Quoted in report of the Department of Labour, Dominion of Canada, for the financial year ending 31st March, 1941, page 15.

LABOUR DISPUTES INVESTIGATION ACT, 1913

During the year nine agreements were filed pursuant to section 8: twelve agreements were in force on 31st March, 1942.

APPRENTICES ACT

At the present time there are 134 Apprenticeship Committees each representative of employers and workers. Pursuant to requests by Committees, officers of the Department have made 100 special investigations during the year, while in addition 83 complaints were investigated. As a result and following the inspections of factories, &c., referred to elsewhere in this report, 11 prosecutions were commenced and 110 warnings were issued. Convictions were secured in 9 cases, fines amounting to £23 being imposed. Two of the prosecutions were against workers, the cases being adjourned *sine die*.

The following table gives the approximate number of apprentices in the trades to which the Act now applies:—

RETURN SHOWING NUMBER OF APPRENTICES EMPLOYED IN SKILLED TRADES APRIL, 1943

Trade.				Number of Apprentices employed.	Trade.				Number of Apprentices employed.
Baking	..	..	..	278	Hatmaking	..	..	..	10
Boatbuilding	..	..	..	26	Jewellery	..	..	..	94
Boilermaking	..	..	..	41	Leadlight	..	..	..	14
Bootmaking	..	..	..	381	Masonry	..	..	..	14
Boot-repairing	..	..	..	43	Moulding	..	..	..	101
Blacksmithing	..	..	..	11	Painting	..	..	..	256
Bricklaying	..	..	..	22	Photo-engraving	..	..	..	70
Carpentering	..	..	..	1,313	Plastering	..	..	..	96
Clothing	..	..	..	175	Plumbing	..	..	..	480
Coachbuilding	..	..	..	288	Printing	..	..	..	791
Coopering	..	..	..	8	Saddlery	..	..	..	34
Cycle-working	..	..	..	1	Sail and tent making	..	..	..	3
Dentistry	..	..	..	22	Tailoring	..	..	..	17
Electrical	..	..	..	804	Tile-laying	..	..	..	1
Engineering	..	..	..	1,613	Tinsmithing	..	..	..	175
Motor engineering	..	..	..	1,181	Wicker-working	..	..	..	11
Furniture	..	..	..	876	Wire working	..	..	..	3
Furriers	..	..	..	1					
Gardening	..	..	..	5	Total	..	..	..	9,364
Hairdressing	..	..	..	105					

The number of new contracts registered during the year ended 31st March, 1943, was 1,917. This compares with previous years since 31st March, 1936, as follows: 1,292; 2,328; 3,235; 2,700; 2,840; 1,974; 2,441.

APPRENTICESHIP ON COMPLETION OF MILITARY SERVICE

On their discharge from the armed forces apprentices may, by notice in writing within six months, revive their contracts of apprenticeship either until the normal expiry date or for the term unexpired at date of suspension (or any less period being to a date not earlier than the normal expiry date). Should an apprentice during his service with His Majesty's forces perform trade work of the same class as that to which he is apprenticed or of a class related thereto, he may be credited under his contract of apprenticeship with the period during which he was so engaged, this provision being designed to give full advantage of the trade training received in some branches of the armed forces.

The extent to which trade work is taught and performed in the armed forces and the continuance of emergency conditions may mean that many servicemen will have had on discharge trade training perhaps almost equal in some respects to that possessed by a journeyman tradesman. It may be advantageous for ex-servicemen in that position to accept employment in their newly-acquired trade in preference to their previous normal occupation. Even if an ex-serviceman is not fully trained as a result of his experience in the armed forces, he may be more advanced in his service trade than in his civilian trade. Thus from a rehabilitation point of view it may be preferable that before demobilization he receive the extra training necessary to advance him to the standard set by the industry.

Officers of the Department have been endeavouring, by a review of the training given and the experience secured, to value on a civil-occupation basis the Army experience of a trade nature. Some of the training is, of course, of a very specialized technical character not entirely in line with the practical training in trades, thus creating a difficulty for such personnel to be readily absorbed into peacetime trades. Nevertheless a good deal of it will be of considerable benefit to the servicemen concerned, and some statement of the average value of such wartime experience should be useful both to the men concerned, their prospective employers, and the community. This review is of interest as a demonstration of the theory study enforced in Services training establishments, but largely omitted in an ordinary apprenticeship training except in so far as use is made, either voluntarily or otherwise, of the facilities in technical schools. In these Services training establishments also there exists the means to provide intensive short-term instruction to many servicemen either just prior to or immediately following demobilization. The extent to which effective use can be made of the specialist training staff to provide a smooth change over from defence trade requirements to civilian occupations of a similar nature will be largely determined by an early decision as to policy and curriculum.

REPLACEMENT OF APPRENTICES JOINING THE ARMED FORCES

An employer may take steps, on the loss of an apprentice to the armed Services, to obtain the approval of the Industrial Emergency Council for the appointment of another to replace him, notwithstanding that the quota allowed by the apprenticeship order would be exceeded by employing the additional apprentice. During the year the Council approved the engagement of 244 additional apprentices in industries as follows, the totals since June, 1940, being shown in parentheses: Baking, 8 (16); bootmaking, 10 (10); boot-repairing, 2 (3); carpentering, 28 (51); clothing, 1 (3); coach-building, 5 (8); electrical engineering, 20 (38); engineering, 21 (34); furniture-manufacturing, 51 (71); hairdressing, 1 (2); motor engineering, 56 (95); painting, 6 (7); photo engraving, 2 (6); plumbing, 15 (30); printing, 17 (44); and tailoring, 1 (1).

ARREARS OF WAGES

Amounts totalling £12,481 15s. 4d. (last year, £15,922 19s.) were collected by the Department's officers on behalf of workers who had been underpaid the wages prescribed by awards and the various Acts, while further amounts of such arrears totalling £15,082 12s. 3d. (last year, £18,766 7s. 8d.) were paid by employers at the instance of the Inspectors directly to the workers concerned: total, £27,564 7s. 7d. (last year, £34,689 6s. 8d.).

Inspectors of Factories also took civil proceedings in forty-six cases for recovery of wages due to workers, judgments being secured to the amount £636 13s. 9d.

WORKERS' COMPENSATION ACT

During the year 107 cases were heard and determined by the Compensation Court (previous year, 122).

The Statutes Amendment Act, 1942, provided that for the purposes of section 8 of the principal Act and the Second Schedule thereto the permanent loss of the use of one eye by a worker who is already permanently without the use of the other eye shall be deemed to be the permanent loss of the use of both eyes: Provided that any sum previously received by the worker by way of compensation in respect of that other eye shall be taken into account in estimating the compensation.

Section 59 of the Workers' Compensation Act, 1922, provides that where the Governor-General is satisfied that by the laws of any other country within the dominions of the Crown compensation for accidents is payable to the relatives of a deceased worker although they are resident in New Zealand, he may, by Order in Council, declare that relatives resident in that country shall have the same rights and remedies under this Act as if resident in New Zealand. The Workers' Compensation (Tasmanian Reciprocity) Order 1942 (Serial number 1942/206) was issued during the year pursuant to this authority. The countries to which reciprocity had previously been applied are United Kingdom, Queensland, and Western Australia (*N.Z. Gazette*, 1910, page 3823), South Australia (*N.Z. Gazette*, 1912, page 2658), Victoria (*N.Z. Gazette*, 1915, page 2193), New South Wales (*N.Z. Gazette*, 1918, page 1238), and Irish Free State (*N.Z. Gazette*, 1935, page 1912).

AGRICULTURAL WORKERS ACT, 1936, AND SHEARERS' ACCOMMODATION ACT, 1919, ALSO SHARE-MILKING AGREEMENTS ACT, 1937

REMUNERATION AND CONDITIONS OF EMPLOYMENT

Dairy-farms.—The Agricultural Workers Act, 1936, fixed minimum wages, based on age, for agricultural workers employed on dairy-farms, and provided for revision of wage-rates following alteration in the guaranteed price under the Primary Products Marketing Act, 1936. Wages fixed to date have been :—

Seasons.	Minimum Wage for Adults.	Reference to Authorizing Provisions.
	£ s. d.	
1936-37	2 2 6	Agricultural Workers Act, 1936, section 14.
1937-38	2 5 0	Statutory Regulations, Serial number 1937/273.
1938-42	2 12 6	Statutory Regulations Serial number 1938/128.
1942-43	2 17 6	Statutory Regulations, Serial number 1942-248.

Where board and lodging is not provided by the employer an additional amount of £1 a week is payable to the worker. Wages of female agricultural workers of eighteen years and over selected for employment by an organization authorized in that behalf by the Minister of National Service are fixed by Suspension Order under the Labour Legislation Emergency Regulations 1940 (see Statutory Regulations, Serial number 1941/206 and Serial number 1942/269). The minimum rates so fixed are : First six months, £2 1s. (plus keep) ; thereafter, £2 8s. 6d. (plus keep).

Farms and Stations used for the Commercial Production of Wool, Meat, or Grain (including Seed).—Power is given in section 20 of the Act to extend Part III (special provisions as to the employment on dairy-farms), with modifications, to specified classes of agricultural workers other than those employed on dairy-farms. Those employed on farms and stations used for the commercial production of wool, meat, or grain (including seed) are engaged under conditions of employment contained in the Agricultural Workers Extension Order 1942 (Serial number 1942/247). Rates of wages are now in line again with those quoted above for agricultural workers on dairy-farms. They had previously moved in line excepting for the period 1938-42, when the minimum wage for adult workers on farms and stations remained at £2 5s. The Suspension Order referred to above as applying to females also operates in respect of farms and stations, the rates, however, being : First six months, £1 16s. (plus keep) ; thereafter, £2 3s. 6d. (plus keep).

Other Farms, &c.—The powers referred to in the preceding paragraph have also been invoked in respect of agricultural workers as follows :—

Orchards : Agricultural Workers Extension Order 1940 (Serial number 1940/24, as amended by Serial number 1942/246).

Tobacco : Agricultural Workers Extension Order 1941 (Serial number 1941/197).

Market Gardens—

Wellington and Nelson Industrial Districts : Agricultural Workers Extension Order (No. 2) 1938 (Serial number 1938/53) ; Agricultural Workers Extension Order (No. 5) 1938 (Serial number 1938/184).*

Canterbury Industrial District : Agricultural Workers Extension Order (No. 3) 1938 (Serial number 1938/74).

Otago and Southland Industrial District : Agricultural Workers Extension Order (No. 4) 1938 (Serial number 1938/92).

Northern Industrial District : Agricultural Workers Extension Order 1939 (Serial number 1939/58), (applicable also to soft-fruit growers, nurserymen, and landscape gardeners).

INSPECTIONS, ETC.

During the year complaints were received respecting 107 alleged breaches of the Act. There were 5 prosecutions. Fines imposed amounting to £15. Apart from the above, inspections were made of 126 properties. Warnings issued totalled 186.

Inspections of accommodation were also made as follows : Farm workers, 71 ; dairy-farms, 16 ; shearers, 160 ; sawmillers, 23 ; market-gardeners, 5 ; orchards, 2.

Permits to accept less than the minimum rates prescribed by Act or Extension Orders were issued in 339 cases (part-time employment, 5 males, 172 females ; inexperience, 14 males ; disability, 113 males, 1 female ; other reasons, 34 males).

SCAFFOLDING AND EXCAVATION ACT

During the year 2,113 notices of intention to erect buildings and scaffolding and to commence excavations were received (previous year, 4,243) and 6,499 inspections were made. There were 9 prosecutions, convictions being recorded in all cases, and fines amounting to £19 10s. being imposed.

There were 143 accidents during the calendar year, 1942, to workers employed in scaffolding and building work, also in connection with gear and excavation work. The usual analysis is not yet completed.

