

REPORT OF THE NATIONAL SERVICE DEPARTMENT

ON ACTIVITIES UNDER THE NATIONAL SERVICE EMERGENCY
REGULATIONS 1940, THE EMERGENCY RESERVE CORPS REGULATIONS
1941, AND THE INDUSTRIAL MAN-POWER EMERGENCY REGULATIONS
1944

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

National Service Department, Wellington, 1st June, 1944.

The Hon. the MINISTER OF NATIONAL SERVICE.

SIR,—

I have the honour to submit the following report on the activities of the National Service Department. This report covers the period from 1st April, 1943, to 31st March, 1944.

I have, &c.,

H. L. BOCKETT,

Director of National Service, and Controller of Man-power.

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INTRODUCTION

DURING the year under review there has been a major readjustment in the shaping of New Zealand's war effort as a whole ; and, as in all such periods, there have been special and complex problems to be dealt with.

In formulating the higher policy which has shaped and guided the war effort in all its larger aspects, it has been usual for War Cabinet to obtain reports both from the Chiefs of Staff and from the National Service Department, the former providing a fresh and expert examination of the strategic situation as it has affected the Dominion, and the latter a close and up-to-date assessment of the man-power resources and industrial position of the Dominion and of her capacity for effort. Only after most carefully weighing up these aspects in the light of broader issues and likely further developments have the basic decisions of higher policy been reached.

It has been felt that the best approach to a full understanding of the evolving man-power situation as it has developed in the past year can be obtained, firstly, by passing briefly over the whole history of the war effort in its man-power aspects, and secondly, by following this up with a detailed discussion of the more recent events. This plan is accordingly followed in Part I of the present report.

In order not to confuse the discussion of the evolution of the higher policy with details of the internal working of this Department, it has been thought best to confine these internal details to Part II of the report.

The report concludes with a brief statement of the financial aspects of the Department, and is followed by a suitable statistical appendix giving detailed information as to each of the main aspects of the war effort in which the Department has been involved.

PART I.—REVIEW OF POLICY AS AFFECTING MAN-POWER IN 1943-44

1. DIGEST OF DEVELOPMENTS, 1939-43

It will assist in throwing recent developments into perspective if the major events of the past are briefly set down and mention is made of their profound influence in twice changing the whole direction of the Dominion's effort in its man-power aspects.

Up to the end of 1943 there had been three distinct phases in the war as it affected New Zealand :—

- (a) From the outbreak of war in September, 1939, until the entry of Japan in December, 1941 :
- (b) The first year of Japanese aggression :
- (c) The period from the stemming of the tide in the Pacific until the end of 1943—i.e., the period of Allied consolidation in the Pacific.

(The Dominion has now entered a fourth phase, which will be discussed at some length in later sections of this report.)

The transition from each of these phases to the next has involved a reorientation of the Dominion's war effort.

(a) *The First Phase.*—During this period the major problems lay in the orderly diversion of man-power from industry to the Armed Forces in such a way as to avoid, on the one hand, interfering with important industries such as farming, coal-mining, shipping, &c., yet, on the other hand, to ensure that the principles of universal service and equality of sacrifice were, as far as possible, carried into effect.

Protection of key personnel and of important industries was instituted, right from the very outset of recruiting, through the establishment of Man-power Committees and (later) Armed Forces Appeal Boards. The principle of universal service began to take full effect in 1940 with the establishment of the National Service Department and the gazetting of the first ballots.

At this time the dominant factors of the war situation had been the collapse of France and the Battle of Britain. There was an immediate need to despatch troops overseas to save what might have been a world-wide disaster. This urgent call was felt throughout New Zealand, and the whole spirit of the Dominion's war effort reflected the strategic emergency of England and the Empire as a whole.

By the end of 1940, 49,000 volunteers and balloted men had been accepted by the Forces, this figure rising to 86,000 by the end of November, 1941. Despite this withdrawal of man-power, the industries of the Dominion had so far succeeded in reorganizing their man-power resources, through the substitution of women for men, the dilution of labour, the working of longer hours, the curtailment of non-essentials, and through an all-round increase of individual effort, that record overall production was being achieved both in primary and in secondary industries. The following figures show the trends of that period :—

Year.	Primary Production.				Secondary Production.	
	Wool.	Meat.	Butterfat.	Crops.	Persons engaged.	Value of Production.
	Tons.	Tons.	Tons.	Acres.		£
1939-40 ..	138,393	535,000	185,365	432,000	108,722	129,061,826
1940-41 ..	147,991	515,000	200,365	475,000	113,999	147,153,559
1941-42 ..	154,330	535,000	188,720	498,000	117,214	155,566,195

The only classes of men who were granted a virtually complete exemption from military service, at that time, were—

Coal-miners, seamen, policemen, and clergy.

While a comparatively high degree of protection against loss of man-power was accorded to the farming industries, yet there were four factors which led to the entry of a fairly large number of farm workers into the Armed Forces :

- (i) In the earliest stages there was a small margin of unemployment to be absorbed, a number of farm workers being included among these men :
- (ii) *All* industries were, at the outset, expected to make some contribution of man-power to the Forces :
- (iii) There were doubts in 1940-41 as to the possibility of shipping away the whole of the Dominion's exportable surplus of foodstuffs, so that the case for retaining the *whole* of the existing farm-labour force was not at that time seriously put forward :
- (iv) There was, on the other hand, among farming communities no less than elsewhere, some agitation against the holding-back of fit single men from service with the Forces.

The Dominion's Armed Forces consisted at that time of —

One Division in the Middle East :

A Territorial Force subject to part-time training only :

Air and naval training establishments :

A voluntary Home Guard and other auxiliary organizations.

The outlook appeared to be fairly stable, and the tasks ahead, on the man-power front, appeared to lie mainly in the orderly and progressive redistribution of man-power, and the fuller mobilization of woman-power and other unused labour reserves, so that essential production could be fully maintained or increased in spite of the continued steady withdrawal of men to the Forces.

(b) *The Second Phase.*—The sudden entry of Japan into the war broke up the whole of this background.

The rapid southward progress of a formidable enemy threw a sudden emphasis on the organization of the Dominion for defence against air raid and invasion. Compulsory universal service was introduced into the Emergency Reserve Corps and the Home Guard ; women and men of lower medical grades entered the ranks of the Army ; the Territorial Force was mobilized on a full-time basis ; a rapid succession of ballots was held with the object of building up the home-defence Forces to a level corresponding with the nature of the emergency.

Though all further supplies of man-power to the overseas Forces were completely suspended for more than a year, this full-scale mobilization for defence inevitably resulted in a very substantial withdrawal of man-power from industry. While married men were being drafted into camp in large numbers, single men previously held back from the Service were also being released to the Forces. The importance of the national safety rose paramount above all other considerations, though even during this period of crisis it was found necessary to retain a substantial number of fit men such as coal-miners, locomotive-drivers, defence-construction workers, &c., as well as indispensable farm workers, in their normal employment in order to maintain the industrial life of the community.

It was at this time that the system of industrial man-power control was brought into operation, with important results in stabilizing the labour position and ensuring a supply of workers to the highest-priority work.

In order to safeguard the farming industries, an important step was also taken during mid-1942 to release substantial numbers of farm workers from camp, and approximately 8,000 men returned to the land.

Even after allowing for these releases, however, the numbers withdrawn from industry rose between November, 1941, and September, 1942, from 86,000 to 170,000 —i.e., to a figure of 10 per cent. of the population, or 29 per cent. of the males aged fifteen to sixty-four. At the same time more than 100,000 men were serving with the Home Guard, and an even greater number with the E.P.S.

(c) *The Third Phase.*—The transition from the period of emergency to the period of consolidation and readjustment came more gradually. Though the Japanese had been stemmed at Guadalcanal, there was still some risk of naval disaster, and precautions continued to be necessary for some time after the southward drive of the invader had been checked.

During this period of strategic readjustment, a number of fundamental changes began to affect the *industrial* position of the Dominion.

Allied Forces, now massing in the Pacific, required food, timber, ship-repair services, and other supplies and services most readily obtainable from New Zealand, and men began to be taken out of the home-defence Forces to assist in meeting these requirements. The seasonal upswing of the 1942-43 season in the Dominion's butter and cheese factories and freezing-works had to be met by further drawing on the Army.

As the pressure of industrial factors increased, the needs of the strategic situation decreased, and towards the end of 1942 it had become apparent that substantial reductions could be and, in fact, were, made in the home-defence Forces.

A step had been taken during the period of crisis in the Pacific which contributed vitally to the success of the Allied Forces in Guadalcanal. This was the despatch of a substantial Force into the Pacific. This Force was later located in New Caledonia and became the Pacific Division. Its provision by New Zealand may well have been one of the factors which turned the balance and hence enabled large-scale reductions to be made in the home-defence Forces.

The implications of the new situation were diverse and complicated. The Middle East Division had been without reinforcements for more than a year, and needed men. The Air Force required men for the purposes of maintaining the Empire Air Training Scheme and for establishing a New Zealand Air Force in the Pacific (this being regarded as one of the best contributions to victory of which the Dominion was capable). The resources of the Royal Navy were stretched to the limit, and a resumption of the flow of recruits from New Zealand was urgently requested. At the same time each of the principal groups within the Dominion (including farming, sawmilling, construction, railways, and many of the manufacturing industries) required additional men if production was to be maintained at the necessary level.

2. THE REDISTRIBUTION OF MAN-POWER IN 1943

After a full review of the position by War Cabinet in the early part of 1943, a substantial reduction of the home-defence Forces was decided on, and an allocation was made of the resulting release of men as between the overseas sections of the Army, the Air Force, and industry.

As a preliminary step a man-by-man survey of the Army was made, each man being asked to complete a card showing full details of medical grade, age, Army duties, home address, dependants, civilian occupation, qualifications and employment history, and whether prepared to volunteer for transfer to the Air Force or to a number of important industries which urgently needed men. These cards were concentrated in the National Service Department and used as a basis for the redistribution of man-power as described below.

(a) *Transfers of Army Personnel Overseas.*—The 8th Middle East Reinforcement, long held in New Zealand, was despatched early in the year. The 9th and 10th Reinforcements followed in quick succession.

A substantial body of fit men was despatched to New Caledonia, enabling the Force already located there to be built up in strength sufficiently to become a two-brigade combat Division.

(b) *Transfers from Army to Air Force.*—Some thousands of the men in the Army who had volunteered to transfer to the Air Force were actually transferred to Air Force camps. For a time these men formed a pool from which, over a period of many months, men were fed through training courses of various types.

A comb-out of the Pacific Division resulted in several hundreds of additional potential air-crew personnel being returned to New Zealand for flying training. These men were replaced from other Army sources in New Zealand.

(c) *Releases from Camp and Transfers to Industry.*—The card survey enabled a *selection* for industry to be made from among men in the home-defence Forces who were ineligible for overseas service by reason of their age or medical class. Steps were quickly taken to secure the release of men with those types of skill for which there was an acute need in industry.

Virtually all the tool-makers, pattern-makers, saw-doctors, bushmen, shoeing-smiths, loom-tuners and many other special types were quickly released. Men whose homes were in difficult labour-supply areas (such as Auckland, Wellington, and Hutt) were similarly released.

In addition to this process of selective withdrawal, thousands of individual applications were received from employers. These were examined by Man-Power Officers, and, if a good case was shown, were passed on to the Army. In the majority of cases these applications were successful.

As a special policy measure, youths aged eighteen and nineteen were released as a class on their own application in order to enable them to lay the foundations for their normal future careers. Some hundreds of men unfit for overseas service and men in the over-forty age classes were similarly *permitted* to leave the Army on their own application.

Further reductions of the Army in New Zealand were arranged in subsequent months, and by September, 1943, some 14,000 releases to industry had been achieved. Subsequent reductions in the home Forces have since brought the figure of men released since March, 1943, to *more than 18,000*, apart from substantial drafts which have returned to industry after service overseas. The overall total who have been released over the whole period from June, 1942, to end of March, 1944, exceeds 40,000 men.

3. KEY STATISTICS, 1939-43

In this section of the report a number of key statistical tables are presented covering the period from the outbreak of war until the end of 1943.

(a) *Basic Population Resources and Movements* :—

When war broke out, New Zealand's total population (including Maoris) was	..	1,630,000
Were it not for war casualties, the "natural increase" (together with immigration during the war) would by the end of 1943 have brought it to	..	1,723,000
i.e., a gain in the first four years four months of war of	..	93,000

(b) *Effect of Transfers Overseas and Casualties.*—Transfers overseas and casualties affected the figure of 1,723,000, however, as follows :—

Population in New Zealand (end 1943)	..	..	..	..	1,639,000
Forces serving overseas	..	..	..	..	70,000
War casualties—					
Deaths	..	..	..	..	6,000
Missing	..	..	..	..	1,000
Prisoners	..	..	..	..	7,000

(c) *Net Withdrawals from Industry.*—The number withdrawn from industry by the Armed Forces was, however, considerably greater than the 84,000 (including casualties) shown in the above table. This figure may be estimated as follows :—

In the Forces overseas	..	..	..	..	70,000
Casualties overseas	..	..	..	..	14,000
In the Forces in New Zealand	..	..	..	..	66,000
Rehabilitation cases not yet returned to industry	..	..	..	..	4,000
Total withdrawn from industry	..	..	..	..	154,000*

* Includes 8,000 women.

(d) *The "Natural Increase" in the Population.*—Regarding the "natural increase" of 93,000 mentioned above, it should be pointed out that this consisted largely of an increase in the number of *young children* in the community (the number under fourteen having increased by 25,000 due to a recent stimulus in the birth-rate) and an increase in the number of *old people* (the number over sixty having increased by 36,000). In the remaining ages (fourteen to sixty) the natural increase over the period was therefore not 93,000, but only 32,000, and one-half of these were women.

(e) *Strength of Mobilized Forces (excluding Casualties) :—*

Dates used.—September, 1939, outbreak of war ; End 1940, first Libyan advance ; November, 1941, prior to entry of Japan ; September, 1942, peak mobilization in New Zealand ; End 1943, approach to present position.