It was not possible to give the analysis of 1941 accidents in last year's report. This is therefore now given, as follows : Temporary disability, 159 ; permanent partial disability, 5 ; fatality (fall), 1. Causes : Falls of persons, 46 ; stepping on or striking against fixed objects, 27 ; falling objects, 7 ; handling of objects, 47 ; hand-tools, 17 ; others, 21. Ages : Under 16, 2 ; 16-20, 10 ; 21-24, 13 ; 25-34, 46 ; 35-44, 35 ; 45-54, 32 ; 55 and over, 20 ; not stated, 7. Days lost, 3,562. Compensation paid, £3,818 14s. 10d.

Consideration is at present being given to the causes of accidents that have occurred to workers engaged on roofs covered with asbestos-cement materials. Due to some extent to the shortage of iron and other metallic roofing-materials, asbestos-cement roof coverings are coming more into use. During the past two years five fatal accidents have occurred, in each case the workers being engaged on roofs covered

* Picking and harvesting of peas, beans, tomatoes, and soft fruits.

with this material. The precautionary measures so far adopted both in this country and in Australia are (1) the provision of "crawlers" or "duck-boards," and (2) that no workman be permitted to work on any roof covered with asbestos-cement materials if the space between the purlines exceeds 3 ft. in respect of small-section corrugated sheets and 4 ft. in the case of large-section sheets (N.Z.S.S. 282).

SERVANTS' REGISTRY OFFICES ACT

The number of offices registered has further decreased to 37. All appear to be well conducted, only one warning being necessary.

FAIR RENTS ACT, 1936

The operation of the Fair Rents Act, 1936, was further extended by the Fair Rents Amendment Act, 1942. It now continues in force until the expiration of one year from the termination of the present war, and shall then expire. Every dwellinghouse—*i.e.*, every house or part of a house let as a separate dwelling where the tenancy does not include any land other than the site of the dwellinghouse and a garden or other premises in connection therewith, but including any furniture that may be let therewith—in the Dominion is now subject to the Act, no dwellinghouse being excluded by reason only that part of the premises is used as a shop or office or for business, trade, or professional purposes, though premises let at a rent that includes payments in respect of board, and licensed premises within the meaning of the Licensing Act, 1908, are excluded.

With the passing of the Fair Rents Amendment Act, 1942, the term "basic rent" means with reference to a dwellinghouse let as such on the 1st day of September, 1942, the rent payable as on that date, and with reference to a dwellinghouse that was not let on that date, the rent that was last payable before that date or, in the case of any premises first let as a dwellinghouse after that date, the rent first payable in respect thereof. Increases on the basic rent are possible in two ways—*viz.*, as a result of a determination by a Magistrate of a fair rent that is higher than the basic rent, or as a result of an agreement in writing between the landlord and the tenant, this agreement requiring the approval of the Inspector of Factories. In fixing a fair rent a Magistrate is to have regard to the relative circumstances of the landlord and of the tenant. Such fair rent is not to exceed the basic rent unless the Magistrate is satisfied, by evidence produced by the landlord, that in the special circumstances of the case it is fair and equitable that the fair rent should exceed such basic rent. In the case of premises to which the Act applied prior to the operation of the 1942 amendment, the fair rent is to be fixed with reference to the "basic rent" under the repealed sections.

The 1942 amendment also contained provisions protecting sub-tenants, prohibiting the refusal to let a dwellinghouse to an applicant with children, and providing special conditions in connection with recovery of possession by servicemen as defined in the Rehabilitation Act, 1941. Under these conditions a serviceman landlord has an absolute right to possession of a dwellinghouse where he occupied the premises as a dwellinghouse until he vacated them for the purpose of serving as a serviceman, provided, however, that the tenant is not a serviceman or the wife or widow of a serviceman or a dependant of a serviceman. Where the tenant is a serviceman or the wife or widow of a serviceman or a dependant of a serviceman and the landlord is a serviceman, the right to possession is to be determined upon the basis of relative hardship. In the case of a tenant being a serviceman or the wife or widow of a serviceman, and a landlord not being a serviceman, possession can be secured by the landlord only on one or more of the following grounds:—

- (a) That the tenant has failed to pay the rent lawfully payable in respect of the premises, or has failed to perform any other conditions of the tenancy;
- (b) That the tenant has failed to take reasonable care of the premises or has committed waste ;
or
- (c) That the tenant has been guilty of conduct that is a nuisance or annoyance to adjoining or neighbouring occupiers.

Under the Economic Stabilization Emergency Regulations 1942, it is required that a register containing certain particulars be kept, this register to be produced for inspection. Further, every person commits an offence against the regulations who stipulates for or demands or accepts for himself or for any other person on account of the rent of any dwellinghouse any sum that is irrecoverable by virtue of the Fair Rents Act, 1936.

The Inspector of Factories is empowered to act on behalf of any tenant in proceedings under the Act, and the following table indicates the extent to which tenants have availed themselves of the services of the Department's Inspectors:—

Town.	Total Number of Applications.	Agreement under Section 21.		Cases where Fixation of Fair Rent involved and Inspector appeared in Court on behalf of Tenant.						Tenant represented by Inspector in Eviction Proceedings.		*Other Cases.
		Approved by Inspector.	Not approved.	Owner's Application.			Tenant's Application.		Section 13.	Section 14.		
				Rent reduced.	Rent justified.	Basic Rent adhered to.	Rent reduced below Basic Rent or Fair Rent.	Rent not reduced.				
Auckland ..	2,415	915	53	3	13	52	88	17	314	17	943	
Wellington ..	1,503	313	25	17	8	3	183	15	125	42	772	
Christchurch ..	534	131	4	7	22	..	13	6	38	20	290	
Dunedin ..	125	62	22	..	1	..	..	..	12	1	27	
Other towns ..	558	181	18	6	6	3	3	2	31	10	295	
	5,135	1,608	122	33	50	58	287	40	520	90	2,327	

*These cover cases dealt with by the Department's officers without reference to the Court, in many cases involving considerable reductions in existing rents, or applications which were withdrawn as a result of the tenant vacating the premises, or for other reasons.

The total number of applicants for the previous year was 6,346. The reduction is chiefly in the number of agreements submitted for review.

The Department investigated 11 alleged breaches of section 15 of the Act, which imposes certain restrictions on the letting or selling of a dwellinghouse where the landlord has recovered possession on the grounds that the premises are required for his own occupation; proceedings were taken in 2 instances, convictions being obtained in both cases, and penalties amounting to £2 were imposed.

WEIGHTS AND MEASURES ACT

The regulations under the Act provide for the reverification of weights, measures, and weighing and measuring instruments in use for trade purposes. The articles verified or reverified during the year are summarized hereunder :—

	Submitted.	Incorrect.
Weights	30,959	5,260
Measures	2,768	71
Weighing-instruments	22,004	2,317
Measuring-instruments	2,351	339

There were also submitted for verification 964,992 bottles—milk, cream, or oil—10,831 being rejected. In addition to the reverification work referred to, the Department has carried out surprise tests of appliances on the owners' premises, the net-weight and standard-weight provisions of the regulations also receiving attention.

Each shop inspection included an examination to ascertain that requirements as to reverification have been satisfied, and, in addition, surprise tests of appliances on the owners' premises were made. Inspections were also made covering the regulation requirements as to net-weight and standard-weight of packages, and the sale of firewood, coke, and coal, also the provisions relating to the weight of bread including those contained in the Sale of Food and Drugs Act, 1908.

Complaints were received respecting 78 alleged breaches of the Act. As a result of the investigation of these and of the check inspections referred to above, 24 prosecutions were instituted, fines amounting to £48 10s. being imposed.

Fifteen machines presenting novel features were submitted for approval during the year. Of this number 2 were approved, 3 were rejected, and 10 are under review. In some cases modification of design was found necessary. Details are :—

Approved —

A pattern of an automatic packing and weighing machine designed for the rapid weighing and despatching of cement in bags of customary size, styled the "Rotary Fluxo Packer." Makers, F. L. Smidth, Ltd., England. Approved after a slight modification.

A counter platform scale of 2 cwt. capacity. Makers, Messrs. F. J. Thornton and Co., England. Approved after extensive alteration.

Rejected —

A liquid measure of a capacity not permitted by the Weights and Measures Act.

An automatic filling-machine designed to measure by volume dry materials and free-running substances packed into containers and eventually sold by weight.

An automatic filling-machine designed to fill bottles with liquids of low viscosity irrespective of capacity, but with no adjusting mechanism to enable predetermined standard measure quantities to be delivered.

Under review —

Self-indicating counter scale of 2 lb. capacity.

Self-indicating dial platform scale of 300 lb. capacity.

Self-indicating dial milk-tank weigher of 3,000 lb. capacity.

Self-indicating dial overhead track weigher of 1,000 lb. capacity.

Self-indicating dial crane weigher of 1,000 lb. capacity.

Three automatic packing and weighing machines.

Liquid flow-meter for large bulk deliveries.

Length-measuring instrument for the measurement of bolts of various woollen materials.

OCCUPATIONAL RE-ESTABLISHMENT

The underlying intention of the Occupational Re-establishment Emergency Regulations 1940 is that the employer of a worker who goes on military service is under an obligation to find that worker employment on his return from service. It is not a question of reinstatement in the identical position held at the time of mobilization, but of reinstatement in *an* occupation and under conditions not less favourable to the worker than those which would have been applicable to him had his employment been continuous. If by reason of injury the worker is not able to perform the work on which he was engaged at the time of mobilization, the employer is still under necessity to give suitable employment, and his responsibility is discharged only if he can bring himself within the provisions of regulation 7 by showing that by reason of changed circumstances it is not reasonably practicable to reinstate the worker or that his reinstatement in *an* occupation and under conditions not less favourable to him than those which would have been applicable to him had he not rendered military service is impracticable and that the employer has offered to reinstate him in the most favourable occupation and under the most favourable conditions reasonably practicable.

There was a considerable reduction on the previous year in the number of alleged infringements for attention. This, no doubt, was due to the changed military policy in respect of Territorial service following the Pacific crisis. Presumably the further amendment of policy will be reflected in the 1943-44 record of alleged infringements. Only 32 cases of alleged refusal to reinstate discharged men were dealt with in 1942-43, a prosecution being commenced in one instance.

For the purposes of these regulations the term "employer," in relation to a serving employee, includes every person for the time being carrying on the undertaking in which the serving employee was employed immediately before the commencement of his military service or carrying on any undertaking with which that undertaking has at any time since the commencement of the serving employee's military service been amalgamated or in which that undertaking was immediately before the commencement of the serving employee's military service comprised, and the term "military service" means continuous whole-time service as a member of any of His Majesty's naval, military, or Air Forces, whether in New Zealand or elsewhere, and whether such forces be raised in New Zealand or by the Government of any territory forming part of His Majesty's dominions, or continuous whole-time service as a radio operator in a ship to which the Shipping and Seamen Act Wireless Regulations 1925 apply (including any period of training for service as such an operator) where the service as operator or trainee

commenced after the 19th day of February, 1941, or hereafter commences, and terminates not later than the end of the duration of the war in which His Majesty is now engaged or as soon thereafter as the contract of service may lawfully be determined.

The responsibility to reinstate exists in every case where a serving employee was employed for at least four weeks immediately prior to his offering himself for military service or to his being called up for military service.

INTERNATIONAL LABOUR ORGANIZATION

MEETING OF EMERGENCY COMMITTEE

Last year's report dealt with the Conference held in New York from 27th October to 5th November, 1941, and also referred to the setting-up of an Emergency Committee to meet in London to consider the effect to be given to the resolutions on post-war reconstruction and other matters mentioned in last year's report. As reconstituted in New York, the Emergency Committee, to which the Governing Body has delegated power to act on its behalf when Governing Body meetings cannot be held, consists of representatives of the Governments of the United States of America, Great Britain, India, Mexico, and the Netherlands, together with Sir John Forbes Watson (British), Mr. Harriman (United States), and Mr. Oersted (Danish) for the employers, and Mr. Hallsworth (British), Mr. Rens (Belgian), and Mr. Watt (United States) for the workers.

Meetings of this Committee were held from 20th to 24th April, 1942. Dealing first with the general role of the International Labour Organization in reconstruction planning, the Committee adopted a proposal to establish a committee composed of men of wide experience whose function would be to study what economic provisions should be included in the post-war settlement in order to make possible the implementation of the social objectives of the Atlantic Charter and act as an advisory body to the Governing Body for these purposes. It then dealt specifically with a number of reconstruction problems.

In respect of development works, it requested the International Labour Office (a) to collect information on the measures taken by the different countries for drawing up programmes of work necessary for the development of their national economy and ready to be carried out when they are required by the employment situation; (b) to suggest to countries which have not yet done so that they take such measures within the framework of their post-war reconstruction planning; (c) to collect information as to the amount of international collaboration required for financing the carrying-out of these programmes; (d) to draw up a list of public works having an international bearing and to study the conditions under which they may be carried out; (e) to begin the study, in consultation with qualified experts, of the financial problems raised by an international public-works policy, relating them to the study of international financing in general; and (f) to examine what amendments to the statute of the International Public Works Committee might be required in order to enable it to contribute most usefully to the carrying-out of a post-war international public-works policy.

A study by the Office of international migration problems was authorized in order to discover the kind of international body that should be set up to correlate and supplement the national action taken by Governments, with a view to ascertaining what number of persons will wish to emigrate, making the proper selection, and preparing them for departure.

Proposals as under in regard to agriculture were approved: Continuation of the study of the problems of agricultural workers, with particular attention to the question of methods of wage-fixing in agriculture; broad studies of problems affecting the standard of living of the rural population, in particular attention to be given to agricultural credit, agrarian reform, and measures directly connected with ensuring to farmers an adequate income level.

The textile industry was the subject-matter of specific attention, it being proposed that the study of this industry by the Office be resumed.

Resolutions submitted to the New York Conference but not dealt with fully for lack of time were examined. Arising therefrom, the International Labour Office was authorized to consult appropriate agencies and individuals regarding the methods which should be adopted for the co-ordination of studies of international transport problems and the application of the tripartite principle "in considering plans for the regulation of economic and social conditions after the war" it being understood that the result of such consultation "might then be formulated into specific proposals for consideration at a future session."

MEETING OF JOINT MARITIME COMMISSION

The Joint Maritime Commission of the International Labour Organization held its twelfth session from 26th to 30th June, 1942, in London. A summary of the resolutions, which were unanimous, is given below:—

- (1) Ratification of International Labour Conventions: Urging Governments to ratify as soon as possible those conventions which present no substantial difficulties, and to institute immediately national consultations between the Governments and the organizations of shipowners and seafarers to see whether the essential principles of those conventions are capable of early application and whether the obstacles to ratification can be overcome.
- (2) Safety Measures for Seamen: Urging Governments to revise existing regulations in the light of recent progress in safety measures and equipment.
- (3) Organization for Seamen's Welfare: Urging all maritime members of the International Labour Organization to give effect without delay to the provisions of the Seamen's Welfare in Ports Recommendation, 1936, and drawing attention to the following matters as of special importance:—
 - (a) The administration of welfare schemes should be so organized as to give effective control to representatives of industrial organizations directly concerned with ships and the sea;
 - (b) The financing of such schemes should be organized on an adequate and permanent basis and should not be exclusively dependent upon so-called "charitable organizations";
 - (c) Special provision should be made without delay for visiting seamen on the basis of equality of treatment irrespective of colour, race, or religion;

(d) Medical research services should be organized as soon as practicable for the scientific investigation of questions relating to the promotion and maintenance of the health of seamen afloat.

- (4) Equality of Treatment for Seafarers : Recording admiration of the war effort of Chinese, Indian, and all other seamen from Asia, Africa, and the East and West Indies serving in the fleets of the United Nations, and urging that, in collaboration with the respective organizations and Governments concerned, all practicable steps to be taken to ensure that in the conditions of employment and general treatment of these seamen there be no unfavourable comparison with crews of vessels in similar trades and under the same registry.
- (5) The Shipping Industry and the Peace Conference : Urging that the shipping industry as a whole, both shipowners and seafarers, be represented.
- (6) International Maritime Charter : Inviting the International Labour Office to study whether it is practicable to prepare an International Maritime Charter setting out guiding principles for an international minimum standard applicable to seafarers of all nationalities, embodying the best practicable social legislation affecting seafarers.
- (7) Conditions of Service of Seafarers : Inviting the International Labour Office to prepare for submission to the next meeting of the Commission a statement on the present position, specifying the wartime changes concerning the conditions of service of seafarers of the principal maritime nations, with special reference to hours of work at sea and ashore, manning, holidays with pay, security of employment, accommodation, pensions, training, and recruitment.
- (8) Organization of Merchant Fleets : Inviting the International Labour Office to prepare for submission to a future meeting of the Commission a statement on the measures taken by the principal maritime nations to adapt the organization, control, and operation of their respective merchant fleets to wartime conditions.
- (9) International Agreements on the Utilization of Merchant Shipping : Inviting the International Labour Office to prepare for submission to a future meeting of the Commission a statement of any public information available on the international agreements or arrangements made between the principal maritime nations, with a view to securing the most effective use of merchant shipping in wartime.

INDUSTRIAL EMERGENCY COUNCIL

This was set up soon after the outbreak of the war to advise the Minister of Labour on matters relating to the war effort. There have been twelve meetings of the Council during the year. In addition, the Hours Committee met on twenty-five occasions. The following matters were dealt with :—

- (a) Review of the conditions of employment for women in munitions manufacturing by one Wellington firm—see *N.Z. Gazette* No. 42, 23rd April, 1942, p. 1161 :
- (b) Condition of employment of female workers employed by one Christchurch firm in the manufacture of military clothing—see *N.Z. Gazette* No. 45, 30th April, 1942, p. 1345.
- (c) Conditions of employment for female workers in the baking industry—see Serial number 1942/134 :
- (d) Modification of the limitation of 7 lb. in the weight of cans of paint lifted by female workers in the paint- and varnish-manufacturing industry—see *N.Z. Gazette* No. 53, 4th June, 1942, p. 1483 :
- (e) Fixation of wages and conditions for female workers employed in making porcelain ware—see *N.Z. Gazette* No. 53, 4th June, 1942, p. 1483 :
- (f) Introduction of shift-work provisions in the bottle-store of one Christchurch firm—see *N.Z. Gazette* No. 64, 25th June, 1942 :
- (g) Introduction of shift-work for female workers employed by two Auckland firms in the manufacturing of toothbrushes—see *N.Z. Gazette* No. 69, 16th July, 1942, p. 1927 :
- (h) Employment of female workers in the preserving department of two Canterbury meat-freezing works—see *N.Z. Gazette* No. 69, 16th July, 1942, p. 1931, also *N.Z. Gazette* No. 89, 1st October, 1942, p. 2449 :
- (i) Fixing wage-rates for engineers employed by a Foxton employer for a forty-four-hour week—see *N.Z. Gazette* No. 80, 27th August, 1942, p. 2127 :
- (j) Fixing conditions for female workers employed in the manufacturing of gas-masks—see *N.Z. Gazette* No. 89, 1st October, 1942, p. 2449 :
- (k) Fixing of a minimum weekly wage for workers employed in essential undertakings—see Serial number 1942/287 :
- (l) Authorization of shift-work for female workers in the manufacturing of canisters (applied to one Auckland firm for a special purpose)—see *N.Z. Gazette* No. 101, 12th November, 1942, p. 2745 :
- (m) Introduction of conditions of employment for female workers employed in retail butchers' shops—see *N.Z. Gazette* No. 4, 28th January, 1943, pp. 63 and 64 :
- (n) Suspension of Factories Act provisions to permit employment of female workers up to 11 p.m. in the Auckland milk-distribution depot—see *N.Z. Gazette* No. 7, 18th February, 1943, p. 131 :
- (o) Special conditions for female workers employed in the explosives section of an engineering works—see *N.Z. Gazette* No. 15, 11th March, 1943, p. 300 :
- (p) Lifting of the restriction upon the employment of female workers in tea-rooms and restaurants after 10.30 p.m. in certain districts—see *N.Z. Gazette* No. 26, 15th April, 1943, p. 446 :
- (q) Presenting working-conditions for trainee motion-picture operators—see *N.Z. Gazette* No. 20, 26th March, 1943, p. 377.

The Council procedure is to give an opportunity to workers' and employers' organizations to bring evidence before it. In making recommendations, the Council endeavours to maintain the good will and co-operation of all concerned in carrying out the terms of any variation.

TRAINING OF AUXILIARY WORKERS

A scheme for the training of auxiliary workers in the engineering industry was introduced in 1940 in anticipation of an extended demand for the manufacture of munitions. Pursuant to this, the training of machinists was undertaken in the technical colleges at Auckland, Wellington, Christchurch, and Dunedin, while in Wellington instruction was also given in welding. Sixteen weeks' full-time instruction was given in each case, the trainees being paid a maintenance grant meantime on the basis of the minimum wage for general labourers.

Subsequently there were introduced classes for the training of clickers for the footwear trade, these operating for a period in the technical colleges at Wellington and Christchurch. In Auckland, however, a school operating on the basis of a footwear-factory was opened and instruction has been given in the clicking, machining, and making sections of the trade.

Schools for instruction in carpentering and house-building have been commenced at Miramar (Wellington), Petone, Auckland, Christchurch, and Rotorua, the latter being exclusively for members of the Maori race. In these schools a workshop course extending over eighteen weeks is given, instruction of trainees being undertaken on bench work, including the care and use of tools, the working of timber, elementary joinery, &c., also workshop mathematics, draughtsmanship, and the principles of building-construction as applied to cottage-building. Following the workshop course is an eighteen weeks' course of instruction involving the actual building of houses to the Housing Construction Department's standard plans. The houses constructed by the trainees have proved to be equal to those constructed by experienced carpenters.

Workers trained under the scheme to 31st March, 1943, were: Engineering, 349 (Auckland, 51; Wellington, 191; Christchurch, 83; and Dunedin, 24); footwear, 162 (Auckland, 132; Wellington, 17; and Christchurch, 13); and carpentry 91 (all Wellington). An additional 248 workers were undergoing training as at 31st March, 1943—viz., engineering, 58 (Auckland, 12 welders; Wellington, 22; Christchurch, 24); footwear, 27 (all Auckland); carpentry, 163 (Miramar, 46; Petone, 47; Auckland, 46; and Christchurch, 24). Of the workers referred to above, 92 of those trained and 110 of those undergoing training were ex-servicemen. The framework of the training schemes can be adopted for the training of ex-servicemen, and they are being developed so as to provide training for such men to the fullest extent that may be found necessary.

EXPENDITURE DURING THE YEAR

Salaries and allowances (including salaries of nominated members, Court of Arbitration, Waterfront Control Commission), temporary assistance and agents' remuneration ..	£ 81,227
Fees, travelling-expenses, &c., in connection with work of Conciliation Councils and the Court of Arbitration, Compensation Court, Industrial Emergency Council, and Emergency Disputes Committee	8,093
Printing, stationery, office requisites and equipment, rent, cleaning, heating, and lighting of offices, advertising, postage, telegrams, telephones, &c.	14,506
Travelling-expenses, &c., of Inspectors, including cost of bicycles, motor-vehicles, &c. ..	3,733
Law-costs incurred in Court cases conducted by Inspectors	717
Waterfront Control expenditure, including office furniture, printing, rent, travelling-expenses, &c.	3,367
Weights and measures equipment	19
Miscellaneous expenditure	35
	111,697
Immigration expenditure—	
Disbursements of amounts collected on behalf of Imperial and other Governments, &c.	£ 95
Portion of salaries and other expenditure, High Commissioner's Office, London	730
	825
	112,522
Less recoveries—	
Salaries	8,496
Law-costs	110
Sales publications	111
Fees, &c., Conciliation Councils, &c.	250
Printing, &c.	90
Inspector's travelling-costs	1,021
Services to other Departments	90
Waterfront Control Commission expenses	1,509
Miscellaneous	..
Immigration	42
	11,719
	£100,803

The above figures do not include items provided elsewhere than the Labour Department's vote—*e.g.*, salaries of Judges of Court of Arbitration.