Date.	Army.	Navy.	Air Force.	Total.
September, 1939	1,000	1,000	1,000	3,000
End 1940	37,000	3,000	9,000	49,000
November, 1941	60,000	5,000	15,000	80,000
September, 1942	125,000	6,000	26,000	157,000
End 1943	80,000	9,000	40,000	129,000

(f) *Casualties on Active Service (all Forces combined) :—*

Date.	Deaths.	Missing.	Prisoners.	Total.
November, 1941	1,194	1,134	3,560	5,888
September, 1942	3,747	2,552	6,513	12,812
End 1943	6,814	897	7,290	15,001

(g) *Forces plus Casualties and Population :—*

Date.	Total Population (including Forces and Casualties).	Males aged Fifteen to Sixty-four in Population.	Forces plus Casualties.	As a Percentage of	
				Total Population.	Males aged Fifteen to Sixty-four.
September, 1939	1,630,000	565,000	3,000	0·2	0·5
End 1940	1,667,000	570,000	49,000	2·9	8·6
November, 1941	1,678,000	573,000	86,000	5·1	15·0
September, 1942	1,695,000	577,000	170,000	10·0	29·5
End 1943	1,723,000	582,000	144,000	8·4	24·7

(h) *Wartime Changes in Labour Force available to Industry (September, 1939, to End of 1943) :—*

	Males.	Females.	Total.
Labour force at outbreak of war	520,000	180,000	700,000
Portion of natural increase in population during the war normally available to industry	+16,000	+ 5,000	+21,000
Additional numbers available to industry as a result of war mobilization—i.e., industrial conscription, deferment of retirements, continuation of work after marriage, &c.	+16,000	+51,000	+67,000
Less net number withdrawn to Forces after allowing for releases back to industry	—146,000	— 8,000	—154,000
Industrial labour force at end of 1943	406,000	228,000	634,000

(i) Operations of the National Service Department :—

(i) Classes balloted and Protection of Industry by Appeal Boards and Man-power Committees

Main Period.	Class of Men called up, &c.	Percentage of Fit Men held from Service.*
1939-40	Volunteers	10
1941	Single men called by ballot	27
1942	Married (without children)	35
1942	Married (with children) aged eighteen to thirty-one ..	41
1942	Married (with children) aged thirty-two to forty ..	54

* The above figures show percentages *initially* postponed; a proportion of these were later released for service, while, on the other hand, a large number of men have been released *from* service as circumstances have permitted.

(ii) Operations of Man-power Officers

Directions into essential work—

Males	71,338
Females	19,120
Termination of essential employment: Applications refused ..	15,809
Industrial absenteeism —	
Warnings issued	12,757
Fines imposed	2,589
Appeals: Overall percentage of decisions and directions appealed against ..	3%

(iii) Release of Men from Camp and Retention of Fit Men in Industry

Industrial Group.	Men released from Service.		Category "A" Men held in Industry (End 1943).	
	Up to March, 1943.	April, 1943, to March, 1944.	Single.	Married.
Farming	8,200	4,800	4,634	7,928
Mines, sawmills, &c.	900	900	1,106	2,118
Building and construction	800	2,200	105	1,726
Transport and communication	600	3,700	1,397	5,283
Food processing	2,400	2,500	573	2,810
Metal industries and power	600	1,800	774	2,582
Other secondary industries	1,000	2,400	421	1,973
Commerce and finance	900	3,400	155	1,602
Others (including police, clergy, students, &c.)	900	2,200	1,223	2,601
Total	16,300	23,900	10,391*	28,623

* As against 10,391 fit single men held in industry, more than 75,000 single men had joined the Armed Forces since the outbreak of war.

4. MAIN COMPONENTS OF NEW ZEALAND'S WAR EFFORT, 1943

Looking at the position as at the end of 1943, the major components of New Zealand's war effort may be summarized as follows :—

THE ARMY

Division in Europe.—The provision and maintenance over a period of almost four years of a Division in the Mediterranean war zone. (This Division has experienced a very great deal of action in Greece, Crete, North Africa, and Italy.)

Forces in the Pacific.—The provision of various garrison Forces in the Pacific and the subsequent conversion of one of these Forces into a two-brigade combat Division. (This Division has taken part in the capture of various Pacific islands.)

Home Defence.—The organization, build-up, and subsequent reduction of the home-defence Forces comprising three Divisions, along with substantial coast defence, anti-aircraft, and other fixed defences; also the organization and training of the Home Guard (now disbanded), maintenance of overseas training camps, depots, &c.

THE AIR FORCE

Empire Air Training Scheme and World-wide Battlefronts.—The regular supply of partially-trained personnel to the Empire Air Training Scheme right from the outset. After training in Canada, New Zealand airmen are fighting under Royal Air Force control in England, in the Middle East, and in the Far East.

Pacific Air Force.—At present New Zealand operates a Pacific Air Force of many squadrons.

Defence and Training in New Zealand.—A great deal of initial and also final Air Force training is given in New Zealand. Defence activities, expanded to meet the Japanese threat, have now been reduced.

THE NAVY

Men for Royal Navy.—The regular supply of trained men to the Royal Navy since the outbreak of war (except for a period in 1942 during the main period of the Japanese threat).

Royal New Zealand Navy.—The maintenance of patrol, mine-sweeping, and other activities around the coasts of New Zealand and in the Pacific war zone.

FOOD-SUPPLIES

The supply of foodstuffs to *Great Britain* for the feeding of servicemen, war workers, and the civilian population.

The supply of foodstuffs to the Armed Forces in the *Middle East* war zone.

The supply of foodstuffs (including meat, dairy products, fresh vegetables, &c.) to the American and other Forces in the *Pacific* war zone.

The supply of foodstuffs to the New Zealand and Allied Forces, war workers, and remaining civilian population in New Zealand.

OTHER SUPPLIES AND SERVICES

Equipment of *New Zealand personnel* in Armed Forces, including uniforms, boots, blankets, and much miscellaneous equipment.

Supplies through *Eastern Group Supply Council* of munitions, garments, radio equipment, and many other types of supplies.

Supplies through *United States Joint Purchasing Board* of timber, boots, batteries, garments, &c., in large quantities.

Defence Construction.—Construction of a large programme of fixed defence emplacements, camps, aerodromes, stores, air-raid shelters, hospitals, &c., both in New Zealand and in the Pacific, for use of New Zealand and Allied troops and civilians.

Ship repairs, ship-building, and jobbing services for the American Forces in the Pacific zone.

The New Zealand Merchant Navy.

Rail and other transport and provision of facilities for New Zealand and American Forces located in New Zealand.

CIVIL DEFENCE AND MISCELLANEOUS

Organization and equipment of *civil defence* forces, Emergency Fire Service, traffic police, &c. (now inactive).

Organization of *auxiliary services*, including Women's War Service Auxiliary, Women's Land Army, and miscellaneous auxiliary organizations.

5. THE MAN-POWER POSITION OF INDUSTRY AT THE CLOSE OF 1943

Man-power pervades all phases of human activity, and the interests of the National Service Department include all industries, and all sections of the community not in industry, as well as the Armed Forces.

From time to time general reviews of the whole man-power position are prepared, and at the close of the year 1943 it was found advisable to make a survey of the position of each of the main sections of industry.

The following paragraphs sum up the conclusions which emerged from this examination :—

A. THE FARMING INDUSTRIES

The Dominion's entire farming effort may be regarded as falling into four major activities, these being—

- (i) The production of wool :
- (ii) The production of meat :
- (iii) The production of butterfat :
- (iv) The production of crops.

An impression of the extent to which production has increased or changed during the war may be gleaned from the following figures, which cover *all* types of production within each of these major groups :—

TOTAL PRODUCTION

Season.				Wool (Greasy Basis).	Meat (Dressed- weight Basis).	Butterfat (as at the Pail).	Crops (excluding Fodder).
				Tons.	Tons.	Tons.	Aeres.
1936-39 (average)	..	..	..	138,000	470,000	184,400	376,000
1939-40	..	..	..	138,400	535,000	185,400	432,000
1940-41	..	..	..	148,000	515,000	200,400	475,000
1941-42	..	..	..	154,300	535,000	188,700	498,000
1942-43	..	..	..	152,000	537,000	174,700	517,000
<i>Percentages of the 1936-39 Average</i>							
1936-39 (average)	..	..	..	100·0	100·0	100·0	100·0
1939-40	..	..	..	100·3	113·8	100·5	114·9
1940-41	..	..	..	107·2	109·6	108·7	126·3
1941-42	..	..	..	111·8	113·8	102·3	132·4
1942-43	..	..	..	110·1	114·3	94·7	137·5

INCREASED REQUIREMENTS

Turning now from the production which is being *achieved* to the output *required* of the farming industries, the most prominent features of the position were—

- (i) The increased and urgent requirements of the *United Kingdom* :
- (ii) The new and substantial and increasing requirements of the *American Forces* :
- (iii) The longer-term prospects of urgent demands for food for the relief of devastated *Europe*.

MAN-POWER POSITION

It was known that there were 7,000 farm workers serving with the Middle East Division and 4,300 with the Pacific Division, while the Air Force and Navy probably accounted for some 5,000 between them. Allowing 3,000 for casualties and a few hundreds for rehabilitation cases not yet returned to industry, it may be assumed that the farming industries have contributed a total of approximately 20,000 men to the Armed Forces, or about one-eighth of the pre-war labour force. Apart from this, there was evidence of a small-scale but persistent *drift* from farming to other occupations.

The resulting *reduction of man-power* on farms arising from both of the above causes was one of the limiting factors to any increase in food-production. It affected dairy production particularly, as losses from other types of farming have tended to be offset to some extent by Army assistance (such as the harvesting scheme) and other factors (including transfers from dairy production).

Quite apart from seasonal requirements for harvesting, freezing-works, butter-factories, canneries, and so on (which are dealt with in a separate section of this report), an increase in the *permanent farm-labour force* was urgently required as an important part of any scheme for increased production. This requirement, and the sources from which it could be met, are further discussed in later sections of this report.

B. THE BUILDING, CONSTRUCTION, AND ALLIED INDUSTRIES

At the beginning of 1944 the Dominion faced the following construction programme :—

Type of Construction.	Value of Work projected for 1944.
	£
Hospitals	5,500,000
Housing	4,000,000
Defence contracts	5,200,000
Hydro-electric	1,500,000
Industrial, public buildings, schools, &c. ..	1,800,000
Total	18,000,000

The capacity of the present labour force (which was already averaging 47 hours per week) would not, however, permit of more than *about two-thirds of the above programme* being executed within the yearly period. While supply difficulties existed, it may be said in general that the Dominion's building-capacity was governed more at that time by a *shortage of men* than by any other factor.

Quite apart from the hospital and defence contracts, the importance of making progress with hydro-electric construction and housing for servicemen and war workers was sufficiently evident to indicate that every possible step should be taken to make men available for this work. At the same time, much of the labour required would need to be *skilled*, and, apart from men in the Forces, there were virtually no skilled tradesmen available for direction to this work.

(As an instance of the demand, the Karapiro hydro-electric scheme urgently required 400 men in order to keep the constructional work abreast of the arrival of plant from England, while upwards of 1,000 men were required for housing work in Auckland and Wellington alone.)

C. THE RAILWAYS

An idea of the increased volume of traffic which the railways were being called on to handle, as compared with the reduced staff position, may be gleaned from the following table :—

—	1938-39.	1943-44.	Percentage Increase.
Passenger journeys per annum	23,266,000	38,611,000	66·0
Goods tonnage handled per annum	7,539,000	9,027,000	19·7
Gross revenue per annum	£9,345,000	£15,325,000	64·0
Total staff	25,765	23,422*	9·1 decrease

* Included approximately 2,000 females (as compared with 627 pre-war).

The increase in traffic had been due mainly to the forced reduction in motor traffic, to troop movements, and to the general increase in industrial activity.

Much overtime was being worked throughout all sections of the staff, the overall average hours actually worked being 48 per week. Even after absorbing over 1,000 men released from camp (including 600 specially returned from overseas), the Department was in urgent need of more men, particularly for workshops and track-maintenance.

D. MUNITIONS, ENGINEERING, AND OTHER SECONDARY INDUSTRIES

Heavy demands for a wide range of warlike stores—for example, such as batteries, blankets, boots, socks, and tropical suits—had been made on New Zealand by the United States Joint Purchasing Board. In many cases the magnitude of those demands greatly exceeded the capacity of the Dominion to supply. Shortages of raw materials and shortages of man-power necessitated much scaling down of requisitions.

As regards munitions, the necessity to continue the manufacture of each line was carefully reviewed, and as a result of this review some hundreds of workers were transferred to other work. The Dominion's future munitions programme includes only those items for which there is an urgent demand. At the same time, a number of items for which orders had been received from the Eastern Group Supply Council had to be rejected owing to a lack of man-power or material in the particular industries concerned.

Among the remaining manufacturing industries there were demands for labour in the woollen-mills, tanneries, footwear, clothing, rubber, glass, and tobacco factories. These calls for labour were very insistent and covered a wide range of types of skilled and unskilled workers, male and female, running into many hundreds in all, and thousands if the lower-priority demands are included also.

On the other hand, it should be stated that there were a number of manufacturing industries (as well as other fields of employment) in which strongly-voiced demands for labour tended to arise, without it being evident that full use was being made of the labour force already attached to these industries. With man-power resources in such short supply as to limit the physical capacity of the Dominion's war effort in other fields of production, it cannot be admitted that demands of this nature should be met.

E. OTHER INDUSTRIES AND SERVICES

Labour shortages existed also in coal-mines, hospitals, mental hospitals, catering, and laundry services, while the American Forces (already regularly employing over 4,000 New-Zealanders on permanent and casual work) continued to make demands for labour. The demand for coal-miners has been particularly difficult to meet on account of the heavy and dirty nature of the work, the need for fitness and experience, the lack of adequate accommodation, and the remote localities in which the mines are situated.

The spheres of finance and commerce, wholesale and retail distribution, storage, administration, education, social services, entertainment, personal services, and the less-essential manufacturing industries had already suffered heavy reductions in male personnel, and, after replacing men with women, had already lost some of these women to higher-priority work and to the Forces, and had been forced on to lower grades of workers, including part-time, over-age, and juvenile workers.

Unless further workers were to be stripped out from these fields of employment, with consequent tendency to harshness and disruption, it was becoming clear that the satisfaction of labour demands in the *highest*-priority industries must become increasingly a matter of *circulation* of labour within the "essential" group of industries. The extent to which the curtailment of less-essential industries and services is carried must, of course, remain a matter of degree. The severity of the man-power position as a whole is reflected in these spheres in inconvenience and difficulties to employers and to the general public.

6. THE HANDLING OF THE SEASONAL LABOUR PROBLEM IN 1943-44

The rise and fall of industrial activity in the farming, food-processing, and related industries constitutes one of New Zealand's greatest labour problems.

For example, the freezing-works employ only 4,500 hands in a normal October, but by the end of January this figure rises to over 12,000, and then falls slowly back to 8,000 in June, dropping suddenly to 5,000 in July, and then slowly to 4,500 by October. The cycle is timed rather differently in the dairy factories, where the peak of 3,600 is reached in December, and the trough of 1,400 in July.

In the farming industries the season for haymaking, fruit-picking, and harvesting of crops each year brings demands for upwards of 12,000 additional hands, while vegetable-production, fruit-canning, and other seasonal industries all rise simultaneously to their peak.

Vegetable-production on a really large scale and dehydration of meat and vegetables are new developments which have set up both permanent and recurring (seasonal) demands for labour. For example, in October it was estimated that 300 *permanent* workers were needed for Services' vegetable-production projects, while the *seasonal* demand, superimposed on this permanent requirement, was estimated to rise from 300 in November to 1,500 in January, and thereafter to fall again.

Food-canning is another newly-expanded industry, the seasonal demand in this case rising to a peak of 700 workers in March.

Steps to meet this array of urgent and unavoidable demands for assistance in the current season have been as follows:—

(a) *Releases from Army*.—A special drive was made to secure release of the maximum number of farm workers *before* the peak of the season.

(b) *Women's Land Service*.—A drive for recruits resulted in an increase from 972 (early October, 1943) to 1,879 (end March, 1944).

(c) *Students, Teachers, &c.*—University students, lecturers, teachers, and senior school pupils were fully mobilized during their vacation for work in freezing-works, wool-stores, butter and cheese factories, and on farms. (Fuller details are given later in this report.)

(d) *Other Compulsory Directions*.—Fit men returned in groups from service in overseas garrisons and (where expedient) men selected for short-term Territorial service were in many cases diverted into the freezing-works by compulsory direction.

(e) *Army Harvesting Scheme*.—The scheme for short-term Territorial training was converted into a collective harvesting enterprise, thus taking advantage of—

(i) Use of Army tents, camp equipment, transport, field radios, &c.

(ii) Army organization, discipline, and experience in this work from the previous season, when the harvest was brought in more expeditiously than ever before in the history of the Dominion.

The classes of men from whom individuals were selected for this form of service were—

Single men, Grades I and II, aged eighteen to forty:

Married men without children, Grade I and II, aged eighteen to forty:

Married men with up to three children, Grades I and II, aged up to thirty.

Selection for service was carried out by Selection Committees comprising Army, Appeal Board, and Man-power representatives.

Certain classes—*e.g.*, miners, seamen, medical men, police, &c.—were not included in the selection.

Rates of pay for this work took the form of Army pay plus bonus of 6d. per hour for time up to 8 hours per day between 7 a.m. and 5 p.m., or 2s. 6d. per hour for time outside these limits. Farmers were charged at 2s. 6d. per hour throughout.

In all, approximately 17,000 men were initially selected for this form of service. When all appeals were disposed of it was found that approximately 13,000 would be available if required for service, and some 6,000 of these were actually used by the Army, together with 1,900 other mobilized men drawn from Army camps. Some hundreds of these men were also used for short-term service in freezing-works.

7. THE WAR CONTRIBUTION REQUIRED OF NEW ZEALAND IN 1944

It is of some importance from the historical point of view to place on record the following extract from a report placed by the Right Hon. the Prime Minister before members of both Houses of Parliament on 24th February, 1944:—

Each branch of the Armed Forces, and each of the important industrial groups, is anxious to increase its share of the Dominion's man-power or to avoid further losses. The optimum allocation of the nation's man-power is, however, necessarily governed not by the needs of sectional groups within the Dominion, but by overriding factors which have their origin *outside* the Dominion.

If New Zealand could best assist the combined Allied effort by supplying an ever-larger number of fighting men overseas, even at the expense of food-supplies, then it would be clear that the proper policy would be to maintain the maximum possible flow of man-power to the Armed Forces overseas.

The advisability of this particular policy does not, however, appear to be indicated by recent trends. While it does seem possible to maintain the supply of a limited number of men of the types most valuable to the Armed Forces as a whole, yet the accumulating need for still further increases in industrial effort, particularly in *food-production*, may now be said to have become the dominating feature of the situation.

It is not difficult to see the reasons for this gradual shift in emphasis. The accumulation of Allied Forces in the Pacific (most easily supplied from New Zealand), the accumulation of vast invasion Armies in Britain (which cannot possibly be fed from British food resources), and the progressive need to feed populations in devastated countries following their occupation by Allied troops (a factor which may in the coming year very suddenly increase in importance) have combined to increase the relative importance of maintaining and increasing New Zealand's food-contribution. At the same time, the mobilization of Allied troops on a vast scale has diminished the relative importance of our fighting Forces as a factor in the whole situation.

In making this last observation it may be well to note that New Zealand has for four years maintained a greater proportion of her men on active fighting fronts than any Allied nation except Russia—a fact which is reflected alike in her front-line strengths and in her battle casualty figures. While, therefore, a change in emphasis towards food-production may perhaps involve a numerical reduction in her overall strengths at the fighting fronts, yet New Zealand has already done a very great deal of fighting and will have much more to do in the future.

As regards the allocation of man-power as between the *various branches* of the Forces, the predominant factor appears to be that throughout the war the priority which should properly be attached to the provision of man-power to the Air Force has been tending to rise along with the expansion of aircraft industries, the increasing size, range, and hitting-power of aircraft, and the development of their utilization in active warfare. During the whole period while vast Allied Armies remained quiet in England, the Royal Air Force was maintaining its various types of operational activities and was suffering casualties. At the same time, in zones where land fighting has been taking place, air fighting has accompanied it. Both in the land-sea-air fighting in the Pacific and during the period before (as well as after) the Armies go into action in the main invasion of Europe, the Allied Air Forces are due to experience a relatively large share of the total activity and correspondingly heavy casualties.

At the same time, the sources of suitable personnel have almost dried up (mainly owing to the mobilization of man-power in other services), and steps have been necessary to prevent the development of a position in which large numbers of aircraft would be grounded for lack of crews. Consequently, progressive steps have been taken to remove every obstacle to the entrance of the remaining suitable men to the various Air Forces, and compulsory methods have been resorted to in order to fill ground-crew requirements.

As regards naval requirements, a number of the above general observations apply also to the Navy, and its priority, as regards overseas personnel, still appears to be above that of the Army. With the problem of manning thousands of invasion craft as well as new warships and patrol vessels of all sizes, the man-power resources of the Royal Navy are stretched to the limit. New Zealand's naval man-power commitment is not large. Both from the point of view of seeing the Royal Navy through its hour of trial in opening the second front (and maintaining this front along with its many other activities), and considering also the long-term advantage of taking the present opportunity to build up a body of New-Zealanders trained in naval matters (an asset of very great value to a maritime country such as New Zealand), it appears to be clear that the naval commitment should continue to be met.

If, therefore, a reduction is found to be inevitable in some section of the Armed Forces in order to meet the need for expansion in the farming and food-processing industries on the substantial scale which is necessary, then it would appear from a comparison of the priorities as between the different branches of the Armed Forces that the reduction should affect some part of the Army rather than the Navy or Air Force.

8. THE EXTENT OF THE DOMINION'S CAPACITY

In February, 1944, a further examination was made of the scope for—

- (a) Continuing to reinforce one or both the overseas Divisions (while maintaining the Air Force and naval requirements):
- (b) Building up the farm-labour force on a sufficient scale from resources within the Dominion:
- (c) Increasing the volume of production in the manufacturing industries.

It was shown that, while it appeared to be possible to make progress toward *two* of these goals, the full achievement of *all three* would be well beyond the capacity of the Dominion.

The basic data by which to examine the Dominion's *capacity* must necessarily show the *extent of the unused resources*:—

- (i) In connection with reinforcements for the overseas Divisions, these resources consist of category "A" men, fit for service in any part of the world, now held in industry, but able to be released:
- (ii) In connection with farm-work, they consist of experienced farm workers who are at present employed in non-farming industries, and of inexperienced labour capable of being trained and placed on farms—in either case, of workers who are willing to transfer to farm work and able to be released from other industries:
- (iii) In connection with production in secondary industries, the unused man-power resources consist of labour that can be transferred into these industries, and of *man-hours* that could be worked (but not at present being worked) by the labour force already attached to them.

FIT MEN HELD IN INDUSTRY AND EFFECTS OF THEIR WITHDRAWAL

The following table, which comprises the final portion of the data relating to the Dominion's capacity, shows—

- (i) Number of male and female workers employed in each industry as at February, 1944.
- (ii) Number of single and married Category "A" men held from military service in each industry as at February, 1944.

Table showing Industrial Distribution of all Male and Female Workers, including Category "A" Men held from Service

Industrial Group.	Present Labour Force.			Fit Men held from Service.		
	Males.	Females.	Total.	Single.	Married.	Total.
<i>Primary—</i>						
Sheep-farming	34,000	1,200	35,200	748	1,345	2,093
Dairy-farming	70,000	5,000	75,000	2,133	3,818	5,951
Other farming (including mixed, agricultural, fruit, &c.)	39,000	3,800	42,800	1,753	2,765	4,518
Total, farming	143,000	10,000	153,000	4,634	7,928	12,562
Sawmilling and forestry	10,500	..	10,500	317	844	1,161
Coal-mining	5,300	..	5,300	679	968	1,647
Fishing	1,400	..	1,400	55	104	159
Quarrying, gold, scheelite, &c., mining	5,400	..	5,400	55	202	257
Total, primary	165,600	10,000	175,600	5,740	10,046	15,786
<i>Construction—</i>						
All building, construction, repairs, &c.	19,000	..	19,000	105	1,726	1,831
<i>Transport and Communication—</i>						
Railways	22,000	2,000	24,000	632	2,099	2,731
Seagoing ships	4,500	200	4,700	611	868	1,479
Road, tram, harbour, &c., services	24,000	1,800	25,800	71	1,879	1,950
Post and Telegraph, and radio ..	7,000	5,500	12,500	83	437	520
Total, transport, &c.	57,500	9,500	67,000	1,397	5,283	6,680
<i>Secondary Industries and Power—</i>						
Freezing-works	12,500	500	13,000	226	1,535	1,761
Butter and cheese factories	3,500	..	3,500	253	612	865
Other food (bread, biscuits, canned food, &c.)	6,000	6,000	12,000	94	663	757
Metal industries (excluding Railway workshops)	18,000	3,000	21,000	743	2,038	2,781
Gas and electricity	6,400	400	6,800	31	544	575
Textiles, clothing, &c.	3,000	20,600	23,600	132	344	476
Footwear	1,900	2,200	4,100	100	258	358
Timber, joinery, boxes	5,500	100	5,600	40	344	384
Furniture	2,500	100	2,600	10	89	99
Minerals (lime, bricks, &c.)	4,600	..	4,600	25	212	237
Printing and publishing	6,000	2,800	8,800	19	177	196
Cartons, drugs, soap, tobacco, tanning, &c.	7,400	3,700	11,100	98	549	647
Total, secondary, &c.	77,300	39,400	116,700	1,771	7,365	9,136
<i>Commerce, Finance, Storage—</i>						
Banks, insurance, trustees, &c. ..	6,000	6,100	12,100	5	379	384
Shops, warehouses, depots, stores, &c.	38,000	67,000	105,000	150	1,223	1,373
Total, commerce, &c.	44,000	73,100	117,100	155	1,602	1,757
<i>Administration, Professions, Miscellaneous—</i>						
Public Service (excluding Railways, Post and Telegraph, Education, Public Works Department, &c.)	7,000	9,000	16,000	53	470	523
Local authorities, n.e.i.	3,000	2,000	5,000	50	448	498
Education	4,200	11,500	15,700	40	353	393
Professions (including medical, dental, &c.)	6,200	1,000	7,200	74	363	437
Police	1,400	..	1,400	240	384	624
Prisons, hospitals, mental hospitals, &c.	3,600	9,500	13,100	23	92	115
Religion and social welfare	2,600	2,000	4,600	338	413	751
Hotels, entertainment, cleaning, domestic, and other miscellaneous services	14,600	61,000	75,600	13	50	63
Students (full time)	..	..	..	392	28	420
Total	406,000	228,000	634,000	10,391	28,623	39,014

CONCLUSIONS REGARDING THE CAPACITY OF THE DOMINION

The following is a summary of the points which emerged from a study of the whole of the foregoing data relating to New Zealand's capacity.

Assuming that the two Divisions remained overseas and that the Dominion's Air Force and naval commitments continued substantially to be met—

- (i) The withdrawal of sufficient Category "A" men to reinforce *one* of the overseas Divisions from the industries other than the vital primary industries was hardly practicable any longer, but could perhaps be achieved for one year only *if there were no industrial demands having an equally high or higher priority* (a position which did not apply):
- (ii) The reinforcement of *both* of the Divisions from industries other than the primary industries could be dismissed outright as being physically impossible:
- (iii) Further withdrawal of farming workers from the Armed Forces would be necessary to achieve the maximum production which would be possible for the 1944-45 season:
- (iv) As regards the Dominion's capacity for increasing the volume of secondary production, the hours worked in a number of industries (particularly those with a high female content) suggested that there was some scope for increase in production in these industries (provided supplies of raw materials are available):
- (v) The position of the distributive and commercial industries further suggested that a number of workers (particularly female workers) could, in circumstances of greater austerity, be transferred to industrial or other more productive work:
- (vi) This diversion to more productive work would in any case be achieved to some extent by the measures then being put into effect by the Industrial Man-power Division—*i.e.*, registration of women aged thirty-one to forty and tightening up of procedure, particularly as regards inflow of labour into new employment.

9. THE WITHDRAWAL OF MAN-POWER FROM THE PACIFIC

Documents prepared at the actual time when far-reaching problems are under discussion are often found to give the best guide as to the development of thought and policy at the time. The following paragraphs, which are taken from a report of the Director of National Service dated the 25th March, 1944, and another of 30th March submitted to Members of the House by the Minister of National Service, show the position which had been reached towards the end of the period covered by this report, and give a summary of the factors which led to a major policy decision being taken at that time.

THE FOOD REQUIREMENTS OF THE ALLIED NATIONS

Deterioration of Food Position in Great Britain.—Urgent representations have recently been received from Great Britain requesting the largest possible increase in New Zealand's contribution of foodstuffs (particularly meat, butter, and cheese), in order to avoid the necessity for further cuts in the already meagre rations of these foods available to the civilian population, including the wartime industrial labour force.

Heavy reductions in supplies of these foods, and particularly of butter and cheese, have occurred in the current year from each of the principal countries of supply. As a result of past setbacks in supply, the British cheese ration was reduced successively from 8 oz. to 6 oz. to 4 oz. to 3 oz., and is now in danger of being reduced to 2 oz. The butter ration, now down to 2 oz. per week, will have to be entirely suspended for a period unless further supplies can be made available.

Food Requirements of Allied Forces in the Pacific.—In addition to urgent requests for increased supplies to Great Britain, there have been very large-scale demands from the United States Joint Purchasing Board for foodstuffs for the Allied Forces massed in the Pacific. New Zealand is the nearest point of supply to these Forces, so that it is in the interests of conservation of shipping for these demands to be met as far as possible. At the same time, only a fraction of the quantity of meat requested has been able to be made available, while the meeting of butter and cheese requirements has reduced the amounts which would otherwise have been available to Britain.

Probable Further Urgent Demands.—It is anticipated that as devastated territories are occupied in Europe in the coming months, urgent demands for food, among other forms of relief, will quickly arise.

ADJUSTMENTS IN NEW ZEALAND'S WAR EFFORT

Impossibility of maintaining the Two Overseas Divisions at Full Strength.—On account of the length of time which has elapsed since the call-up of the last available age-groups for military service, and the coming-out of fit men from classes previously postponed from service which has since continued, New Zealand has now arrived at a position where it would no longer be possible to maintain the flow of reinforcements to the overseas Forces without seriously reducing her output of primary products. The man-power requirements of the Air Force and Navy take a higher priority than those of the Army, and their combined intakes will absorb the whole of the inflow of fit men at the youngest military age.