EXPENDITURE ON EMERGENCY TRAINING SCHEMES FROM INCEPTION TO
31st MARCH, 1943

					£	s.	d.	£	s.	d.
General overhead	..	..	..	..	..	1,693	19	3		
Engineering training course—					£	s.	d.			
Auckland	..	..	..	..	4,735	17	2			
Wellington	..	..	..	..	24,323	3	10			
Christchurch	..	..	..	..	12,301	11	3			
Dunedin	..	..	..	..	2,508	1	7			
Rotorua	..	..	..	..	19	0	0			
Equipment	..	..	..	..	1,895	7	4			
						45,783	1	2		
Clicking training course—										
Wellington	..	..	..	..	600	5	8			
Christchurch	..	..	..	..	1,565	14	0			
Equipment	..	..	..	..	68	18	11			
						2,234	18	7		
Footwear trade schools—										
Auckland—										
Equipment	..	..	..	..	1,087	14	7			
Establishment	..	..	..	..	870	17	8			
Maintenance	..	..	..	..	19,118	13	2			
Wellington	..	..	..	..	953	19	11			
						22,031	5	4		
Carpentry trade schools—										
Auckland	..	..	..	..	6,796	2	8			
Miramar	..	..	..	..	22,477	18	5			
Petone	..	..	..	..	13,178	14	8			
Christchurch	..	..	..	..	1,538	14	4			
Rotorua	..	..	..	..	89	19	1			
General expenses	..	..	..	..	804	6	0			
Tools for sale	..	..	..	..	3,007	16	7			
						47,893	11	9		
								119,636	16	1
Less recoveries—										
Engineering training course—										
For work performed : Christchurch	..			..	148	0	2			
For equipment loaned—										
Christchurch	..	..	..	..	44	16	3			
Dunedin	..	..	..	..	68	3	4			
						260	19	9		
Clicking training course—For work performed : Christchurch	..			..		133	12	4		
Footwear trade schools : For work performed—					£	s.	d.			
Auckland	..	..	..	..	4,382	15	11			
Wellington	..	..	..	..	164	5	6			
						4,547	1	5		
Carpentry trade schools : For work performed and tools supplied	..			..	2,838	6	11			
						7,780	0	5		
								£111,856	15	8

APPENDIX.

RETURN PURSUANT TO SECTION 17 OF THE INDUSTRIAL CONCILIATION AND ARBITRATION ACT, 1925, SHOWING THE NUMBER OF AFFILIATED UNIONS IN EACH INDUSTRIAL ASSOCIATION AND THE NUMBER OF MEMBERS IN EACH INDUSTRIAL UNION REGISTERED UNDER THE ACT TO 31st DECEMBER, 1942.

(As a matter of convenience, registrations, cancellations, and changes of name subsequent to 31st December, 1942, and up to and including 30th April, 1943, have also been shown.)

INDUSTRIAL ASSOCIATIONS OF EMPLOYERS.

Reg. No.	Name.	Number of Affiliated Unions, December, 1942.	Reg. No.	Name.	Number of Affiliated Unions, December, 1942.
1727	New Zealand Bacon Curers	4	1043	New Zealand Federated Newspaper-proprietors ..	4
1732	New Zealand Master Bakers and Pastrycooks ..	15	1260	New Zealand Nurserymen and Landscape Gardeners ..	3
526	New Zealand Federated Builders and Contractors ..	18	1314	New Zealand Federated Master Painters, Decorators, and Signwriters ..	5
1672	New Zealand Master Butchers	17	893	New Zealand Federation of Master Plumbers ..	7
1655	New Zealand Master Carriers and Customhouse Agents ..	4	724	New Zealand Master Printers	8
1869	New Zealand Dairy Factories	5	1809	New Zealand Private-hotel Keepers	4
1886	New Zealand Fibrous Plaster Manufacturers ..	3	1844	New Zealand Soap Manufacturers	4
1593	New Zealand Fruit and Vegetable Preserving and Allied Products Manufacturing ..	3	1731	New Zealand Tanners	3
1845	New Zealand Furniture and Furnishing Trades ..	3	1868	New Zealand Theatre-proprietors	3
1253	New Zealand Federated Ironmasters	4	1333	New Zealand Theatrical Proprietors and Managers ..	2
1623	New Zealand United Licensed Victuallers ..	20	1248	New Zealand Waterside Employers' Association ..	10
1041	New Zealand Motor-Body builders	6	Totals: Number of associations as at 31st December, 1942, 23		155

INDUSTRIAL ASSOCIATIONS OF WORKERS.

Reg. No.	Name.	Number of Affiliated Unions, December, 1942.	Reg. No.	Name.	Number of Affiliated Unions, December, 1942.
*1470	North Island Bacon Workers' Federation ..	1	1831	New Zealand Federated Jewellers, Watchmakers, and Related Trades ..	2
1318	New Zealand Federated Biscuit and Confectionery and Related Trades ..	5	866	New Zealand Journalists	7
561	New Zealand Federated Boilermakers, Iron and Steel Ship and Bridge Builders ..	4	1315	New Zealand Federated Labourers and Related Trades ..	8
796	New Zealand Federated Bricklayers	4	1832	New Zealand Metal Workers' Assistants ..	3
1791	New Zealand Federated Brush and Broom Trade Employees ..	4	1897	New Zealand Federated Milk Roundsmen's ..	3
1884	New Zealand Federated Caretakers, Cleaners, Lift Attendants, and Watchmen's ..	5	1453	New Zealand Federated Motion Picture Projectionists ..	7
855	New Zealand Amalgamated Society of Carpenters and Joiners and Joiners' Machinists ..	12	275	New Zealand Federated Moulders	4
1796	New Zealand Federated Clerical and Office Staff Employees ..	7	567	New Zealand Federated Painters and Decorators ..	13
124	New Zealand Federated Clothing Trade Employees ..	7	1767	New Zealand Federated Paint and Varnish Manufacturing Employees ..	3
473	New Zealand Federated Coach and Motor-body Builders and Related Trades ..	4	1734	New Zealand Federated Plasterers (including Fibrous Plasterers) ..	3
1225	Federated Cooks and Stewards of New Zealand ..	2	824	New Zealand Road Transport and Motor and Horse Drivers and their Assistants ..	12
1748	New Zealand Federated Fire Brigades Employees ..	4	1779	New Zealand Federated Saddlers, Canvas-workers, Riggers, and Related Trades ..	4
1522	New Zealand Federated Flourmill Employees ..	6	1306	Federated Seamen's Union of New Zealand ..	3
53	New Zealand Federated Footwear Trade ..	4	1495	New Zealand Federated Shipwrights and Boat-builders ..	2
1706	New Zealand Freezing Works and Related Trades ..	6	1218	New Zealand Federated Shop-assistants ..	18
†1848	New Zealand Federated Fruit Preserving, Condiments, Vegetable Canning, and Related Products Employees ..	2	1238	New Zealand Federated Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks) ..	9
772	New Zealand Federated Furniture and Related Trade ..	6	869	New Zealand Federated Theatrical and Places of Amusement Employees ..	3
1847	New Zealand Gold-mines Employees' Federation ..	4	1419	Grey Valley and Buller Underviewers and Deputies ..	2
1916	South Island Gold Dredge and Alluvial Gold Mines Employees ..	3	912	New Zealand Federated Woollen-mills and Hosiery-factories Employees ..	4
729	New Zealand Federated Hotel, Restaurant, and Related Trades Employees ..	9	Totals: Number of associations as at 31st December, 1942, 39		209

* Cancelled subsequent to 31st December, 1942.

† 1941 membership shown; return for 1942 not received.

INDUSTRIAL UNIONS OF EMPLOYERS.

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
ARCHITECTS.			CARDBOARD-BOX MAKERS.		
1795	Wellington District Architects	10	1687	North Island Cardboard Box, Carton, and Paper-bag Makers	5
BACON-CURERS.			CARRIERS.		
1675	Auckland Bacon-curers	11	348	Auckland and Suburban General Carriers and Coal-merchants	65
1629	Wellington Industrial District Bacon-curers	9	1561	Waipa Master Carriers	30
1741	Canterbury Bacon-curers	7	1790	Gisborne Carriers	12
1645	Otago and Southland Bacon-curers	8	1118	Wellington General Carriers and Customhouse and Forwarding Agents	54
BAKERS.			324	Canterbury Employers of Drivers	50
330	Auckland Master Bakers and Pastrycooks	280	1472	Otago Carriers and Customs Agents	42
1756	Taranaki Master Bakers and Pastrycooks	45	CHARTERED CLUBS.		
106	Wellington Master Bakers	71	1909	New Zealand Chartered Clubs	46
1647	Wanganui Master Bakers, Pastrycooks, and Related Trades	27	CLOTHING TRADES.		
1762	Manawatu, Southern Hawke's Bay, and Wairarapa Master Bakers	62	122	Auckland Master Tailors	30
1659	Nelson Master Bakers and Pastrycooks	22	447	Taranaki Master Tailors	12
297	Canterbury Master Bakers	103	815	Wellington Clothing-manufacturers	11
1736	Christchurch Cake Bakery and Cake Kitchen	37	1197	Wellington Soft-goods Manufacturers	14
189	Otago Master Bakers	43	1840	Wellington Industrial District Furriers	11
1894	Southland Master Bakers and Pastrycooks	42	831	Christchurch Clothing-manufacturers	37
BOOKSELLERS.			125	Christchurch Master Tailors	17
1559	Wellington Retail Booksellers and News-agents	10	313	Dunedin Master Tailors	7
1579	Wanganui Retail Booksellers and News-agents	8	COACHBUILDERS.		
1631	Palmerston North Retail Booksellers and News-agents	13	504	Auckland Motor-body Builders	25
1688	Hawke's Bay Retail Booksellers, Stationers, and News-agents	19	1027	South Auckland District Coachbuilders, Blacksmiths, and Farriers	17
1578	Invercargill Retail Booksellers and News-agents	6	1054	Wellington Coach and Motor-vehicle Trades	13
BOOT-MANUFACTURERS.			298	Canterbury Motor-body and Carriage Builders	12
6	New Zealand Boot-manufacturers' Association	43	1789	Dunedin Coach and Motor-body Builders	10
BRICK, PIPE, AND CLAY PRODUCTS.			COAL-MERCHANTS. (See also Carriers.)		
1649	North Island Brick, Clay Products, and Concrete-pipe Manufacturers	16	1582	Wellington Coal Merchants and Dealers	44
1664	South Island Brick, Clay Products, and Concrete-pipe Manufacturers	4	1550	Dunedin and Suburban Coal-merchants	63
BRICKLAYING CONTRACTORS.			CONCRETE-GOODS MANUFACTURERS. (See also Brick, &c., Products.)		
*1934	Otago Bricklaying Contractors'	..	1855	North Island Concrete Products and Pumice Goods (except concrete pipes) Manufacturers	11
BUILDERS AND CONTRACTORS.			1859	North Canterbury Concrete and Pumice Products (except concrete pipes) Manufacturers	8
164	Auckland Master Builders	225	CONFECTIONERS.		
370	Gisborne Builders and Contractors	26	1482	Wellington District Manufacturing Confectioners	8
1443	Waikato Master Builders	65	COUNTY COUNCILS.		
1438	Rotorua Master Builders	18	1772	New Zealand County Councils	120
1927	Taumarunui Master Builders	15	DAIRY FACTORIES.		
204	Taranaki Master Builders	66	1857	Auckland Dairy Factories	42
1390	Hawke's Bay Builders and Contractors	50	605	Taranaki Dairying and Farming	57
1385	Masterton Master Builders	14	1356	Wellington Dairy Factories	85
1343	Manawatu Master Builders and Contractors	40	1849	Canterbury Dairy Factories	19
418	Wanganui Builders and Contractors	30	1919	Otago and Southland Dairy Factories	69
101	Wellington Builders Joiners and Contractors	109	DAIRYMEN.		
1739	Nelson Master Builders	24	1747	Christchurch Dairymen's	152
1917	Marlborough Builders and Contractors	8	DENTAL EMPLOYERS.		
113	Builders and Contractors Association of Canterbury	113	1568	Wellington District Dental Employers	11
1320	South Canterbury Builders and Contractors	26	DRAPERS, MILLINERS, MERCERS, AND CLOTHIERS (RETAILERS).		
337	Dunedin Builders and Contractors	69	1921	New Zealand Drapers, Clothiers, Mercers, Milliners, and Boot Retailers	920
406	Southland Builders and Contractors	34	ELECTRICAL TRADE.		
BUTCHERS.			1689	New Zealand Electric-power Boards and Supply Authorities	51
464	Auckland Provincial Master Butchers	101	1577	Wellington Electrical Contractors	34
838	Poverty Bay Master Butchers	11	1580	Wellington Wholesale Electrical Traders	13
1281	South Auckland Master Butchers	76	1769	Wellington Storage-battery Manufacturers	7
1562	Taranaki Master Butchers	21	1702	Canterbury Electrical Contractors	56
1451	Manawatu Master Butchers	27	1633	Dunedin Electrical Traders	18
1448	Wanganui Master Butchers	19	1634	Dunedin Electrical Contractors	19
1437	Wellington Master Butchers	65	ELECTROPLATERS.		
1666	Wairarapa Master Butchers	15	1615	Wellington District Electroplaters	4
1870	Nelson Master Butchers	10			
1853	Westland Master Butchers	33			
430	Canterbury Butchers	90			
1926	South Canterbury Master Butchers	18			
891	Dunedin and Suburban Master Butchers	56			
1280	Dunedin and Suburban Pork-butchers	5			
560	Invercargill and Suburban Master Butchers	40			
CANISTER MAKERS.					
1885	New Zealand Canister Makers	11			