Quite apart from *increasing* her food-supplies, New Zealand has therefore had to face for some time the alternatives of either allowing both Divisions to remain in action and to run down in strength, or of withdrawing man-power from one Division in order to maintain the other at full strength.

The Significance of the New Demands for Increased Food-production.—With the present urgent demands for increased food-production, the whole position has had to be considered afresh.

As a food-producing country, New Zealand is the most productive land in the world. Her capacity to produce foodstuffs when compared with the size of the labour force involved is higher than that of any other country. Her production figures have been at a high level throughout the war, though the cumulative effects principally of man-power losses and fertilizer difficulties have now made themselves felt, and a falling tendency in production (already evident for over two years in dairy products) has now spread to other sections of the farming industries.

Approximately 20,000 farming workers have been lost to the Forces, some thousands of whom are in each of the Divisions. The return of the farming workers from one of the Divisions would materially assist to arrest and reverse the present decline in food-production.

OPINION OF COMBINED CHIEFS OF STAFF, LONDON AND WASHINGTON

The whole matter was therefore referred to Mr. Churchill and Mr. Roosevelt, and the opinions of the Combined Chiefs of Staff in London and Washington obtained.

As a result of these negotiations, which extended over some considerable time, the decision was made to withdraw a limited number of men from the Pacific Division to meet the demand for increased labour for food-production.

As a preliminary step a rapid survey of the Division was carried out by means of a special card which each man was required to complete. The details on the card included particulars of age, medical grade, Army duties, full civilian employment history, training, and qualifications, also marital status, home district, and whether prepared to undertake work on a civilian basis in any one or more of the following industries :—

Farming.	Building and construction.
Butter and cheese factories.	Sawmilling and logging.
Freezing-works.	Coal-mining.
Railway operational, workshops, or track-maintenance.	

These cards were concentrated at New Caledonia, and a representative of the National Service Department was stationed there for the purpose of assisting in the selection of individual men for return to New Zealand.

A detailed scheme of priorities was prepared, preference being given in the first instance to experienced men, while the factors of age, marital status, and number of children were also recognized.

As a general basis for timing the whole operation, a programme for the return of men was prepared in collaboration with Major-General Barrowclough, D.S.O., M.C., Croix de Guerre, G.O.C. 3rd New Zealand Division. This ensures that men will be available in time to meet the seasonal demand for labour, while, at the same time, it avoids undue difficulties for those in charge of the Division and strains on the transport system such as would result from the simultaneous release of very large bodies of men.

These arrangements are, however, essentially flexible and capable of alteration as may be found necessary as the whole operation proceeds.

A part of the general plan for disposal of men from the Pacific is to provide relief for the railways, which are in very urgent need of men, and to provide also a number for the sawmilling, building and constructional, and coal-mining industries. These numbers will, however, be small compared with the numbers for the farming and related industries.

10. THE BUILD-UP OF THE FARMING INDUSTRIES

While negotiations for the return of men from the Pacific were proceeding, the fullest attention was also being given by the Government to the internal problem of building up and reorganizing the farming industries, so that the recent decline in butterfat-production could be stopped and reversed, and the maximum benefit could be obtained from the increased fertilizer and man-power resources now to become available to the farming industry as a whole.

A series of conferences has therefore been held which have brought together the Dominion Council of Primary Production, the Dairy Industry Council, the Agriculture Department, the Army Department, the Stabilization Commission, the National Service Department, and the Industrial Man-power Division. All these representatives twice met War Cabinet, and a comprehensive plan for increased production has been prepared.

Actual steps to secure increased production by augmenting the labour force of the farming industry have been as follow :—

- (a) The withdrawal (as indicated earlier) of men on a large scale from the Pacific Division :
- (b) A complete and detailed survey of the man-power requirements of the farming industries.

This has been carried out by the provision at all post-offices of a special application form to be completed by all farmers throughout the Dominion who will be in need of any farm labour at any time during 1944. These applications are being examined by Primary Production Councils and arranged by them in order of urgency, and then passed on to District Man-power Officers. It will thus be possible to ensure that men becoming available will be placed on the most suitable farms, having regard to all factors, including the urgency of the application and the likely increase in production which would result from the placement.

On the return of men to the Dominion they are granted privilege leave on the basis of length of overseas service (but in no case less than twenty-eight days), and then become subject to direction to farm-work. Those who cannot be absorbed at once by direct placement on individual farms will be used in other essential work until such time as they are permanently absorbed into farm-work.

PART II.—REVIEW OF THE FUNCTIONS AND MACHINERY OF THE DEPARTMENT IN 1943-44

11. NATIONAL SERVICE

A. BALLOTS FOR NATIONAL SERVICE

Generally speaking, the calling-up of the eligible population for military service was completed by the end of 1942, when all men, both single and married, from the ages of eighteen to forty-five inclusive had been called up.

There remained, however, a small accretion of men entering these classes from various sources, and the regular inflow of young men attaining the age of eighteen years at the rate of rather more than 1,000 per month.

In order that these men should become available for whatever service may be required of them, such as Air Force service, temporary Territorial training, or seasonal employment with the Army or otherwise, it was decided that they should, as a matter of course, be called up regularly in batches.

In conformity with this policy, two "ballots" were held in 1943-44, these being the twentieth and twenty-first ballots, the *Gazettes* being issued on the 27th July, 1943, and 10th November, 1943, respectively. The earlier of these included 7,536 names, and the later, 4,077 names—i.e., 11,613 men in all were called up within the year, the great majority of these being young men who had recently attained the age of eighteen years.

B. ARMED FORCES APPEAL BOARDS

During the period under review in this report there has been a progressive falling off in the normal work of the Armed Forces Appeal Boards. The numbers of men now being called up by ballot for service in the Armed Forces are limited almost exclusively to the inflow of young men at age eighteen. These youths are not subject to full-time mobilization until they attain age twenty, and the percentage of appeals is consequently low. A further aspect which has assisted in reducing the work of the Boards has been that, for the past twelve months, Army mobilization has been substantially restricted to Grade I men between the ages of twenty and forty inclusive.

The normal work of the Boards has therefore been confined almost entirely to the review of appeals. This, in turn, has been restricted, particularly in respect of appeals affecting farm-workers. (It was decided at the commencement of the productive season that, in view of the high priority of primary production, little purpose could be served by proceeding with the systematic review of farming cases. Only to a very limited extent, therefore, have these cases been the subject of attention by the Boards during the past six months.)

A material addition to the work of the Boards arose during the latter months of 1943 in consequence of the decision to mobilize temporarily for agricultural and other work a substantial number of men liable for Territorial service. For the purpose of effecting a preliminary selection of personnel for this service, special Selection Committees were set up in each military area, comprising the Secretary to the Armed Forces Appeal Board, the District Man-power Officer, and the Area Officer. Persons selected were duly notified, and a right of appeal was afforded both to the individual concerned and to his employer. In consequence, the Boards were called upon to deal with a not-inconsiderable number of cases at fairly short notice. This work was handled expeditiously.

Another special duty which devolved upon the Boards during the past year was the examination of applications made by members of the furlough drafts from the Middle East seeking retention in New Zealand. It was the duty of the Boards to examine the circumstances in each case and to submit reports thereon to Army Headquarters, who made the final decision as to whether further relief should be afforded.

As a result of the general falling-off of the work, action has been taken to effect a reduction in the number of Boards. In July, 1943, the number of existing Boards was reduced from twenty-five to nineteen, while from 1st April, 1944, a further reduction was made to sixteen Boards.

C. THE SPECIAL TRIBUNAL

As explained in the last annual report, the Special Tribunal was set up for the purpose of ensuring (a) that conscientious objectors whose appeals were allowed were not thereby placed in a better position financially as compared with men in the Forces, and (b) that they were engaged in useful work.

Payments made in terms of orders by the Tribunal during 1943 amounted to £6,687; in one case a conscientious objector who was held from military service in the public interest also made voluntary payments amounting to £97.

The only change of any significance in the principles governing the work of the Tribunal was the cancellation of orders in respect of conscientious objectors whose appeals had been dismissed subject to non-combatant service and who were not required for service by the Army. This alteration took effect as from the beginning of 1944.

D. DEFAULTERS' DETENTION CAMPS

As described in the last annual report, these camps have been set up for the purpose of detaining men whose appeals have been dismissed but who nevertheless refuse military service.

At the 31st March, 1944, the total number of men in camps was 610. Up to that date 51 men had elected to serve in the Army and 31 had been transferred to prison.

The men are distributed in a number of camps and have been engaged in work as follows:—

Strathmore.—Land-development, including fencing, draining, top-dressing, &c., under the supervision of the Land-development Section of the Lands and Survey Department:

Galatea.—Operation of a farming block owned by the Lands and Survey Department. The work includes haymaking, shearing, mustering, fencing, &c.:

Hautu.—Work in this camp is carried out for the Prisons Department, and includes clearing, ploughing, scrub-cutting, fencing, post-splitting, and rabbit-extermination:

Shannon.—The men in this camp are engaged in cultivating and weeding flax for the Industries and Commerce Department:

Balmoral and Conical Hill.—The principal occupation of men in these camps has been firewood-cutting and forest-thinning under the direction of the Forestry Department:

Further Camps.—Additional camps are in the process of being established in various localities in the North Island for firewood-cutting.

The confinement of conscientious objectors as a class has involved—

- (a) Complete segregation:
- (b) Reasonable accommodation:
- (c) Strict discipline:
- (d) Provision of social amenities.

The aim has been to develop a segregated community in essentially decent and healthy conditions involving mental and physical occupation and discipline, but not the infliction of harsh treatment.

E. WOMEN'S LAND SERVICE

The Women's Land Service was originally established for the purpose of assisting in the work of maintaining food-production at the time when the threat of invasion to New Zealand necessitated the withdrawal to the Forces of every possible fit man from farming, along with all other industries.

Progress in recruitment was not spectacular at the outset, and conditions applying to the women were later improved, with consequent increase in the numbers applying to enter farm-work.

During the past year there has been a further drive for recruits, and women from all occupations, no matter how essential, were invited by radio to put in applications to join the Women's Land Service. A special campaign was also conducted in farming districts throughout the Dominion, and as a result of this drive the number of girls actively engaged in the Service increased considerably. Between October, 1943, and the end of March, 1944, the number rose from 972 to 1,879.

The administration of the Women's Land Service has now been largely decentralized and the work is handled primarily by District Man-power Officers. Since this change has been made there has been a further marked increase in recruiting.

F. WOMEN'S WAR SERVICE AUXILIARY

With the relaxation of the Emergency Precautions Scheme following upon the improved situation in the Pacific, one of the original purposes for which the Auxiliary was formed does not now exist to anything like the same extent. The operations of the Auxiliary have, however, been extended to cover a wide field of useful activity.

The principal duties carried out by the members include the provision of voluntary staff for canteen huts, Service clubs, and hostels throughout New Zealand, visiting of sick and wounded soldiers in hospitals, training of hospital aids in kitchen and laundry work, and training in obstetrics for the assistance of maternity hospitals.

Vegetable plots are still being maintained, the vegetables being supplied to the families of soldiers overseas and to Service clubs, or sold for the benefit of patriotic funds. The Auxiliary has rendered valuable assistance by organizing committees in connection with war loans and national savings, and in collecting and repairing clothing for occupied countries. It acts as a recruiting agent for the Women's Land Service. The organization is represented on Food Committees.

12. CIVIL DEFENCE

The progressive relaxation of the emergency services of the Dominion as the threat of invasion passed on was described in the last annual report.

The outlook as regards possible invasion has continued to improve throughout the past year, and the risk may now be regarded as negligible.

There has therefore been very little activity in this section of the Department's organization, which is now reverting to its normal peacetime functions of providing the nucleus for organized safeguards against the risk of earthquake, epidemic, flood, conflagration, or other large-scale disaster. As from the 1st April, 1944, this work was transferred to the Internal Affairs Department.

13. INDUSTRIAL MAN-POWER

A. BASIS AND SCOPE OF MAN-POWER CONTROL, INCLUDING RECENT CHANGES

(a) MAIN MEASURES OF CONTROL OVER INDUSTRIAL MAN-POWER

At the close of the period covered by the last report the Industrial Man-power Emergency Regulations 1942 were operative. Those measures of control, introduced in January, 1942, provided for control over labour in three main directions. There was control over the outflow of labour from industries essential to the war effort. Coupled with this there was registration of males and females for compulsory direction into such industries. Thirdly, there was control over the engagement of labour. In their present form these measures of control are set out in the Industrial Man-power Emergency Regulations 1944.

(i) *Control over Outflow of Labour from Essential Industries.* Power was taken to declare either industries as a whole or individual undertakings to be essential. The main effect of such a declaration is to make it illegal for either employer or worker to terminate employment without first obtaining the consent of a Man-power Officer. Thus the outflow of labour from such industries or undertakings is regulated in accordance with the national interest. The imposition of such a restriction on workers had, however, to be balanced by certain safeguards. The provisions governing essential industries and undertakings provide that the worker's wages may not be reduced, that he must be paid a minimum weekly wage whether the employer is able to employ him fully or not during the week, and that he may appeal to an independent tribunal against any refusal of consent to his application to terminate his employment or against any termination or dismissal at the instance of the employer. Furthermore care is taken, in declaring undertakings essential, only to declare those in which wages are up to the prevailing rates in the industry and where conditions are otherwise satisfactory. In essential industries and undertakings there are now employed some 180,000 males and 75,000 females—approximately 40 per cent. of the total working population. Another 153,000 persons are engaged in farming, which, although it has not been declared essential because of the practical difficulties involved in operating the provisions of a declaration under the special circumstances which obtain in this industry, is nevertheless regarded as an industry of first wartime priority. The Dominion's total working population comprises some 634,000 persons.

Of the 255,000 workers in essential industries, some 6,000 per month have latterly been permitted to change employment for various reasons, a monthly labour turn-over of 2.3 per cent. The great majority of these workers moved to other essential industry of equal or greater importance.

(ii) *Registration for Compulsory Direction into Work of National Importance.*—The wartime regulations governing the control of industrial man-power give power to place any person, irrespective of sex or age, and any company, firm, or association, &c., under direction to perform specified services or to continue to perform services in which they are already engaged. Registration is the medium by which individuals are located for direction. Different classes of persons have been called upon from time to time to register at Man-power Offices. These have then been interviewed, their circumstances and suitability for direction to more important work ascertained, and direction orders then issued to those regarded as suitable and available. Males from eighteen years to fifty-nine years inclusive not serving in the Armed Forces, and females from eighteen years to forty years inclusive except married women with dependent children, have so far been registered for direction to work of national importance. To the end of March, 1944, there had been 90,458 direction orders issued by Man-power Officers, 71,338 to males and 19,120 to females.

Persons placed under direction to work of national importance have access to two forms of assistance in the event of incurring undue hardship as a result of direction. If a married man is directed away from his home centre under circumstances which require him to maintain his home while at the same time providing board and lodgings for himself away from it, he may claim a separation allowance of 30s. per week. Secondly, if a person is directed out of assured permanent employment into wartime work at a reduced remuneration, that person may claim a grant of financial assistance to make good the amount of the reduction up to £2 per week in the case of males and up to £1 per week in the case of females.

(iii) *Control over Engagements of Labour.*—Except in the case of farming, coal-mining, hospitals, and several minor exceptions, all employers (both in industries declared essential and in industries not so declared) must obtain the consent of a Man-power Officer before engaging any labour. This gives the Man-power Officer an opportunity both to prevent the engagement of labour in less essential work and also to direct into work of national importance according to priority requirements the labour so located as available for engagement.

(b) REGULATIONS

In April, 1943, the regulations were amended in a number of minor respects designed to give greater flexibility. These amendments involved no basic changes in policy. By the beginning of 1944 it had become apparent that a number of further amendments were desirable. Opportunity was therefore taken to consolidate and re-enact the regulations as the Industrial Man-power Emergency Regulations 1944, which became operative on the 14th February, 1944.

Apart from further minor amendments, the new regulations contained some important new policy measures. Power was taken to direct British and New Zealand seamen in New Zealand ports; power was also taken for Man-power Officers and police to raid public places for the purpose of locating industrial defaulters and absentees.

(c) ORDERS

Orders were made under the Industrial Man-power Emergency Regulations as follows:—

- (i) *Employment Restriction.*—On 8th July, 1943, the Employment Restriction Order No. 3 was gazetted extending the existing Order No. 2 to include a number of new districts. Both Orders, however, permitted freedom of engagement of labour in all industries and undertakings declared essential, thus encouraging the maximum voluntary movement of labour into such industries at a time when the registration of successive classes for direction into work of national importance was causing a large anticipatory movement of persons into such work. As this voluntary movement expended itself, however, the need to secure a more selective control over labour movements began to outweigh the value of this freedom of entry into the essential industries. Consequently, on 23rd March, 1944, the existing Employment Restriction Orders were replaced by the Employment Restriction Order No. 4, which requires prior consent of a Man-power Officer to practically all engagements of labour. Applications to engage labour under these orders have amounted to 32,226 cases:
- (ii) *Registrations for Employment.*—By 31st March, 1943, registration for direction to work of national importance had been extended to all males from eighteen years to fifty-nine years inclusive and to all females from eighteen years to thirty years inclusive. By the Registration for Employment Order No. 9, gazetted on 27th January, 1944, the registration age for females was extended to forty years, women with children under sixteen years under their personal care being, however, exempted from registration. It is to be noted that women under twenty-one years of age are not directed to work away from their home centres:
- (iii) *Control over Dentists.*—The only other measure of man-power control introduced during the period covered by this report was the Dentists Employment Order 1943, gazetted on 9th September, 1943. It had become apparent that control over the movements of registered dentists was desirable both to preserve minimum civilian services in certain districts where voluntary migrations had resulted in an acute situation being reached, and also to safeguard the practices of dentists serving in the Armed Forces against the possibility of their being taken over by dentists moving into the district. Under the Order no dentist may change or terminate his practice without the consent of a Man-power Officer. Man-power Officers deal with applications in consultation with a National Dental Committee and the Health authorities.

(d) NEW POLICY FEATURES IN ADMINISTRATION

(i) *Financial Assistance*.—The most important innovation has been the granting of financial assistance to workers directed from their usual assured employment to work of national importance carrying a lower remuneration. This measure became operative on 1st April, 1943. It does not apply to workers unemployed at the time of direction, or workers whose employment was then on the point of terminating. Nor does the measure apply to workers who habitually change from one employment to another, such as seasonal workers. Where, however, a worker is in a permanent job at the time of direction and, if not directed, could have continued to rely on an assured minimum of weekly remuneration in that job, he is given the right to claim from the State in respect of the job to which he is directed a weekly amount (exclusive of overtime and special payments) sufficient to bring his weekly remuneration up to the minimum assured level prior to direction. The granting of assistance is limited to a maximum of £2 per week in the case of males and £1 per week in the case of females, and is subject to *pro rata* deduction for absence and to cancellation in the case of deliberate absenteeism.

(ii) *Hostels and Camps for War Workers*.—To assist towards solving the acute accommodation difficulties in Auckland and Wellington, where there has been an unavoidable concentration of certain war industries, the Department has arranged for the construction or adaptation of special camps for male workers, and buildings suitable as hostels for female workers. It is worthy of note that no female is directed to work away from her home centre unless suitable accommodation is available for her. The control of the women's hostels is in the hands of the Young Women's Christian Association.

(iii) *Use of Students, Pupils, and Teachers for Seasonal Work*.—To assist towards meeting the urgent man-power requirements of seasonal industries from December to April it was decided to bring all University and training-college students under direction during their summer vacations, and to bring certain classes of school-teachers under direction to the extent that their services might be required during the limited period of the school holidays. In addition, it was decided to enlist the voluntary assistance of as many senior school pupils as possible. In order to make this pool of man-power available at the peak of the seasonal activities, it was arranged with the University authorities that the University colleges should remain closed until the end of March. It was also arranged with the Education Department that senior school pupils should be permitted to work during the summer holidays and for one additional month, either February or March or April, this arrangement permitting of groups being organized to replace other groups for each of these months.

Details of the numbers of students, teachers, and school pupils who thus assisted in seasonal work are given in the Appendix.

(iv) *Nursing*.—To meet a large expansion in hospital accommodation (mainly for war casualties) as well as to offset the outflow of trained nursing personnel into the Armed Forces, a special effort has been made to recruit women into full-time nursing. This has been carried out in close co-operation with the Department of Health, which has established a Civil Nursing Reserve as a mobile nursing reserve whose personnel can be drawn upon to meet staffing emergencies and expansions. Women with previous training as voluntary hospital aids have been reviewed by Man-power Officers with a view to diverting a maximum number into the Civil Nursing Reserve either as volunteers or by direction. Steps have also been taken to secure full measures of control by Man-power Officers over nurses completing training.

(v) *Industrial Medical Boards*.—Control over industrial man-power has been operated to take due account of health factors, and where applications for exemption from or variation of national Man-power obligations are based on valid health reasons the decisions of Man-power Officers are invariably made in accordance with the requirements of health. To establish the validity of claims to exemption or variation on health grounds was, however, a difficult matter both to the Department and to doctors generally. Doctors were faced with the difficulty of meeting demands for medical certificates from persons of whom they had no previous knowledge and concerning whose statements they had no means of verification. Under such circumstances they were frequently unable to give sufficiently conclusive opinions. The Department, for its part, was faced with the problem of a steadily increasing volume of medical certificates which were too inconclusive for its purposes.

Two steps have been taken towards overcoming these difficulties. The difficulty of the doctors was met by the distribution of a printed form of application for a medical certificate on which the applicant is required to give sufficient information concerning case history and industrial conditions to enable the doctor to have a minimum background of information. Medical certificates for man-power purposes must be furnished on this form after the relevant parts of it have been completed by the applicant, and no other form of certificate is now acceptable. Nevertheless, there were still a number of cases where certificates remained inconclusive. To meet such cases Industrial Medical Boards have been set up in man-power districts, these Boards acting as medical referees.

(vi) *Use of Vocational Guidance Centres*.—While no persons under eighteen years of age, male or female, have been registered for direction into work of national importance, measures of man-power control nevertheless affect persons under that age in three respects. All persons in essential undertakings, irrespective of age, require the consent of a Man-power Officer before they can terminate employment. Similarly, all such persons are subject to investigations, warnings, and penalties in respect of industrial absenteeism. Thirdly, employers must obtain consent from a Man-power Officer before engaging labour, irrespective of the age or sex of the person seeking engagement. Administration of these three aspects of man-power control as they affect persons under eighteen years of age was delegated to Vocational Guidance Centres acting on behalf of Man-power Officers. Persons over eighteen years of age are also dealt with by the Centres where there are special circumstances to make such action desirable.

(vii) *Use of Maori Tribal Committees and Maori Women Personnel Officers.*—The Department has had the co-operation of Maori tribal committees in all matters of man-power control as affecting the Maori people. In particular, the committees have assisted in promoting the excellent response which the Maori people have made to the industrial demands of the war situation, in securing that Maoris have complied with their obligations, in assisting the Administration to give due consideration to features of Maori life and organization, and in supervising the welfare of Maori girls working away from their homes. It is worthy of note that Maori girls living at home are not directed to work away from their homes, and that in all cases of Maori girls working away from their homes the tribal committees endeavour to maintain contact and supervision and to keep Man-power Officers advised. In districts where there are large numbers of Maori girls working, the Department has, moreover (on the recommendation of tribal committees), appointed Maori Women Personnel Officers to the staff of District man-power offices.

(viii) *Surveys of Staff Position in Main Industries.*—During the year, Man-power Officers have proceeded with a detailed survey of the staff position in main industries in their districts. This survey, which is being carried out on a closely-detailed basis, has now been completed in respect of a number of industries, and is still proceeding in the case of others. It covers the complete listing of employees, showing in each case sex, marital status, age and medical grading, position in relation to military service, occupation, wages, hours actually worked, and other data. The completed surveys are proving of the utmost value to the Department in assessing man-power needs and resources and in enabling all cases to be dealt with against a proper background of the whole of the circumstances of the concern.

(ix) *Domestic Help.*—With the mobilization of all available woman-power into industries of national importance there has been a steady decrease in the amount of labour available to fill private domestic positions. An increasing burden has accordingly been thrown on the housewife, and this is justifiable where she is capable of assuming that burden. Two types of case, however, claimed special attention—the need for domestic help on farms where catering for farm labour is beyond the reasonable abilities of the farmer's wife and family, and the need for domestic help in homes where an emergency arises through the illness of the mother. At the time of this report steps were well advanced towards establishing a reserve pool of women not available for ordinary industrial employment, but nevertheless available to meet such urgent calls for domestic help on a temporary or part-time basis. All local women's organizations are being asked to co-operate with the Department in establishing and operating this scheme.

(x) *Returned Servicemen.*—Returned servicemen from the present war (apart from those being returned on leave of absence without pay for special industrial purposes) are given special treatment in respect of man-power obligations. All persons in industry are subject to the various measures of control operating, but in the case of returned servicemen in the classes indicated—i.e., men returned from overseas by reason of unfitness for further combat duties—these measures are administered with the greatest leniency and are regarded as only secondary to the more important work of rehabilitation. In all such cases, therefore, the activities and recommendations of the Rehabilitation Department have first priority, and measures of man-power control operate accordingly.

(xi) *Direction of Medical and Dental Graduates.*—During the year steps have been taken, in conjunction with the Department of Health, the National Medical Committee, and the National Dental Committee, to bring into operation a system of directing all medical and dental students upon graduation. Vacancies are arranged in priority according to the urgency of the position to be met in various districts, and graduates are then allocated to these positions in order of priority. Having regard to priority, as much consideration as possible is given to the individual circumstances of the graduate.

(xii) *Fixing of Priorities.*—Under war conditions there must inevitably be shortages of labour and difficulties in replacing labour and obtaining additional labour. The Department's task in this respect is not to satisfy all demands regardless of their relative importance, but to ensure that each industry or undertaking does not have less than the minimum which national considerations require or permit. Consequently, vacancies have to be filled in order of priority, and frequently can only be filled by transfer of labour from other industries. The industries to yield up a further proportion of their labour force, as well as the industries to which labour is distributed, must be ranked in priorities in accordance with the national interest. These priorities, moreover, must be flexible, since circumstances change from time to time and necessitate continuous revisions of priorities. They must furthermore take into account all industries—farming, forestry, transport, mining, building and construction, manufacturing, &c.—and measure the needs of all against a common scale.

From the foregoing remarks it will be appreciated that the fixing of priorities for man-power is neither a simple process nor one that can be determined by mere concurrence in the requirements of any particular industry or supply authority. The stated requirements of each have to be modified in order to meet the minimum requirements of all. This process has been achieved by, first, a necessarily flexible arrangement of consultations and conferences from time to time which enable major requirements to be planned and co-ordinated; second, the establishment in the four main centres of special Man-power Advisory Committees which meet regularly and which are representative of supply authorities and presided over by the Man-power Officer; third, a recourse to periodic regional conferences of Man-power Officers; fourth, the preparation and revision, week by week, of an order of priorities in respect of current vacancies—this fourth measure being, of course, a product of the other three plus other information available to the Man-power Officer from his own industrial surveys, &c.

(xiii) *Students.*—Interruption of studies by reason of service in the Armed Forces is not in itself deemed to occasion such undue hardship as to justify postponement of military service. Nevertheless, there has been an acute shortage, which still exists, of men with academic qualifications for special work not only in the Armed Forces, but in essential industries and services as well. Provision has accordingly been made under which, on the ground of public interest, postponement may be granted in respect of such minimum numbers of male students pursuing studies in medicine, dentistry, science, engineering, architecture, agriculture, or mining as in the opinion of the Director of National Service are necessary to meet the requirements of the Armed Forces and of essential industries and services. In determining upon recommendations for postponement, consideration has therefore to be given to the

estimated number of students required, and on this basis selection is made, having regard to age and existing scholastic performance. Any postponement granted is subject to revocation if the student fails to pursue his studies diligently and effectively.

In so far as persons are liable for direction to work of national importance, students (both male and female) who are pursuing a full-time course of study are, in general, not made subject to direction so long as they continue diligently and effectively with their studies and make satisfactory progress therein. Where a student has completed a course of study he is, in general, expected to make his services available either to the Armed Forces in keeping with his academic qualifications, or similarly to essential industry, rather than that he should proceed to a further course of study. In general, it is only in cases of exceptional merit that a person who already has a qualification can be granted further freedom from direction or postponement from military service to enable him to take a further course of study or to proceed to an Honours course. In so far as law and commerce students are concerned, as lectures are scheduled for evening sessions they are expected to undertake daytime employment in keeping with their line of studies.

(c) OTHER POINTS OF INTEREST IN ADMINISTRATIVE PROCEDURE

While the main features of policy which have been developed during the period under review have been covered above, there are a number of other points which are worthy of brief note. These are summarized as follows :—

(i) *Vacancies*.—The war has, it should be noted, created a long-period withdrawal from industry of some 154,000 persons plus various short-term withdrawals for Territorial training and other reasons. These withdrawals have, in the main, represented vacancies which employers desire to fill temporarily or permanently. Further vacancies have arisen from the need to expand certain industries and to establish new industries, so that the total real vacancies with which the Department has had to deal from these various causes can be estimated as not less than 200,000. In addition, there are substantial numbers of vacancies arising from two other causes: normal wastage from industry by retirements, changes in marital status, and ill health; and transition vacancies arising from the constantly recurring redistribution of labour to meet changes in priority requirements as they arise.