INDUSTRIAL UNIONS OF EMPLOYERS—continued.

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
ENGINEERS AND IRON AND BRASS FOUNDERS.			HAIRDRESSERS AND TOBACCONISTS.		
1252	Auckland Ironmasters	53	1876	Auckland Ladies' Hairdressing and Beauty Salon Proprietors	19
1019	Jas. J. Niven and Co., Ltd.	1	1581	Wellington Ladies' Hairdressing Salon Proprietors	30
1105	Wellington Engineers, Metal-workers, and Iron and Brass Founders	22	1860	Wellington Tobacconists and Hairdressers ..	56
1247	Christchurch Engineers, Metal-workers, and Iron and Brass Founders	28	1069	Christchurch Hairdressers and Tobacconists ..	65
1087	Dunedin Engineers, Metal-workers, and Iron and Brass Founders	28	1724	North Canterbury Ladies' Hairdressers ..	16
FARMERS.			1881	South Canterbury Hairdressers and Tobacconists	15
1685	New Zealand Agricultural and Related Farmers..	83	HARBOUR BOARDS.		
1684	New Zealand Dairy-farmers	94	1725	New Zealand Harbour Boards.. .. .	23
1704	New Zealand Fruitgrowers	453	HARDWARE-MERCHANTS.		
1590	New Zealand Commercial Gardeners	510	1426	Briscoe, E. W. Mills, and Co., Ltd.	1
1673	New Zealand Sheepowners	1,925	HAT-MANUFACTURERS.		
1621	Nelson District Hopgrowers	11	1497	Wellington District Hat-manufacturers and Milliners	9
FIRE BOARDS.			HOSPITAL BOARDS.		
1867	New Zealand Fire Boards	23	1883	New Zealand Hospital Boards.. .. .	40
FLORISTS.			HOTELKEEPERS (LICENSED).		
1798	Wellington Industrial District Florists	14	736	Auckland Licensed Victuallers' Association ..	191
FOODSTUFFS.			1599	Poverty Bay Licensed Victuallers	30
1584	Wellington District Drug, Chemical, Condiment, Patent Food, and Medicine Manufacturers	41	516	Taranaki Licensed Victuallers.. .. .	10
1875	Canterbury Sauce, Pickle, Preserved Food, and Starch Manufacturers	5	1610	Egmont Licensed Victuallers	17
FREEZING COMPANIES.			1611	Patea Licensed Victuallers	17
741	Auckland Farmers' Freezing Co., Ltd.	1	1612	Stratford Licensed Victuallers.. .. .	11
FROZEN PRODUCTS.			1607	Hawke's Bay Licensed Victuallers	18
1514	New Zealand Frozen Products Manufacturers ..	23	1597	Wellington Licensed Victuallers	72
FRUIT AND VEGETABLE TRADE.			*1601	Wairarapa Licensed Victuallers	12
1895	Auckland Fruit and Vegetable Retail Traders ..	121	1602	Palmerston North Licensed Victuallers.. ..	14
FURNITURE AND FURNISHING TRADE.			1604	Manawatu Licensed Victuallers	4
911	Auckland Furniture and Furnishing	36	1605	Rangitikei Licensed Victuallers	15
1022	Wellington Furniture and Furnishing Trade ..	44	1606	Wanganui Licensed Victuallers	14
1770	Wellington Flock, Felt, and Spring Manufacturers	3	1553	Marlborough Licensed Hotelkeepers	18
141	Christchurch Furniture-makers	25	1583	Nelson Licensed Victuallers	20
1878	Otago Furniture and Furnishing Trades	7	1600	Westport Licensed Victuallers.. .. .	16
GAS-METER MANUFACTURERS.			1815	Greymouth Licensed Victuallers	40
1698	Wellington Gas Meter Manufacturers	3	1751	Hokitika Licensed Victuallers	15
GATE, FENCE, AND WIRE PRODUCTS MANUFACTURERS.			459	Canterbury Licensed Victuallers	130
1744	Wellington District Gate, Fence, and Wire Products Manufacturers	5	1598	Waitaki Licensed Victuallers	6
GLASS, OIL, COLOUR, PAINT, AND WALLPAPER.			1614	Timaru Licensed Victuallers	22
1620	Wellington Glass, Oil, Colour, Paint, and Wallpaper Merchants	22	1608	Dunedin Licensed Victuallers	85
GROCERS.			1749	Southland Licensed Victuallers	32
1566	Auckland Chain Grocery Stores	8	HOTELKEEPERS (PRIVATE).		
1713	Auckland Master Grocers	642	1496	Wellington Private-hotel Keepers	13
1690	Gisborne Master Grocers	70	1825	Hawke's Bay Private-hotel and Boardinghouse Keepers	11
1229	Taranaki Provincial Retail Grocers	150	1742	Canterbury Private-hotel Proprietors	27
1421	Wellington Chain Grocery Stores	6	1745	Otago Private-hotel Keepers	5
1123	Wellington Grocers	192	JAM-MANUFACTURERS.		
1589	Nelson District Master Grocers	73	1505	Thompson and Hills, Ltd.	1
1422	Canterbury Chain Grocery Stores	3	1504	S. Kirkpatrick and Co., Ltd.	1
1368	Canterbury Master Grocers	30	1564	Dunedin Canning Co., Ltd.	1
*1423	Otago and Southland Chain Grocery Stores ..	4	JEWELLERS.		
302	Otago Grocers	256	1569	Wellington District Manufacturing Jewellers, Die-sinkers, Silversmiths, Engravers, and Watch-makers	8
664	Southland Grocers	140	LAUNDRYMEN.		
			1508	Auckland Laundrymen, Dyers, and Dry Cleaners	14
			1473	Wellington District Laundrymen, Dyers, and Dry Cleaners	18
			1735	South Island Laundrymen, Dry Cleaners, and Dyers	16
			LIME-MANUFACTURERS.		
			1842	Wellington District Lime-manufacturers ..	4
			MILLERS. (See also Threshing-mill Owners and Sawmillers.)		
			1737	New Zealand Flour, Oatmeal, and Pearl-barley Millers	38

* 1941 membership shown; return for 1942 not received.