The Department regularly secures a return of the number of notified vacancies on hand on the 15th of each month throughout the Dominion. This return includes transition vacancies, which are subsequently cancelled out by redistribution of labour (from jobs nearing completion to new jobs) and which are in progress at the time of the return, and also includes other vacancies in process of being filled. In recent months the total of such vacancies has varied between 7,000 and 10,000. As against this total must be offset some 4,000 to 5,000 directions to work of national importance issued by Man-power Officers each month and some 1,000 cases of consent to engage labour each month. The actual lag of man-power resources behind notified vacancies is therefore somewhere in the vicinity of from 2,000 to 3,000, which cannot be regarded as an undue figure under the wartime circumstances existing. It can safely be assumed that all vacancies of any degree of urgency are included in the total of notified vacancies. This total also includes vacancies of less essential and lower priority ratings.

The staffing of mental hospitals has in particular caused the Department great difficulty, largely owing to the rise of a widespread public antipathy to such work. That this antipathy is largely ill-founded is demonstrated by reference to the fact that before the outbreak of war these institutions had no difficulty in obtaining staff and drew their recruits mainly from girls of eighteen to twenty-one years. The conditions of employment are good and the work (particularly that on which wartime recruits are engaged) is much less disagreeable than much of the work required of nurses in ordinary hospitals. Some improvement in the staffing of mental hospitals has been effected, but their needs remain a first priority.

(ii) *Man-power Shortages in Certain Districts*.—Approximately one-third of notified vacancies are located within the Wellington and Lower Hutt Man-power Districts. Of the remainder, a very substantial proportion are located in the Auckland Man-power District. Vacancies in the Wellington - Lower Hutt areas have arisen mainly from three causes. In the first place, these areas had located in them prior to the outbreak of war certain large plants necessary for munitions-production, and the conversion of these pre-existing facilities has meant the concentration in the area of certain munitions production on a national basis. In the same way, tobacco-manufacturing for the whole of the Dominion's requirements (for civilians, for Armed Forces, and for prisoners of war) is almost entirely located in this area. Thirdly, in both the Wellington - Lower Hutt area and in the Auckland area there has been a great expansion in hospitals to meet military requirements. Thus in the above respects, the Wellington - Lower Hutt area in particular has unavoidably been required to undertake production for the Dominion's requirements as a whole. A further strain has been thrown on both the areas referred to through their use as bases by Allied Forces. As a result, industrial mobilization measures in these areas have had to be pursued with a greater degree of intensity than elsewhere, particularly in respect of calling up for direction and the combing-out of less essential industries.

The position regarding housing and other accommodation in these areas is acute, and the effect of this has been to reduce the possibilities of drawing upon the man-power resources of other areas and consequently to further heighten the disproportionately severe man-power strain already being borne by these areas. Directions from other districts to the classes of work referred to above represent an equitable means of staffing industries which are performing a national job, but owing to accommodation difficulties it has not been possible to thus shift to other districts an equitable share of responsibility for staffing these industries. The establishment of camps and hostels (referred to earlier in this report) which has proceeded during the year has given a valuable measure of relief, but the position will remain acute until housing and other accommodation is available to permit of the supply of a more equitable share of labour from districts whose man-power resources remain less heavily taxed.

(iii) *Absenteeism*.—While absence from work in an essential undertaking without leave or reasonable excuse is clearly a default in wartime obligations and as such has been made subject to penalty by deductions from wages, the Department is nevertheless satisfied that the only real solution of the

problem of industrial absenteeism lies in improvements in personal contact between managements and workers, improved individual handling of cases of absenteeism, and the elimination of those conditions both within the workshop and beyond it which promote ill health, undue fatigue, lack of interest, and various personal difficulties of many sorts. This view is strongly borne out by reports from other countries and by investigations within New Zealand carried out by the Department of Scientific and Industrial Research.

In various tramways undertakings the National Service Department has sponsored the setting-up of joint committees of workers' and management representatives which deal with all cases of absenteeism and refer to the Man-power Officer only those cases where they consider a fine to be the most appropriate method of dealing with them. These committees have been most successful in reducing the incidence of absenteeism, on the one hand, and in securing sympathetic consideration of cases of justifiable absenteeism, on the other.

(iv) *Man-power Raids*.—The very great majority of people in the Dominion have responded most willingly and loyally to the call of wartime industrial needs and to the measures of control rendered necessary. Nevertheless, there are inevitably a small number of persons who seek to evade wartime man-power obligations or who otherwise default in fulfilment of them. These consist of two main groups: persons who have failed to register for direction to work of national importance, and persons who have left essential work without consent. In order to locate such defaulters, power was taken in the Industrial Man-power Emergency Regulations 1944 for Man-power Officers and police to question persons on private premises or in any public place (theatres, billiard-rooms, golf clubs, tea-rooms, &c.) and so to check on their fulfilment of man-power obligations. Extensive raiding of such places has been carried out in the early part of 1944. The raids have been carried out tactfully and in a manner to cause the least inconvenience to the public. They have been instrumental in locating several hundred defaulters to date and have also revealed a number of cases of industrial absenteeism. The raids have been well received by the public, which has appreciated both the objective and the manner in which each raid is carried out. Reports indicate that, in addition to cases of default actually located, there has resulted from them a general improvement in the fulfilment of wartime man-power obligations.

(v) *Prosecutions*.—The Department has throughout adopted an attitude of reasonable leniency in cases of failure to comply with obligations in respect of workers and employers wherever there have been good grounds to believe that the commission of an offence arose out of a genuine misunderstanding or that there were sufficiently extenuating circumstances. Those who would advocate a policy of rigorous severity (and there are public critics who do) show little appreciation of the realities of work under wartime conditions, where pressure of work, shortness of staff, the lack of understanding of the import of regulations, and various other factors lead to the unintentional commission of minor offences by employers and where long hours of work, unfamiliar work, and personal difficulties and worries frequently bring about the commission of offences by workers which do not imply any wilful evasion of obligations. In the view of the Department penalties exist for dealing with more serious or deliberate offences and with persistent offenders, employers and workers. In all such cases the Department does not hesitate to prosecute, but it is pleasing to be able to report that, despite the fact that some 255,000 persons are subject to the control measures applying to essential industries and undertakings and that some 90,000 persons have been placed under direction, only 796 prosecutions have had to be instituted from the outset to 31st March, 1944. These have been disposed of as follows:—

Total proceedings instituted	..	..	..	..	796
Number withdrawn	..	..	..	..	136
Number convicted	..	..	..	..	520
Number dismissed	..	..	..	..	58
Adjournment or under action at date	..	..	..	..	82

(vi) *Women in the War Effort*.—The part played by women in New Zealand's war effort deserves special note. As shown in an Appendix to this report, there are 7,837 women serving in the Armed Forces, while a further 2,793 have volunteered for the Women's Land Service. In addition, there are some 75,000 women working in essential industries and a further 153,000 working in other spheres of industry. Many thousands of these women are doing men's work, keeping production and services going and holding the jobs open until the men return. Many of them are working long hours, and many are married women maintaining their homes at the same time. Women are working as van-drivers, railway porters, tram conductors, postmen, farm workers, munitions workers, and in many other operations previously performed by men. Others are working on essential military or civilian production in clothing-factories, boot-factories, woollen-mills, linen-flax factories, laundries, canneries, and many other factories, while yet others are engaged in nursing and in the essential services of providing, distributing, and serving foodstuffs both for members of the Armed Forces and for other war workers.

The influence of women on the Dominion's war effort as a whole has been greatly extended and facilitated through the close and willing co-operation of the Women's War Service Auxiliary and of various other women's organizations such as the Women's Institutes, the Women's Division of the Farmers' Union, and the Royal Society for the Welfare of Women and Children.

(vii) *Compulsory Unionism*.—In normal times the obligation is placed on an employer to see that persons employed by him belong to an appropriate industrial union of workers in all cases where compulsory union membership applies, and he is able to meet this obligation through his freedom of choice in engaging workers or by his ability to dismiss those who fail to comply. Where measures of wartime control limit the employer's action in these respects, it has been necessary to take some alternative step to ensure fulfilment of the law. This has been done by deeming every person employed in an essential undertaking or working under direction to have complied with his obligations under the compulsory-unionism law in so far as it may require him to join a union and remain a member of it. If the trade-union makes two unsuccessful written demands for payment of union fees from such a member and there is no valid ground for the worker to dispute his obligation under the compulsory-unionism law, the Man-power Officer may direct the employer to deduct the fees due from wage and pay them to the trade-union.

B. MAN-POWER UTILIZATION COUNCILS AND COMMITTEES

From the outset the Department has recognized that the effective wartime organization of industry can only be achieved through the co-operation of the parties in industry.

Accordingly, as mentioned in the 1943 report, Man-power Utilization Councils have been set up in connection with a number of important industries. These Councils are Dominion-wide in their scope and include equal numbers of representatives of employers' and workers' organizations. These representatives are nominated by the organizations concerned, and appointments are confirmed by the Minister of Industrial Man-power. Council meetings are chaired by the Controller of Man-power or his deputy. Representatives of other Government Departments directly concerned in the industry are added to the Councils as considered necessary. These Councils are advisory; their duty is to keep the Industrial Man-power Division (and through it the Government and other Departments) informed of the man-power position in the industry, to advise on the effectiveness or otherwise of man-power measures already in operation, to assist departmental officers to understand the problems and needs of the industry, to make recommendations regarding steps which might assist towards the better use of man-power in the industry, and to discuss any difficulties or other matters which may have arisen and which are in any way related to the harmonious and efficient mobilization of industrial man-power.

Councils are essentially informal and flexible. They are expected to proceed in an atmosphere of informal good will and sympathetic understanding, and to sink any personal hostilities or partisan differences in a common effort to do the best for the industry and the war effort as a whole. In the main they are expected to proceed by unanimous agreement. A Council is regarded as one unit with one common objective. It is expected to pool its divergent opinions and ideas with a view to reaching a conclusion that takes all the pros and cons fairly into consideration.

Local Man-power Utilization Committees have been set up wherever such action is desirable. These Committees consist of equal numbers of representatives of local employers' and workers' organizations in the industry, with the District Man-power Officer as Chairman. Local representatives of other Government Departments are added to the Committee if the Man-power Officer deems this to be desirable. The Committees are advisory bodies whose duty is to keep the Man-power Officer informed of the man-power position in the industry locally, to bring to his notice any seemingly mistaken or incorrect decisions that may have occurred, to assist him in understanding the particular needs of the industry, to advise him regarding the directing, building-up, or tapering-off of man-power, to assist him in effecting a thorough comb-out of man-power, and to recommend any other steps which he might consider necessary for securing the better distribution or more effective use of man-power. Committees are also charged with the duty of investigating all possibilities of release of man-power, either to other industry or to the Armed Forces. In addition, Committees may put forward recommendations for the consideration of Dominion Councils on matters affecting man-power generally. They may also deal with local difficulties or disputes with a view to overcoming these by unanimous agreement, but they may not pursue matters which are the proper province of other Departments or jurisdictions—such as, for example, matters which should be dealt with by the Arbitration Court or the Industrial Emergency Council. Committees, like Councils, are essentially informal and flexible. Good will, a willingness to give sympathetic consideration to each other's difficulties, and the sinking of personal or party differences in the interests of the industry and the nation as a whole have been regarded as most necessary features.

Utilization Councils and Committees represent sections of industry with corresponding sectional interests. The Man-power Officer and the Department retain the power to co-ordinate these interests, to hold the balance between the rival claims of different industries, and to serve the national interest by securing that sectional interests are merged, or realigned, or subordinated as the circumstances of the situation as a whole may require.

These Councils and Committees are the only advisory representative bodies having any status under the Industrial Man-power Emergency Regulations. Other forms of committees exist, and in some cases the Industrial Man-power Division has assisted their formation and permitted Man-power Officers to be elected as chairmen. This does not give such committees official status under the Industrial Man-power Emergency Regulations. The Department is, however, sympathetic to all attempts at joint advisory organizations designed to promote harmonious relationships and, through such relationships, to achieve a better and more efficient use of man-power. It is the belief of the Department that the spread of voluntary advisory committees, if they operate in a spirit of sympathetic understanding and good will, can be a great stimulus to industrial harmony and efficiency.

An up-to-date schedule of Man-power Utilization Councils and Committees is given in the Appendix.

C. DISTRICT MAN-POWER OFFICERS

The greatest part of the burden and pressure of work performed by the Department during the past year has been born by the twenty-two District Man-power Officers and their staffs.

It is no simple thing to direct a worker to change his employment, or to make a decision affecting an application to leave an essential job, or to deal with a case of alleged absenteeism. Workers and employers are thinking human beings with their own views, their own plans and tastes and hopes and interests and temperaments. Each is striving towards some goal, and is prepared to try various means of reaching it. Before a decision or direction is given, much investigation, interviewing, and recording work must be carried out. Some workers and employers accept the direction or decision without question, but in many cases a whole train of further interviews and negotiations is opened up by each action of the District Man-power Officer, leading at times to a modification of the step being taken or (in a few cases) to appeal, which means still more work. The magnitude of the volume of work executed by District Man-power Officers and their staffs may perhaps be best appreciated from a brief survey of their work during the past year.

They have drafted more than 20,000 men released from the Armed Forces into suitable employment; they have successfully coped with the problem of supplying more than 10,000 workers to the seasonal

food-processing industries, such as freezing-works, butter and cheese factories, and canneries; they have played a part in the selection of men for the Army harvesting scheme; they have successfully mobilized the student labour of the Dominion for seasonal and holiday work; they have found workers urgently in hundreds for hydro-electric constructional works, for hospitals, farms, coal-mines, gasworks war industries, and for many essential services; they have scrutinized tens of thousands of applications to leave essential employment, and have investigated and decided each case; they have dealt with tens of thousands of applications to engage in less-essential work, cases of absenteeism, applications for financial assistance, and claims for travelling-expenses and separation allowance; they have extended the registrations of women to embrace those in the thirty-one to forty age groups; they have scrutinized all applications of women to join the Armed Forces and the Women's Land Service; they have prepared hundreds of special reports, returns, investigations into individual cases, and special subjects; they have convened hundreds of meetings and worked out detailed matters of local policy with organizations of workers and employers. As the year closed they have faced one of their biggest single jobs—that of building up the personnel of the farming industries on a scale in keeping with the great increase in production which is required.

It is safe to say that, even allowing for all the inconvenience to individuals which is inherent in the loss of complete freedom in the choice of their work, the system of industrial man-power control, as it has been administered by the District Man-power Officers, has not borne harshly on the community. On the other hand, it has provided an element of industrial stability which has made a vital contribution alike to the achievement of the Dominion's war effort and to the maintenance of living standards throughout the community.

In spite of a substantial increase in their work, the staffs of the District Man-power Officers have shown only a slight numerical increase during the past year. The year has been rather one of consolidation and improvement in the internal organization of District Man-power Offices, and has been marked by the establishment of a regional system which provides for the District Man-power Officers to be grouped round the three main centres of Auckland, Wellington, and Christchurch. Regional Conferences of Man-power Officers have been held, and a Dominion Conference of Man-power Officers and Appeal Committees was held in Wellington under the Chairmanship of the Minister of Industrial Man-power.