INDUSTRIAL UNIONS OF EMPLOYERS—*continued.*

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
MINE-OWNERS (COAL AND GOLD).			RESTAURANT-PROPRIETORS.		
163	Taupiri Coal-mines, Ltd.	1	1491	Wellington Tea-rooms, Restaurant, and Refreshment-room Proprietors	61
318	Otago and Southland Gold-mining	11	RETAILERS.		
88	Westport Coal Co., Ltd.	1	1912	Wellington United Retailers (other than Book-sellers, Butchers, Florists, Grocers, Hairdressers, Opticians, Tobacconists, Tea-room, and Restaurant Proprietors, or Retailers of Drapery, Clothing, Boots and Shoes, Furniture, Radios, and Wood and Coal)	40
MOTOR TRADE.			SADDLERY, HARNESS, AND LEATHER GOODS MANUFACTURERS.		
1802	New Zealand Motor Trade	56	1780	Auckland Saddle, Bridle, Harness, Collar, and Bag Manufacturers	5
NAIL-MANUFACTURERS.			1549	Wellington Industrial District Saddlers, Harness-makers, Bridle-makers, Collar-makers, Leather, and Fibre-bag Makers	12
1711	Auto Machine Manufacturing Co., Ltd.	1	SAIL, TENT, AND CANVAS GOODS.		
1712	Lino Products, Ltd.	1	1498	Wellington District Sail, Tent, and Canvas Goods Manufacturers' Society	6
NURSERYMEN AND LANDSCAPE GARDENERS.			SAWMILLERS.		
1257	Auckland Nurserymen and Landscape Gardeners	20	1880	New Zealand Sawmillers and Boxmakers	210
1255	Wellington Nurserymen and Landscape Gardeners	70	148	Auckland Sawmillers and Woodware Manufacturers	18
1254	Otago and Southland Nurserymen and Landscape Gardeners	7	305	Canterbury Sawmillers	25
OPTICIANS.			SHIPOWNERS.		
1537	Wellington Industrial District Opticians	12	342	Devonport Steam Ferry Co., Ltd.	1
PAINTERS AND DECORATORS.			326	Northern Steamship Co., Ltd.	1
472	Auckland Guild of Master Painters, Decorators, and Signwriters	133	137	Union Steam Ship Co. of New Zealand, Ltd.	1
131	Wellington Master Painters	100	SOAP-MANUFACTURERS.		
1677	Wanganui Master Painters and Decorators	17	1625	Auckland Soap-manufacturers	3
1321	Christchurch Master Painters, Signwriters, and Decorators	60	1816	Wellington Industrial District Soap-manufacturers	4
343	Otago Painters	28	1843	Canterbury Soap-manufacturers	4
PAINT AND VARNISH MANUFACTURERS.			1841	McLeod Bros., Ltd.	1
1481	Wellington District Paint, Varnish, and Allied Products Manufacturers	9	TANNERS AND FELLMONGERS.		
PLASTERERS.			1509	Auckland Tanners	4
1778	Auckland Fibrous Plaster Manufacturers	6	1714	Christchurch Tanners	3
1733	Wellington Industrial District Plasterers and Fibrous Plasterers	27	1715	Otago and Southland Tanners	3
*1383	Canterbury Master Plasterers	19	THEATRE-PROPRIETORS.		
1866	Otago and Southland Fibrous Plasterers	4	1852	Auckland Theatre and Motion Picture Theatre Proprietors	8
PLUMBERS.			1858	Wellington Industrial District Theatre Proprietors	4
571	Auckland Master Plumbers	101	1331	J. C. Williamson (New Zealand), Ltd.	1
142	Thomas Ballinger and Co., Ltd.	1	1411	J. C. Williamson Picture Corporation, Ltd.	1
1274	Wanganui District Master Plumbers	12	1854	Canterbury Motion Picture Theatre and Places of Amusement Owners	17
886	Wellington Master Plumbers	37	THRESHING-MILL OWNERS.		
1925	Westland Master Plumbers	6	1902	North Island Threshing Mill and Agricultural Contractors	30
894	Christchurch Master Plumbers	32	1396	North Canterbury American Type Threshing-mill Owners	16
1557	Timaru Master Plumbers	5	379	South Canterbury Threshing-mill Owners	22
867	Dunedin Plumbers	30	TIMBER-MERCHANTS.		
875	Invercargill Plumbers	16	1851	New Zealand Timber-merchants	76
PRINTERS AND NEWSPAPER-PROPRIETORS.			WATERSIDE EMPLOYERS.		
539	Auckland Master Printers and Allied Trades	64	1241	Auckland Waterside Employers' Union	15
1070	Auckland Provincial Newspaper-proprietors	15	1276	New Plymouth Waterside Employers' Union	9
1776	Auckland Stationery Manufacturers	4	1245	Wanganui Waterside Employers' Union	9
979	Gisborne Master Printers and Bookbinders	4	1239	Wellington Waterside Employers' Union	14
861	Taranaki Master Printers, Lithographers, and Bookbinders	9	1279	Pictou Waterside Employers' Union	3
1361	Wairarapa Master Printers and Allied Trades	6	1283	Nelson Waterside Employers' Union	7
644	Wellington Master Printers, Lithographers, and Bookbinders	26	1277	Greymouth Waterside Employers' Union	4
948	Wellington Newspaper-proprietors	11	1244	Lytelton Waterside Employers' Union	14
1800	Wellington Stationery Manufacturers	3	1240	Timaru Waterside Employers' Union	10
694	Canterbury Master Printers	22	1242	Otago and Southland Waterside Employers' Union	11
914	Canterbury Newspaper-proprietors	4	WICKERWORK.		
1072	Timaru Master Printers and Bookbinders	6	1707	Wellington District Wickerwork (other than Furniture) and Perambulator Manufacturers	3
519	Whitcombe and Tombs, Ltd.	1	WOOLSCOURERS.		
936	Otago and Southland Newspaper-proprietors	6	1665	Wellington Woolscourers	9
325	Otago Master Printers, Lithographers, and Bookbinders	30	1740	Canterbury Woolscourers	7
RABBIT BOARDS.			Totals: Number of Unions as at 31st December, 1942, 272		
1833	New Zealand Rabbit Boards	53	13,042		
RADIO MANUFACTURERS AND TRADERS.					
1804	Auckland Provincial Radio Traders	57			
1643	Wellington Radio Traders	13			
1786	Wellington Radio Manufacturers	9			
1808	Canterbury, Marlborough, Nelson, and Westland Radio Traders	32			

* 1941 membership shown; return for 1942 not received.

INDUSTRIAL UNIONS OF WORKERS.

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
ARCHITECTS AND STRUCTURAL ENGINEERS.			CARPENTERS AND JOINERS—continued.		
1523	Wellington Architectural Assistants	21	672	Wanganui District Carpenters, Joiners, and Joiners' Machinists	246
*1635	Christchurch Architects and Structural Engineers' Assistants	12	1316	Wellington Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	924
ASBESTOS WORKERS.			1432	Blenheim Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	70
1892	Auckland Asbestos Workers	269	572	Nelson Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	128
BAKERS AND PASTRYCOOKS.			1307	Westland Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	120
1882	New Zealand Baking Trades Employees ..	1,493	20	Christchurch Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists and Shipwrights	830
BISCUIT AND CONFECTIONERY EMPLOYEES.			1099	Rangiora Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	18
1313	Auckland Biscuit and Confectionery and Related Products Employees	634	*737	Timaru Branch of the Amalgamated Society of Carpenters and Joiners, Joiners' Machinists, and Shipwrights	40
1452	Wellington Biscuit and Confectionery Manufacturing and Related Trades Employees	225	792	Invercargill Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	200
1439	Nelson Biscuit and Confectionery Manufacturing and Related Trades Employees	40	1293	Oamaru Branch of the Amalgamated Society of Carpenters and Joiners	60
1345	Christchurch Biscuit and Confectionery Manufacturing and Related Trades Employees	262	78	Otago Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	554
1142	Otago and Southland Biscuit and Confectionery Manufacturing and Related Trades Employees	652	CHEMICAL MANURE AND ACID WORKERS. (Also included in Freezing Workers.)		
BOOTMAKERS AND REPAIRERS.			1335	New Plymouth Chemical-fertilizer Workers ..	60
59	Auckland Operative Bootmakers	1,177	1446	Wanganui Chemical Fertilizer and Acid Workers	56
14	Wellington Operative Bootmakers' Society ..	457	CLEANERS, CARETAKERS, AND LIFT-ATTENDANTS.		
35	Christchurch Operative Bootmakers' Society ..	559	1125	Auckland Cleaners, Caretakers, Lift-attendants, and Watchmen's	471
45	Dunedin Operative Bootmakers	247	1787	Taranaki Cleaners, Caretakers, and Lift-attendants	30
BREWERS AND AERATED WATER EMPLOYEES.			1488	Wellington Caretakers, Cleaners, and Lift-attendants	428
1874	New Zealand (except Nelson and Otago and Southland) Brewers, Bottlers, Bottle-washers, and Aerated-water Employees	727	1515	Christchurch Cleaners, Caretakers, and Lift-attendants	223
1199	Nelson Brewers, Malsters, Bottlers, Bottle-washers, and Aerated Water	16	1781	Dunedin Liftmen, Cleaners, and Caretakers ..	88
873	Otago and Southland Brewery, Bottling Houses, and Aerated Waters	140	CLERICAL WORKERS. (See also Tally Clerks, &c., and Sugar Workers.)		
BRICK, TILE, AND POTTERY WORKERS.			1528	New Zealand General Insurance	2,337
340	Auckland Brick, Tile, Pottery, Clay, and Concrete-ware Employees	440	1653	New Zealand Bank Officials	1,482
1186	Otago and Southland Brick, Tile, Pottery, and Concrete Goods Makers	91	1526	New Zealand Shipping Officers	1,027
BRICKLAYERS.			1636	New Zealand Freezing and Related Trades' Industries Clerical Officers	1,239
576	Auckland Bricklayers	96	1676	Auckland Legal Employees	470
528	Wellington Bricklayers	75	1489	Auckland Clerical and Office Staff Employees ..	4,876
566	Canterbury Bricklayers and Tile Layers ..	60	1651	Auckland Public Accountants' Employees ..	157
246	Otago Bricklayers	28	1760	Auckland Stock and Station Agents' Clerical Workers	332
BRUSH AND BROOM WORKERS.			1846	Auckland Provincial Dairy Companies' Secretaries	26
1693	Auckland Brush, Broom, and Mop Trade ..	36	1864	Wellington, Taranaki, and Marlborough Clerical Workers	4,871
1879	Wellington Brush and Broom Workers ..	7	1928	New Plymouth Public Accountants' Employees ..	35
1064	Christchurch Brush and Broom Trade ..	128	1571	Taranaki Legal Employees	91
1080	Dunedin Brush and Broom Trade	41	1765	Taranaki Stock and Station Agents' Clerical Workers	210
CARBONIZATION WORKERS.			1850	Hawke's Bay and Wairarapa Public Accountants' Employees	136
1626	Waikato Carbonization, Ltd., Employees ..	41	1597	Wellington Legal Employees	485
CARPENTERS AND JOINERS.			1637	Wellington Public Accountants' Employees ..	197
1046	Auckland Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	2,899	1759	Wellington Stock and Station Agents' Clerical Workers	516
1049	Whangarei Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	164	*1764	Marlborough Stock and Station Agents' Clerical Workers	56
805	Taranaki Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	194	1819	Marlborough Public Accountants' Employees ..	15
1107	Hawke's Bay Carpenters and Joiners and Joiners' Machinists	308	1552	Nelson Law Practitioners' Employees	21
1267	Hutt Valley Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	359	1573	Nelson Clerical Employees	125
804	Masterton Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	120	1766	Nelson Stock and Station Agents' Clerical Workers	31
594	Palmerston North Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists	205	1835	Nelson Public Accountants' Employees ..	16
			1585	Greymouth Law Practitioners' Employees ..	24
			1792	Greymouth Clerical and Office Staff Employees ..	190

* 1941 membership shown; return for 1942 not received.