D. MAN-POWER APPEAL COMMITTEES

In contrast to the Armed Forces Appeal Boards, the Industrial Man-power Appeal Committees have experienced no falling off of work during the past year.

A steady 3 per cent. of directions into essential work and $2\frac{1}{2}$ per cent. of decisions regarding termination from essential work have been found to give rise to appeals. Appeals against decisions regarding engagement in less-essential work have formed only a negligible fraction of the number of decisions, while only about $3\frac{1}{2}$ per cent. of cases in which fines have been imposed for absenteeism have led to appeal.

Approximately one-half of the appeals against directions into essential work have been successful; one-third of appeals against decisions regarding termination of essential employment, and one-quarter of appeals regarding fines for absenteeism, have similarly succeeded.

As the general volume of work handled by District Man-power Officers has tended to increase, so has the volume of appeals reflected this increase, so that it has recently been found necessary to set up a further Committee, making a total of five Appeal Committees now functioning.

E. EMPLOYMENT PROMOTION SCHEMES

Even though man-power is in short supply, the need for special assistance in keeping in employment the semi-employable margin of the labour force (which would otherwise rapidly become completely unemployable) has not entirely disappeared, though a further reduction in the scope and extent of this assistance has become possible during the past year.

The following statement shows the operations of the various employment promotion schemes under the control of the Hon. the Minister of Labour for the period from 1st April, 1943, to 31st March, 1944:—

Scheme No. 4v. This scheme provides subsidies for twelve months on the basis of £1 10s. per week for the first six months and 15s. per week for the second six months in respect of the employment of inexperienced labour on farm-work.

Up to 1st April, 1944, a total of 1,294 inexperienced farm hands had been placed under this scheme for training, and in an additional 246 cases house allowance had been paid. Of the whole number placed, only 1 was still in subsidized employment at the 1st April, 1944.

Scheme No. 13.—This scheme provides for the full-time employment at award rates with local bodies and other employing authorities of registered and eligible men.

At 1st April, 1944, only 494 men remained in employment under this scheme. These men represented cases of visible handicap, medical disability, advanced age, or failing powers, and all except a negligible proportion had dependants. It is considered that, denied work, many of these men would deteriorate, whereas steady employment and the difference between social security benefit and award rates of pay enable them to maintain their health and a reasonably contented psychology, to provide a somewhat improved standard of comfort for their dependants, and to render useful service to the community.

The numbers of men engaged in each main class of work are:—

Streets, roads, and reserves	..	..	..	..	..	387
School-ground improvements	..	..	..	..	..	6
River-protection	..	..	..	..	..	5
Vegetable-production	..	..	..	..	..	90
Recovery of essential war materials	..	..	..	..	..	3
Miscellaneous	..	..	..	..	..	3
						494

Scheme No. 16 : Subsidized Apprentices in Building Trade.—Since this scheme commenced in September, 1937, some 631 apprentices and 128 trainees have been placed, the position regarding these contracts on the 1st April, 1944, being as follows :—

	Carpenters.		Bricklayers.	Total.
	Apprentices.	Trainees.		
Contracts suspended	214	14	7	235
Contracts terminated	185	81	4	270
Contracts completed	199	28	12	239
Contracts cancelled	9	5	1	15
Totals	607	128	24	759

Scheme No. 16A : Subsidized Workers in Boot-manufacturing Industry.—A total of 29 men have been engaged under this scheme since its commencement in August, 1939, 2 of these contracts being in operation on 1st April, 1944, 17 having terminated, and the remaining 10 having expired.

Numbers employed under the above Schemes.—The following table shows the numbers of men engaged under the various schemes in full-time subsidized employment at approximately quarterly points of time from April, 1943, to April, 1944 :—

Date.	Scheme No. 4F.	Scheme No. 13.	Scheme No. 16.	Scheme No. 16A.	Total.
1943					
3rd April	4	636	1	4	645
26th June	4	622	1	4	631
18th September	4	595	1	4	604
11th December	1	572	..	4	577
1944					
1st April	1	494	..	2	497

Financial.—Provision for expenditure incurred in the promotion of employment is subject to appropriation by Parliament in terms of the Public Revenues Act, 1926, and during the year under review the sum of £220,750 (gross) was appropriated from the Consolidated Fund under vote "Labour" for this purpose.

The amount appropriated included £10,500 (gross) to cover the administration expenses of the Employment Division, which were met by vote "National Service" in the first instance and subsequently recovered from vote "Labour."

The net payments during the year ended 31st March, 1944, and corresponding figures for the previous year, including administration expenses, were as follows :—

Employment Promotion Schemes—	1943-44.	1942-43.
	£	£
Scheme No. 4B	1,023	19,441
Scheme No. 4F	174	985
Scheme No. 13	143,667	329,509
Scheme No. 16	63	637
Scheme No. 16A	110	485
Insurance of workers	..	218
Transport of workers	..	831
Youths' farm settlement	348	384
Rural housing bonus	778	3,438
Assistance to flax industry	23	4,052
Miscellaneous	567	1,699
	£	£
	146,753	361,679
Administration expenses	10,500	12,500
	<u>£157,253</u>	<u>£374,179</u>

It will be seen from the above statement that the expenditure under the employment promotion schemes during the year ended 31st March, 1944, was £157,253, as compared with £374,179 during the previous year, a reduction of £216,926.

14. ADMINISTRATION AND STAFF

During the whole of the period covered by this report the position of Director of National Service was held by Mr. J. S. Hunter. This position has since been amalgamated with that of Controller of Man-power, and the control of the policy of Armed Forces Appeal Boards, on the one hand, and Man-power Officers and Appeal Committees, on the other hand, is now held jointly.

As mentioned previously, the work of the Civil Defence Division had virtually ceased by the end of the year, and the staff engaged on that work were transferred to the Internal Affairs Department as from the 1st April, 1944.

As regards the rehabilitation work which was previously carried on in the Rehabilitation Division, this was transferred to the newly-created Rehabilitation Department as from the 1st November, 1943.

The number of staff employed by each of the principal sections of the Department at yearly points throughout the war have been as follows :—

	31st March, 1941.		31st March, 1942.		31st March, 1943.		31st March, 1944.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
Head Office	105	82	87	109	95	131	67	107
Appeal Tribunals ..	29	26	29	45	85	99	48	64
Industrial Man-power ..	146	19	195	48	317	189	286	242
*Others	12	2	51	6	108	12	141	11
Totals	292	129	362	208	605	431	542	424
	421		570		1,036		966	

* The main class included in the item "Others" comprises the staffs of the defaulters' detention camps, which totalled 137 males and 5 females at 31st March, 1944.

The reduction in the numbers employed by the Appeal Tribunals reflects the falling-off of appeal work since the passing of the main part of the ballot phase. Further reductions in this section of the Department have since been made.

15. FINANCE AND EXPENDITURE

ADMINISTRATION EXPENSES

The administration expenses of the National Service Department are subject to annual appropriation by Parliament in terms of the Public Revenues Act, 1926, and provision is accordingly made for this expenditure to be met in the first instance from the Consolidated Fund under vote "National Service."

The administration by the National Service Department of rehabilitation activities ceased on the 1st November, 1943, when the Rehabilitation Department was established, but as no other financial provision was available the administration expenses of the new Department were met by vote "National Service" up to and including 31st March, 1944.

With the exception of employment promotion administration expenses, in respect of which an assessed amount is recovered annually from vote "Labour," the net expenditure under vote "National Service" is finally recovered from War Expenses Account.

WAR EXPENSES ACCOUNT

All other expenditure of the Department not provided for under annual appropriations is met direct from "War Expenses Account, Subdivision IV, Civil." This expenditure is classified under the following headings :—

(a) *Defaulters' Detention Camps.*—The expenditure under this item includes the capital costs of establishing the camps and the annual cost of operating them. As will be seen from the following table, the net cost of the camps for the year ended 31st March, 1944, was £133,246. When examining the costs, however, allowance must be made for the very considerable quantity of work performed by defaulter labour for other Government Departments for which no cash recovery has yet been made. The total quantity of such work carried out during the year ended 31st March, 1944, is conservatively valued at £40,251, and as it represents a direct saving to Government funds it must be offset against the net expenditure for the year.

Capital expenditure during the year, mainly in connection with Shannon Camp, was £34,923, and the balance, £98,323, represents operational costs. Deducting from this latter figure the sum of £40,251, the value of work performed for other Government Departments, it will be seen that the net cost of operating the detention camps, including administration expenses and maintenance of inmates, was £58,072 for the year.

The question of cash recovery from the Government Departments concerned for the value of work carried out by military defaulters is at present the subject of negotiation between the Treasury, the Departments concerned, and the National Service Department. Such recoveries when received will be credited to War Expenses Account and will offset the cost of maintaining military defaulters in detention.

(b) *Emergency Fire Service.*—Expenditure was incurred under this item on members' pay and transport, uniforms and accoutrements, fire hose, trailer pumps, hose-carrying vehicles, and other fire-fighting equipment. The greater part of the 1943-44 expenditure was the sum of £136,398 on fire hose, a considerable quantity of which had been received from overseas during the previous financial year but not brought to charge. Operational expenditure for the year shows a reduction of £11,029 on the 1942-43 figure and is indicative of the reduction which took place in Emergency

Fire Service activities during 1943. The expenditure of £150,745 shown in the statement below is the net sum brought to charge during 1943-44 after deducting the sum of £41,960 for the sale of trailer pumps and £16,075 for hose surplus to the reduced requirements of the Service.

(c) *Emergency Precautions Scheme*.—The main items of expenditure under this heading were subsidy to E.P.S. organizations, £80,040, and miscellaneous E.P.S. equipment, £76,064. The cost of a considerable quantity of equipment received during 1942-43 but not brought to charge by 31st March, 1943, is included in this latter figure. It will be noted that the expenditure in 1943-44 was £164,422, as against £299,631 in 1942-43, a reduction of £135,209, and in this connection the tapering-off of E.P.S. activities is reflected in the reduction of £104,773 in the amount of subsidy paid to E.P.S. organizations as compared with the previous year's figure of £184,813. During the year the sum of £12,482 was received from the sale of equipment surplus to requirements.

(d) *Home Guard*.—Includes initial expenditure in connection with the Home Guard such as armlets, capitation grants, and rifle impressment and reconditioning. This Department ceased to meet Home Guard expenditure on 31st July, 1941, when the control was transferred to the Army Department.

(e) *Industrial Mobilization*.—This item covers payment of travelling-expenses, loss of earnings, separation allowances, and financial assistance to workers directed to essential undertakings under the Industrial Man-power Emergency Regulations 1944, reimbursement of travelling-expenses to members of Man-power Utilization Councils and Committees, and establishment costs of war workers' hostels. The main items of expenditure were travelling-expenses, £9,068, separation allowance, £8,364, and financial assistance, £2,355, paid to directed workers, and £12,402 part capital cost of establishing war workers' hostels.

(f) *Women's Land Service*.—This includes the cost of uniforms to members, travel concessions, uniform-upkeep allowance, travelling-expenses, and subsidies to employers for training inexperienced girls. The main items of expenditure were uniforms and equipment, £41,460; upkeep allowance, £5,920; and subsidy to employers, £2,673.

(g) *Women's War Service Auxiliary*.—The gross expenditure under this item during 1943-44 was only £565, mainly on uniforms, and as against this credits amounting to £1,176 from the sale of uniforms were received, leaving a credit of £611 for the year. The small amount of expenditure in 1943-44 is accounted for partly by the fact that sufficient uniforms had already been manufactured for the Auxiliary and partly for the reason that the organization, which to some extent is self-supporting, had passed the stage where it was necessary to incur establishment charges.

(h) *Rehabilitation*.—Prior to 1st November, 1943, when the Rehabilitation Department was established, the National Service Department controlled expenditure from War Expenses Account, Subdivision V, for rehabilitation purposes, and the total amount spent by this Department up to the 31st October, 1943, was £60,061. Full details of this expenditure will be shown in the annual report of the Rehabilitation Board. The foregoing figure does not include rehabilitation administration expenses, charged in the first instance to vote "National Service."

The following is a summarized statement of expenditure for the last four years:—

	Years ended				Total.
	31st March, 1941.	31st March, 1942.	31st March, 1943.	31st March, 1944.	
Administration expenses charged to vote "National Service" in the first instance—	£	£	£	£	£
Salaries	94,954	139,847	227,387	262,924	725,112
Other charges	79,538	98,897	156,786	143,352	478,573
	174,492	238,744	384,173	406,276	1,203,685
Other expenditure charged direct to War Expenses Account—					
Defaulters' detention camps	..	12,297	172,813	133,246	318,356
Emergency Fire Service	..	72,022	130,420	150,745	353,187
Emergency Precautions Scheme	596	4,339	299,631	164,422	468,988
Home Guard	1,748	10,604	..	..	12,352
Industrial mobilization	..	584	9,213	32,079	41,876
Women's Land Service	..	36	1,870	53,318	55,224
Women's War Service Auxiliary	..	15,482	9,537	Cr. 611	24,408
	176,836	354,108	1,007,657	939,475	2,478,076
Promotion of employment expenditure met from vote "Labour"	2,412,786	1,288,432	374,179	157,253	4,232,650

APPENDIX TO THE REPORT OF THE NATIONAL SERVICE DEPARTMENT

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SECTION I.—DISTRIBUTION OF NEW ZEALAND'S MAN-POWER

TABLE 1.—ESTIMATED DISTRIBUTION OF POPULATION
(Position at 31st December, 1943)