INDUSTRIAL UNIONS OF WORKERS—*continued.*

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
CLERICAL WORKERS—<i>continued.</i>			COOKS AND STEWARDS (MARINE).		
1139	Canterbury Clerks, Cashiers, and Office Employees	2,420	393	Auckland Federated Cooks and Stewards ..	200
1594	Canterbury Law Practitioners' Employees ..	284	1309	Wellington District (New Zealand) Marine Chief Stewards	11
1650	Christchurch Accountants' and Sharebrokers' Em- ployees	344	212	Federated Cooks and Stewards of New Zealand	600
1763	Canterbury Stock and Station Agents' Clerical Workers	389	CREAMERIES, CHEESE, BUTTER, AND DAIRY EMPLOYEES.		
1512	Dunedin Law Practitioners' Employees ..	186	1723	New Zealand Dairy Factories and Related Trades Employees	2,590
1541	Invercargill Clerks and Office Assistants ..	306	1738	North Island Dairy-factory Managers ..	278
1536	Invercargill Legal Employees ..	87	753	Auckland Milk-roundsmen's ..	140
1527	Otago Clerical Workers ..	1,130	*966	Wellington Dairy Employees ..	106
1708	Otago and Southland Public Accountants' Em- ployees	92	1830	South Island Dairy-factory Managers ..	35
1758	Otago and Southland Stock and Station Agents' Clerical Workers	361	1662	Christchurch Milk Roundsmen's ..	25
1826	Otago and Southland Part-time and Full-time Dairy-factory Secretaries	20	833	Otago and Southland Dairy-factory Managers ..	75
			1039	Southland Milk-condensing Factories Employees	54
			†1904	Dunedin Milk Roundsmen's ..	15
CLOTHING-TRADE EMPLOYEES.			CURRIERS, TANNERS, AND FELLMONGERS.		
720	Auckland Cutters, Trimmers, Pressers, and other Clothing Employees	236	1389	Auckland Curriers and Beamsmen's ..	41
73	Auckland Tailoresses and other Female Clothing and Related Trades Employees	4,215	508	Auckland Fellmongers, Tanners, Soap-workers, and General Tannery Employees	400
67	Auckland Tailors ..	52	1908	Wellington and Taranaki Soap, Candle, Tannery, and Related Trades Employees	90
1915	Wellington and Taranaki Clothing and Related Trades	4,082	DENTAL ASSISTANTS AND TECHNICIANS.		
1801	Canterbury, Westland, Nelson, and Marlborough Clothing Trades	2,452	1567	Auckland Dental Assistants and Technicians ..	28
36	Dunedin Pressers, Cutters, and other Clothing Operatives	118	1543	Wellington Dental Assistants and Technicians ..	149
58	Dunedin Tailoresses and other Female Clothing- trade Employees	1,154	1746	Canterbury Dental Assistants and Technicians ..	143
1477	Dunedin Fur Trade Employees ..	86	1807	Otago and Southland Dental Assistants and Technicians	64
503	Otago and Southland Operative Tailors and Shop Tailoresses	32	DOMESTIC SERVANTS.		
			*1490	Wellington Domestic Servants ..	20
COACHWORKERS.			DRIVERS.		
1705	Taranaki Coach and Motor-body Workers ..	13	240	Auckland Road Transport and Motor and Horse Drivers and their Assistants	2,466
173	Wellington Coach and Motor-body and Related Workers	104	699	Gisborne Road Transport and Motor and Horse Drivers and their Assistants	134
1683	Nelson Coach and Motor-body Workers ..	4	1151	Taranaki Road Transport and Motor and Horse Drivers and their Assistants	260
1752	Westland Coach and Motor-body Builders ..	11	375	Hawke's Bay Road Transport and Motor and Horse Drivers and their Assistants	368
263	Canterbury Coach and Motor-body Builders ..	80	730	Wanganui Road Transport and Motor and Horse Drivers and their Assistants	206
205	Otago and Southland Coachworkers and Wheel- wrights	53	219	Wellington Road Transport and Motor and Horse Drivers and their Assistants	1,117
COAL-MINE WORKERS.			1223	Blenheim Road Transport and Motor and Horse Drivers and their Assistants	95
1282	Northern Coal-mine Workers ..	1,165	1146	Nelson Road Transport and Motor and Horse Drivers and their Assistants	200
1109	Northern Coal-mines Underground Officials ..	93	1654	Westland Road Transport and Motor and Horse Drivers and their Assistants	140
1513	North Auckland Coal-miners ..	150	281	Canterbury Road Transport and Motor and Horse Drivers and their Assistants	1,200
1447	Ohura District Coal-miners ..	81	1468	Southland Road Transport and Motor and Horse Drivers and their Assistants	250
1703	Nelson Industrial District Coal-mine Workers ..	16	1119	Otago Road Transport and Motor and Horse Drivers and their Assistants	664
1344	Buller Deputies ..	24	ELECTRICAL WORKERS. (See also Engineers and Allied Workers.)		
1348	Grey Valley Deputies and Underviewers ..	63	662	Auckland Electrical Workers ..	916
1042	Millerton and Granity Brakesmen, Bricklayers, Blacksmiths, Carpenters, and Fitters	23	1555	Taranaki Electrical Workers ..	179
1753	Runanga State Coal-miners ..	420	611	Wellington Electrical Workers ..	600
1668	Grey Valley Collieries, Ltd., Employees ..	150	892	Dunedin and Suburban General Electrical Workers	70
1679	Seddonville Coal-miners ..	15	ENGINE-DRIVERS. (See also Coal-mine and Gold-mine Workers: Flour-mill Employees; New Zealand Railways Employees.)		
1696	Burke's Creek Coal-miners ..	53	1813	New Zealand Engine-drivers, River Engineers, Marine-engine Drivers, Greasers, Firemen, and Assistants	743
1743	Runanga District Coal-mine Employees ..	52			
1641	Canterbury Coal-mine Workers ..	52			
996	Green Island Coal-miners ..	27			
829	Otago Coal-miners ..	239			
1290	Ohai District Underviewers, Deputies, and Shot- firers	32			
1728	Mataura District Coal-mine Workers ..	15			

* 1941 membership shown; return for 1942 not received.

† Cancelled subsequent to 31st December, 1942; 1941 membership shown; return for 1942 not received.

INDUSTRIAL UNIONS OF WORKERS—*continued.*

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
ENGINEERS AND ALLIED WORKERS.			FURNITURE-TRADE EMPLOYEES.		
1827	New Zealand (except Northern Industrial District) Amalgamated Engineering and Related Trades	5,713	910	Auckland United Furniture and Related Trades	744
1900	Northern Industrial District Amalgamated Engineering, Coachbuilding, and Related Trades	6,927	1330	Taranaki Federated Furniture Trades	16
596	Auckland District Boilermakers, Iron-ship Workers, and Bridge-builders	258	1823	Wellington, Nelson, and Marlborough Federated Furniture and Related Trades	530
149	Auckland Iron and Brass Moulders	191	1906	Christchurch and Greymouth Federated Furniture and Related Trades	343
779	Ohinemuri Branch of the Amalgamated Engineering Union (including Electricians and Motor Mechanics)	45	84	Dunedin Federated Furniture and Related Trades	183
97	Wellington Iron and Brass Moulders	74	411	Southland Federated Furniture Trades	58
930	Wellington Metal-workers' Assistants	257	GARDENERS. (Also included in Labourers.)		
19	Wellington United Boilermakers, Iron and Steel Ship and Bridge Builders	93	1856	Auckland Gardeners, Gardeners' Labourers, and Green-keepers	126
107	Christchurch Iron and Brass Moulders	204	GASWORKS EMPLOYEES.		
372	United Boilermakers, Iron and Steel Ship Builders, of Canterbury	51	1761	New Zealand Gasworks and Related Trades' Employees	956
703	Dunedin Canister Workers	54	GOLD-MINE WORKERS.		
80	Dunedin Iron and Brass Moulders	272	863	Ohinemuri Mines and Batteries Employees (other than Engineers, Engine-drivers, and Firemen)	438
1140	Green Island Iron-rolling Mills Employees	82	16	Thames Miners	130
197	Otago Metal-workers' Assistants	414	1471	Westland Gold-dredge and Alluvial Gold-mines' Employees	390
102	United Boilermakers, Iron and Steel Ship-builders of Otago	80	1546	Otago Gold-dredge and Alluvial Gold-mines' Employees	87
FELT-HATTERS.			1657	Southland Gold-mine Employees	10
1494	Auckland Hatters	65	GROCERS' SUNDRIES MANUFACTURING EMPLOYEES.		
1891	Wellington and Dunedin Felt-hatters	47	1548	Auckland Fruit and Vegetable Preserving and Canning, Condiments, and Related Products Manufacturing Employees	384
FERRY EMPLOYEES.			1588	Auckland Drug Factories Employees	120
1130	Devonport Ferry Co.'s Employees	108	1863	Wellington, Taranaki, and Canterbury Grocers' Sundries, Chemical, and Related Products Factory Employees	180
FIRE-BRIGADESMEN.			1369	Nelson Fruit and Vegetable Canning, Jam-factory, and Related Workers	110
1920	New Zealand Fire Brigades Superintendents and Deputy Superintendents	25	1837	Otago and Southland Manufacturing Chemists, Preserved Foods, Jam, and Starch Factories Employees	294
921	Auckland Fire Brigades' Employees	82	HARBOUR BOARD EMPLOYEES.		
1811	Northern, Wellington, Taranaki, and Nelson Fire Brigades' Employees	78	1660	New Zealand Harbour Boards Employees	1,466
1342	Christchurch Fire Brigades' Employees	56	HERD-TESTERS.		
1131	Dunedin Fire Brigades' Employees	64	1686	Auckland Herd-testers	106
FISH-TRADE EMPLOYEES.			1901	Taranaki Herd-testers	13
381	Auckland Fish-trade Employees (other than Fishermen)	49	1803	Wellington Herd-testers	30
1539	Wellington Fishworkers	25	HOTEL AND RESTAURANT EMPLOYEES.		
FLAXMILL EMPLOYEES.			688	Auckland Hotel, Restaurant, and Related Trades' Employees	4,710
540	Manawatu Flaxmill and Flax Textile Employees	243	1214	Taranaki Hotel, Restaurant, and Related Trades' Employees	335
1754	Southland Flaxmill Employees	40	218	Wellington District Hotel, Restaurant, and Related Trades' Employees	3,720
FLOUR-MILL EMPLOYEES.			1271	Marlborough Hotel, Restaurant, and Related Trades' Employees	157
183	Auckland United Flour-mill Employees	90	1265	Nelson Hotel, Restaurant, and Related Trades' Employees	201
1719	Wellington Industrial District Flour-mills Employees	11	1228	Westland Hotel, Restaurant, and Related Trades' Employees	389
1180	Timaru United Millers and Flour-mill Employees	84	652	Canterbury Hotel, Restaurant, and Related Trades' Employees	2,080
174	Canterbury United Flour-mill Employees	112	675	Otago Hotel, Restaurant, and Related Trades' Employees	1,185
1059	Oamaru Flour-mills Employees	35	1295	Southland Hotel, Restaurant, and Related Trades' Employees	401
1538	Dunedin Flour-mills Employees	49	ICE-CREAM WORKERS.		
FREEZING WORKERS.			1907	Wellington and Taranaki Ice-cream and Related Products	4
1923	Auckland Freezing-works and Abattoir Employees	2,191	JEWELLERS AND WATCHMAKERS.		
*1406	Gisborne District Freezing-works and Related Trades Employees	350	1609	Auckland Manufacturing Jewellers, Watchmakers, and Opticians' Employees	55
1404	Moerewa Freezing Workers	239	1529	Wellington Jewellers, Watchmakers, and Related Trades	29
1393	Taranaki Freezing-works and Related Trades Employees	411	1694	Christchurch Jewellers, Watchmakers, and Engravers	15
1465	Taranaki Bacon-workers	18	1563	Dunedin Watchmakers, Jewellers, and Related Trades	20
†1887	Wellington and Marlborough Freezing-works and Related Trades Employees	4,138			
‡1932	Wellington and Marlborough Freezing-works, Abattoir, and Related Trades' Employees	..			
1391	Waingawa Freezing-works Labourers	224			
†1459	Wellington Bacon-workers	89			
1618	Nelson Freezing-works and Related Trades Employees	38			
747	Canterbury Freezing-works and Related Trades Employees	2,400			
599	Otago and Southland Freezing-works and Related Trades Employees	2,074			

* 1941 membership shown: return for 1942 not received.
December, 1942.

† Cancelled subsequent to 31st December, 1942.

‡ Registered subsequent to 31st

INDUSTRIAL UNIONS OF WORKERS—continued.

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
JOURNALISTS.			PAINTERS AND DECORATORS.		
853	Auckland Journalists	163	108	Auckland Painters and Decorators	463
1485	Taranaki Journalists	28	1312	Taranaki Amalgamated Society of Painters, Decorators, and Leadlight Workers	73
1023	Wellington Journalists	106	1433	Hawke's Bay Amalgamated Society of Painters and Decorators	73
1658	Nelson Journalists	10	258	Wanganui Society of Painters and Decorators	75
1663	Greymouth Journalists	12	129	Wellington Amalgamated Society of Painters, Decorators, Display and Poster Artists	293
857	Christchurch Journalists	67	1484	Marlborough Painters and Decorators	10
854	Dunedin Journalists	51	445	Nelson Painters	26
1893	Invercargill Journalists	30	1890	Westland Painters and Decorators	20
LABOURERS (MISCELLANEOUS).			81	Christchurch Painters	300
825	Auckland and Suburban Local Bodies' Labourers and Related Trades	1,000	481	Timaru Society of Painters and Decorators	26
871	Auckland District Labourers and Related Trades	953	93	Dunedin Painters	90
777	Poverty Bay General Labourers and Related Trades	201	1037	Oamaru Painters	9
811	Taranaki Labourers and Related Trades	327	784	Southland Painters	43
1173	Wanganui Municipal Labourers	65	PAPER-MILLS EMPLOYEES.		
1872	Wellington, Nelson, and Westland Local Bodies' other Labourers, and Related Trades	2,866	1877	Whakatane District Paper-mill Employees	235
1667	Blenheim Labourers and Related Trades	54	1158	Dunedin Paper-mills Employees	182
176	Canterbury Builders' and General Labourers and Related Workers	1,730	PHOTO-ENGRAVERS.		
903	Dunedin and Suburban Operative Licensed Drainers	18	1888	New Zealand Photo-engravers	77
507	Otago Labourers and Related Trades	504	PLASTERERS.		
1492	Southland Labourers and Related Trades	300	635	Auckland Plasterers and Related Trades	177
LAUNDRY EMPLOYEES.			1699	Taranaki Plasterers	7
1520	Auckland Laundry Workers, Dyers, and Dry Cleaners	500	1829	Wellington, Marlborough, and Nelson Plasterers and Related Trades	145
1903	Wellington and Taranaki Laundry Workers, Dyers, and Dry Cleaners	400	1898	Canterbury and Westland Plasterers	90
1700	Nelson Laundry Workers, Dry Cleaners, and Pressers	21	216	Otago and Southland Operative Plasterers	47
1924	Greymouth Laundry Workers	14	PLUMBERS AND GASFITTERS.		
1710	Christchurch Laundry Workers, Dyers, and Dry Cleaners	158	1817	New Zealand (except Westland) Plumbers, Gasfitters, and Related Trades	1,439
1560	Dunedin Laundry Employees	101	1533	Westland Plumbers and Gasfitters	25
LIME AND CEMENT WORKERS (also included in Labourers)			PRINTING-TRADE EMPLOYEES.		
1535	Portland Cement Workers	191	1862	New Zealand (except Otago and Southland Industrial District) Printing and Related Trades	2,290
1145	Golden Bay Cement Co.'s Employees	75	1108	Auckland City Female Printing and Related Trades	375
1176	Otago and Southland Lime and Cement Employees	266	267	Otago Box-workers	95
LOCAL BODIES' OFFICERS.			315	Southland Printing and Related Trades	97
1680	Auckland Provincial District Local Authorities' Officers	886	1717	Otago Printing and Related Trades	360
1726	Taranaki Local Authorities' Officers	62	RADIO OFFICERS.		
1661	Wellington Local Bodies' Officers	962	1922	New Zealand Radio Officers	90
1814	Marlborough Local Bodies' Officers	12	ROPE AND TWINE WORKERS.		
1721	Nelson Local Bodies' Officers	35	1246	Auckland Rope and Twine Workers	80
1820	Canterbury Local Bodies' Officers (other than Clerical)	160	1201	Canterbury Rope, Twine, and Flax-mill Employees	37
1506	Dunedin City Corporation and Dunedin Drainage and Sewerage Board Engineer Officials	25	1038	Dunedin Rope and Twine Spinners	47
1501	Dunedin Municipal Clerical and other Employees (other than Inspectors)	206	RUBBER WORKERS.		
1889	Dunedin City Council and Dunedin Drainage and Sewerage Board Inspectors (other than Tramway Inspectors)	36	1556	Auckland Rubber Workers	138
MATCH-FACTORY EMPLOYEES.			1913	Wellington Rubber Employees	14
1591	Wellington Match-manufacturing Employees	116	1873	Christchurch Rubber Workers	107
1165	Dunedin Wax-vesta Employees	49	RURAL WORKERS.		
MERCHANT-SERVICE EMPLOYEES.			1616	New Zealand Workers	14,023
1720	New Zealand Merchant Service Guild	436	SADDLERY AND HARNESS WORKERS.		
NEW ZEALAND RAILWAYS EMPLOYEES.			150	Auckland Saddlers, Collar-makers, Bag-makers, Saimakers, and Related Trades	246
710	Amalgamated Society of Railway Servants	13,000	1871	Wellington, Taranaki, and Nelson Saddlers, Bag-makers, Canvas-workers, and Related Trades	76
1217	Engine-drivers, Firemen, and Cleaners' Association	2,068	223	Christchurch Saddlery, Bag and Canvas Workers	106
1325	New Zealand Railway Tradesmen's Association	2,269	182	Otago and Southland Saddle-makers, Harness-makers, Collar-makers, Bag-makers, Cover-makers, and Bridle-cutters	45
OPTICAL EMPLOYEES. (See also Jewellers, &c.)			SCHEELITE MINE WORKERS.		
1551	Wellington Optical Employees	33	*1930	Glenorchy District Scheelite Mine Workers	..
1592	Christchurch Optical Employees	19	SEAMEN AND FIREMEN.		
1709	Otago and Southland Optical Employees	11	1297	Auckland Federated Seamen's	818
PAINT AND VARNISH MANUFACTURERS' EMPLOYEES.			1305	Wellington Federated Seamen's	1,135
1572	Auckland Paint and Varnish Manufacturers' Employees	61	1298	Dunedin Federated Seamen's	589
1911	Wellington and Canterbury Paint, Varnish, Lacquer, Printer's Ink, and Related Products Manufacturers' Employees	78			
1595	Dunedin Paint and Varnish Manufacturing Employees	21			

INDUSTRIAL UNIONS OF WORKERS—*continued.*

Reg. No.	Name.	Number of Members, December, 1942.	Reg. No.	Name.	Number of Members, December, 1942.
SHIPWRIGHTS. (See also Carpenters and Joiners.)			TALLY CLERKS. (See also Waterside Employees.)		
1839	New Zealand (except Northern, Taranaki and West-land) Shipwrights and Boat-builders	103	830	Auckland Tallymen's	255
494	Auckland Ship, Yacht, and Boat-builders ..	170	1818	Napier Ships' Tally Clerks	15
SHOP-ASSISTANTS.			1134	Wellington City Ships' Tally Clerks	95
152	Auckland Butchers	465	1152	Lyttelton Ships' Tally Clerks	41
314	Auckland Grocers' Assistants	701	1510	Dunedin and Port Chalmers Ships' Tally Clerks ..	35
1434	Auckland Grocers' Shop-managers	119	THEATRES AND PLACES OF AMUSEMENT EMPLOYEES.		
501	Auckland Hairdressers' Assistants	306	1794	New Zealand Musicians	1,105
1082	Auckland Retail Chemists' Employees	57	1805	New Zealand (except Northern, Nelson, and West-land) Theatrical and Places of Amusement and Related Employees	909
1100	Auckland Amalgamated Society of Shop-assistants (other than Butchers', Grocers, Hairdressers', and Chemists' Assistants)	2,608	1129	Auckland Houses of Entertainment and Places of Amusement Employees	1,264
1275	Gisborne Grocers' and other Shop-assistants ..	235	923	Auckland Motion-picture Projectionists	80
1122	Taranaki Amalgamated Society of Shop-assistants	512	715	Auckland Stage Employees	19
1502	Wellington Amalgamated Society of Shop-Assistants and Related Trades	3,636	1729	Auckland Picture-theatre Managers, Assistant Managers, and Publicity Men's	27
1624	Blenheim Amalgamated Society of Shop-assistants and Related Trades	163	1449	Taranaki Motion-picture Projectionists	12
1178	Nelson Grocers' Assistants	74	1377	Wellington District Motion-picture Operators ..	77
1499	Nelson Shop-assistants	155	*1457	Nelson Motion-picture Projectionists	3
1639	Nelson Operative Butchers	41	1750	Nelson and Westland Picture-theatre Employees	42
1164	Westland Retail Shop-assistants	255	*1458	Westland Motion-picture Projectionists	11
274	Canterbury Grocers' Assistants	360	†1931	Canterbury, Westland, and Nelson Motion-picture Operators	..
236	Christchurch Hairdressers' and Tobacconists' Assistants	211	*1440	Christchurch Motion-picture Projectionists	37
*193	Christchurch Operative Butchers	211	5	Christchurch Stage Employees	20
†1933	Canterbury Amalgamated Shop-assistants and Related Trades (other than Grocers', Tobacconists' and Hairdressers' Assistants)	..	1450	Dunedin Motion-picture Projectionists	27
*916	Canterbury Amalgamated Society of Shop-assistants (other than Grocers', Tobacconists', and Hairdressers' Assistants)	1,893	711	Dunedin Stage Employees	14
221	Dunedin and Suburban Operative Butchers ..	133	942	Dunedin Theatrical and Shows Employees (other than Stage Hands)	121
1098	Dunedin Retail Chemists' Assistants	38	TILERS AND SLATERS.		
1167	Invercargill Retail Grocers' Assistants	100	1542	Auckland Roof Tilers and Slaters	56
1160	Oamaru Grocers' Assistants	20	1587	Wellington Tile-layers	17
1359	Otago and Southland Amalgamated Society of Shop-assistants (other than Grocers', Butchers', Chemists', Tobacconists', and Hairdressers' Assistants)	1,443	TIMBER-YARDS AND SAWMILL EMPLOYEES.		
217	Otago Grocers' Assistants	148	1771	New Zealand Timber-workers	6,575
578	Otago and Southland Hairdressers' and Tobacconists' Assistants	103	444	Auckland Coopers	35
225	Southland Operative Butchers	56	TOBACCO-MANUFACTURERS' EMPLOYEES.		
SPORTS-GOODS EMPLOYEES.			†1929	New Zealand Tobacco Products Employees	..
1670	Auckland Sports-goods Employees	37	*1914	Northern, Wellington, and Nelson Tobacco Products Employees	795
*1836	Wellington Sports-goods Makers and Repairers ..	12	TRAMWAY EMPLOYEES.		
STONEMASONS.			1865	New Zealand Tramways Authorities Employees ..	2,534
1788	New Zealand Stonemasons	170	1652	Auckland Transport Board Inspectorial Staff ..	32
STOREMEN AND PACKERS.			1638	Auckland Transport Board's Maintenance Officers	32
1101	Auckland United Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks)	1,272	1500	Wellington Tramway Inspectors, Despatchers, and Depot Officers	23
1200	New Plymouth United Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks)	46	1094	Dunedin Corporation Transport Officials	29
1797	Wellington and Taranaki Cool-stores Employees ..	95	1181	Kaikorai Cable Tramway Employees	27
1323	Hawke's Bay Wholesale Storemen and Packers and Warehouse Employees (other than Drivers and Clerks)	256	WATERSIDE EMPLOYEES, STEVEDORES, AND TIMEKEEPERS.		
773	Wellington United Warehouse and Bulk Store Employees (other than Drivers and Clerks)	1,200	1718	New Zealand Waterside Workers	6,056
1163	Blenheim United Storemen's (other than Employees in Retail Grocery and Soft-goods Establishments)	58	1532	Auckland Assistant Stevedores, Foremen, and Timekeepers (in connection with Waterside Work)	69
1613	Nelson Storemen and Packers	50	1730	Auckland Receiving and Forwarding Wharf Foremen's and Assistant Foremen's	37
1095	Christchurch Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks)	447	1519	Wellington Foreman Stevedores, Timekeepers, and Permanent Hands	75
1403	Invercargill Wholesale Storemen and Packers and Warehouse Employees (other than Drivers and Clerks)	205	1524	Lyttelton Foreman Stevedores and Permanent Hands	38
1179	Otago and Southland Wholesale Storemen and Packers	430	1692	Otago and Southland Shipping Foremen's and Assistant Foremen's	24
1822	Otago and Southland Cool-store Employees ..	14	WOOLLEN-MILLS EMPLOYEES.		
SUGAR-WORKS EMPLOYEES.			1155	Auckland District Woollen-mills, Knitting-mills, and Hosiery-factories Employees	312
1168	Auckland Sugar-works Employees	238	769	Wellington District Woollen-mills, Knitting-mills, and Hosiery-factories Employees	996
1799	Auckland Sugar-manufacturing Industry Technical and Engineering Staff and Office Employees	28	266	Canterbury Woollen-mills, Knitting-mills, and Hosiery-factories Employees	1,010
			776	Otago and Southland Woollen-mills and Hosiery-factories Employees	1,551
			Totals: Number of unions registered as at 31st December, 1942, 416		

* Cancelled subsequent to 31st December, 1942.

† Registered subsequent to 31st December, 1942.

‡ This total includes 6,214 members on militia service.

Approximate Cost of Paper.—Preparation, not given; printing (767 copies), £65.