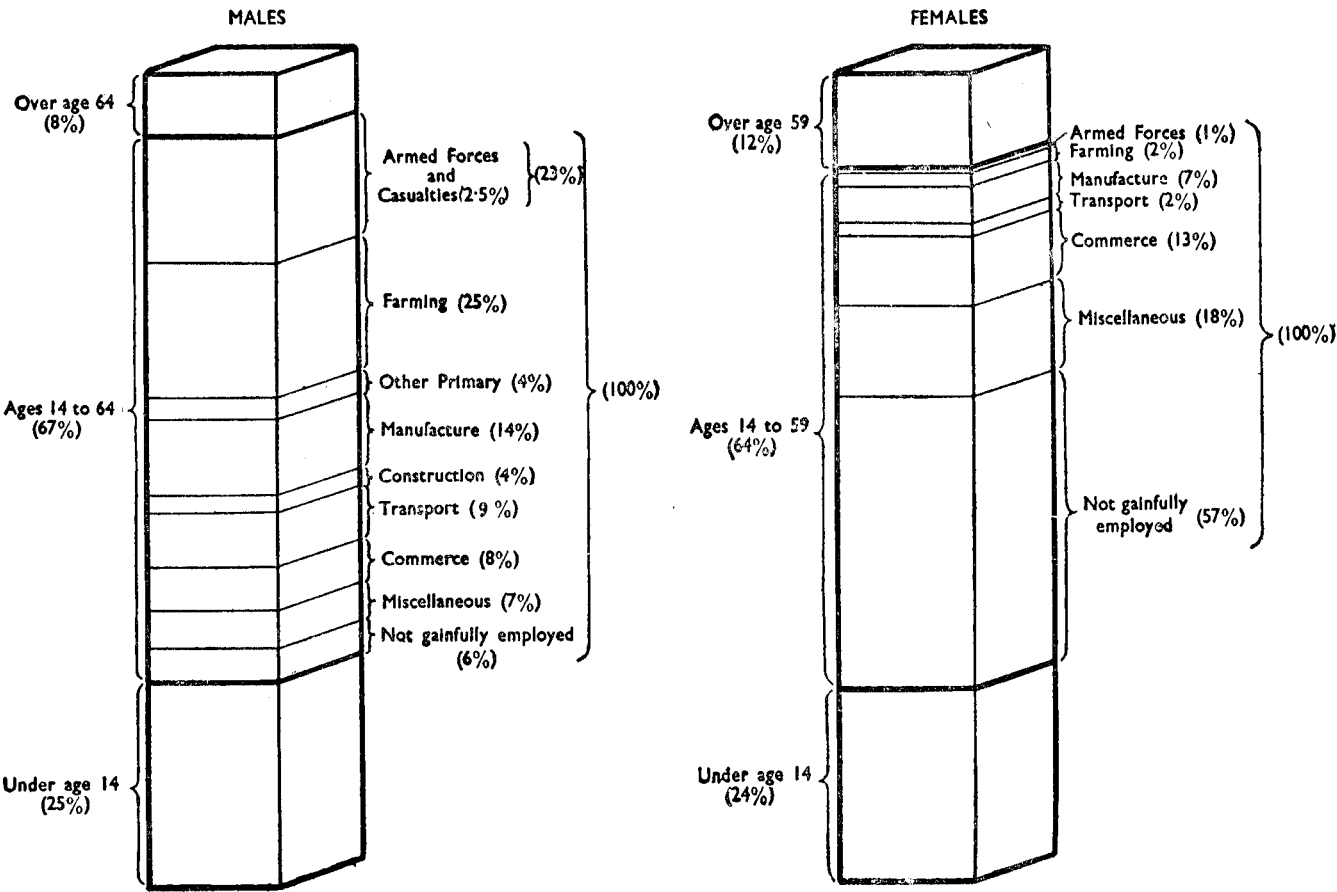


TABLE 2.—STRENGTH OF ARMED FORCES
(Position at 31st March, 1944)

—				Army.	Air Force.	Navy.	Total.
In New Zealand	..	..	..	21,068	28,346	4,742	54,156
Overseas	..	..	..	54,509	12,625	4,655	71,789
Total strength	..	..	..	75,577	40,971	9,397	125,945
Females included	..	..	..	3,856	3,485	496	7,837

TABLE 3.—CASUALTIES ON ACTIVE SERVICE
(From outbreak of war to 31st March, 1944—i.e., after four years seven months of war)

—				Army.	Air Force.	Navy.	Total.
Deaths	..	..	..	4,733	2,303	337	7,373
Missing	..	..	..	560	314	57	931
Prisoners	..	..	..	6,826	445	44	7,315
Total men lost	..	..	..	12,119	3,062	438	15,619
Cases reported wounded up to above date	..	..	..	13,358	664	120	14,142
Total casualties	..	..	..	25,477	3,726	558	29,761

SECTION II.—CALLING-UP OF MEN FOR MILITARY SERVICE

TABLE 4.—DETAILS OF ALL BALLOTS UP TO 31ST MARCH, 1944

Ballot No.	Date of Gazette.	Number of Men drawn.	Nature of Service.*	Classes included in Ballot.
1 ..	2/10/40	16,000	Territorial ..	Single men aged 19 to 45 inclusive.
2 ..	6/11/40	33,717	" ..	Single men aged 19 to 45 inclusive.
3 ..	4/12/40	14,000	Overseas ..	Single men aged 21 to 40 inclusive.
4 ..	4/3/41	19,000	" ..	Single men aged 21 to 40 inclusive.
5 ..	26/3/41	7,710	Territorial ..	All remaining single men aged 19 and 41 to 45 inclusive.
6 ..	29/4/41	1,445	" ..	Inflow at age 19 and age 41 during period since fifth ballot.
7 ..	7/5/41	19,000	Overseas ..	Single men aged 21 to 40 inclusive.
8 ..	24/6/41	11,111	Territorial ..	Bulk of 18-year-old group, plus further inflow at ages 19 and 41.
9 ..	6/8/41	23,825	Overseas ..	All remaining single men aged 21 to 40 inclusive.
10 ..	19/8/41	4,431	Territorial ..	Balance of 18-year-old group, together with inflow at age 18.
11 ..	8/10/41	2,626	" ..	Inflow at age 18 since tenth ballot.
12 ..	2/12/41	4,684	Overseas ..	Inflow at age 21 since ninth ballot.
13 ..	20/1/42	27,104	Territorial ..	†Married men (without children) aged 18 to 45 inclusive.
14 ..	25/3/42	17,570	" ..	†Married men (with children) up to age 28 inclusive.
15 ..	28/4/42	17,955	" ..	†Married men (with children) aged 29 to 31 inclusive.
16 ..	24/6/42	21,268	General ..	†Married men (with children) aged 32 to 34 inclusive.
17 ..	15/9/42	22,395	" ..	†Married men (with children) aged 35 to 37 inclusive.
18 ..	11/11/42	21,715	" ..	†Married men (with children) aged 38 to 40 inclusive.
19 ..	22/12/42	31,997	" ..	†Married men (with children) aged 41 to 45 inclusive.
20 ..	27/7/43	7,536	" ..	Further inflow at age 18 and miscellaneous "seepages" into other classes.
21 ..	10/11/43	4,077	" ..	Further inflow at age 18 and miscellaneous "seepages" into other classes.

* With the coming into force of the general service provisions, all men drawn in previous Territorial ballots were deemed to have been drawn for general service.

† Each of these ballots included also the inflow at age eighteen, together with other "seepages" into classes previously drawn.

TABLE 5.—DISTRIBUTION BY DISTRICTS AND TYPE OF MILITARY SERVICE

Military Area.	Territorial Service : Ballots 1, 2, 5, 6, 8, 10, 11, 13, 14, 15.	Overseas Service : Ballots 3, 4, 7, 9, 12.	General Service.			All Ballots combined.	Percentage of Dominion Total.
			Ballots 16-19.	Ballot 20.	Ballot 21.		
1. Auckland	26,275	12,724	16,767	1,372	794	57,932	17·6
2. Paeroa	8,346	4,552	5,847	407	173	19,325	5·9
3. Whangarei	6,575	3,012	4,327	301	115	14,330	4·4
4. Hamilton	9,440	4,959	5,895	433	179	20,906	6·3
5. Wellington	19,085	10,789	11,640	959	545	43,018	13·1
6. Wanganui	8,484	5,393	6,845	514	272	21,508	6·5
7. Napier	11,009	6,473	8,112	540	322	26,456	8·0
8. New Plymouth	5,337	3,581	4,853	392	206	14,369	4·4
9. Nelson	6,634	5,243	5,527	383	197	17,989	5·5
10. Christchurch	21,254	11,985	14,475	1,141	659	49,514	15·0
11. Dunedin	9,659	6,204	7,109	659	373	24,004	7·3
12. Invercargill	7,571	5,594	5,978	430	242	19,815	6·0
Whole Dominion	139,669	80,509*	97,375	7,536	4,077	329,166	100·0

NOTES.—*(i) Of the 80,509 men called for overseas service, 34,494 had already been included in previous Territorial ballots.

(ii) In 2,628 cases the calling-up was subsequently cancelled by amending *Gazette* notice.

(iii) Apart from the men included in ballots as shown above, 543 have been called up under Regulation 44 following default in complying with the obligation to register for service.

SECTION III.—MEDICAL EXAMINATIONS OF MEN CALLED UP FOR MILITARY SERVICE

TABLE 6.—ANALYSIS BY CAUSES OF REJECTION FOR ACTIVE MILITARY SERVICE

	A. ALL MEN.				B. UNFIT MEN.			
	Number of Men rejected for each Cause per 10,000 Men examined at each of Four Selected Age-points.				Distribution of Causes of Rejection per Hundred Unfit Men examined at the same Age-points.			
	Central Age of Group examined.				Central Age of Group examined.			
	Nineteen Years. (Single.)	Twenty-eight Years. (Married.)	Thirty-three Years. (Married.)	Forty-two Years. (Married.)	Nineteen Years. (Single.)	Twenty-eight Years. (Married.)	Thirty-three Years. (Married.)	Forty-two Years. (Married.)
Total men examined	10,000	10,000	10,000	10,000	2,210	2,829	3,516	5,342
Cause of rejection for active service—					Per Cent.	Per Cent.	Per Cent.	Per Cent.
<i>Infectious and Parasitic Diseases</i>								
1. Tuberculosis (excluding pulmonary)	12	12	15	16	0·5	0·4	0·4	0·3
2. Venereal	2	2	4	5	0·1	0·1	0·1	0·1
3. All other infectious and parasitic diseases	7	9	8	15	0·3	0·3	0·3	0·3
Items 1 to 3 combined	21	23	27	36	0·9	0·8	0·8	0·7
<i>Nervous and Mental Diseases</i>								
4. Mental deficiency, mental alienation, and epilepsy ..	106	51	61	58	4·8	1·8	1·7	1·1
5. Functional nervous disorders	61	99	154	198	2·8	3·5	4·4	3·7
6. Organic nervous disorders	42	46	44	39	1·9	1·6	1·3	0·7
Items 4 to 6 combined	209	196	259	295	9·5	6·9	7·4	5·5
<i>Cardio-vascular Diseases</i>								
7. Organic heart-diseases and arrhythmias	64	89	103	207	2·9	3·1	2·9	3·9
8. Functional heart disorders	28	55	52	85	1·3	1·9	1·5	1·6
9. Blood-vessel diseases	80	225	118	700	3·6	8·0	9·0	13·1
Items 7 to 9 combined	172	369	473	992	7·8	13·0	13·4	18·6
<i>Alimentary Diseases</i>								
10. Mouth (including dental) and throat	22	18	16	17	1·0	0·6	0·5	0·3
11. Stomach and duodenal disorders	10	86	131	244	0·5	3·0	3·7	4·6
12. Other alimentary disorders, including liver and gall-bladder ..	10	27	37	67	0·5	1·0	1·0	1·2
Items 10 to 12 combined	42	131	184	328	2·0	4·6	5·2	6·1
<i>Respiratory Diseases</i>								
13. Pulmonary tuberculosis	12	31	41	46	0·5	1·1	1·2	0·9
14. Other pulmonary diseases	23	26	43	85	1·1	0·9	1·2	1·6
15. Asthma	102	105	113	118	4·6	3·7	3·2	2·2
16. Paranasal sinus infection	17	19	35	38	0·8	0·7	1·0	0·7
Items 13 to 16 combined	154	181	232	287	7·0	6·4	6·6	5·4
<i>Disorders of Bones and Organs of Locomotion</i>								
17. Disorders of upper extremities	61	106	160	199	2·8	3·8	4·6	3·7
18. Disorders of lower extremities (excluding flat feet) ..	268	402	579	780	12·1	14·2	16·5	14·6
19. Flat feet	118	142	191	253	5·3	5·0	5·4	4·8
20. Rheumatic (bone and joint) and arthritic disorders ..	15	61	81	172	0·7	2·2	2·3	3·2
21. Other bone disorders	41	43	47	66	1·9	1·5	1·4	1·2
22. Fibrositic conditions, including lumbago, sciatica, &c. ..	3	34	68	118	0·1	1·2	1·9	2·2
Items 17 to 22 combined	506	788	1,126	1,533	22·9	27·9	31	29·7
<i>Ear Disorders</i>								
23. Otitis media and mastoid disease	45	64	63	82	2·0	2·3	1·8	1·5
24. Other ear disorders	27	52	73	127	1·2	1·8	2·1	2·4
Items 23 and 24 combined	72	116	136	209	3·2	4·1	3·9	3·9
<i>Eye Disorders</i>								
25. Defective vision	398	343	341	435	18·0	12·1	9·7	8·2
26. Blindness (one or both eyes)	28	39	42	50	1·3	1·4	1·2	0·9
27. Other eye disorders	25	25	32	34	1·1	0·9	0·9	0·6
Items 25 to 27 combined	451	407	415	519	20·4	14·4	11·8	9·7
<i>Other Classes</i>								
28. All skin-diseases	51	43	51	103	2·3	1·5	1·4	1·9
29. Tumours, malignant and non-malignant	..	3	3	9	..	0·1	0·1	0·2
30. Genito-urinary diseases, other than venereal	72	54	65	76	3·2	1·9	1·8	1·4
31. Diseases of blood and blood-forming organs	2	1	4	8	0·1	0·1	0·1	0·1
32. Diabetes	6	8	9	26	0·2	0·3	0·3	0·5
33. Thyroid-gland diseases	35	87	102	88	1·6	3·1	2·9	1·7
34. Hernias	50	146	160	291	2·3	5·1	4·6	5·5
35. Overweight or underweight	101	56	57	117	4·6	2·0	1·6	2·2
36. Other disorders, local or general (not included above) ..	266	220	213	370	12·0	7·8	6·0	6·
Total, Grades II, III, and IV	2,210	2,829	3,516	5,342	100·0	100·0	100·0	100·0

NOTE.—The data which formed the basis of the above tables consisted of the results of the medical examinations of 105,311 men aged eighteen to forty-five years inclusive who were examined for military service during 1942 and 1943. These included the great majority of all men so examined during that period. Of the total number examined, 42,022 were rejected for active overseas service and placed in Grade II, III, or IV. As a preliminary step, the cases were grouped in four age-groups as follows:—

Central Age.	All Men examined.	Men rejected for Active Service.
19 years	10,855	2,399
28 years	22,585	6,389
33 years	28,239	9,928
42 years	43,632	23,306

For the purpose of making comparisons the actual numbers rejected for each cause were reduced by a constant factor in each age-group, corresponding to a reduction in the total number examined in that group to 10,000 men.

The men falling into the first group were all single, 96 per cent. of those in the three older groups were married men—a point of some importance in studying the comparative incidence of those medical conditions which would be associated more particularly with men in the older ages who had not married on account of some medical disability. Details of this older group of single men are unfortunately not available.

Relation between Age and Frequency of each Group of Causes of Rejection for Military Service

This graph further illustrates the variation in frequency of each of the major groups of medical conditions which have caused men to be placed in Grade II or lower grades.

For example, disorders of the bones and organs of locomotion and cardio-vascular diseases are shown to increase rapidly with advance in age, whereas eye disorders do not show any marked variation over the range of ages covered by the graph.

This graph is based on Table 6 above, which gives similar information, though more finely classified as regards causes of rejection.

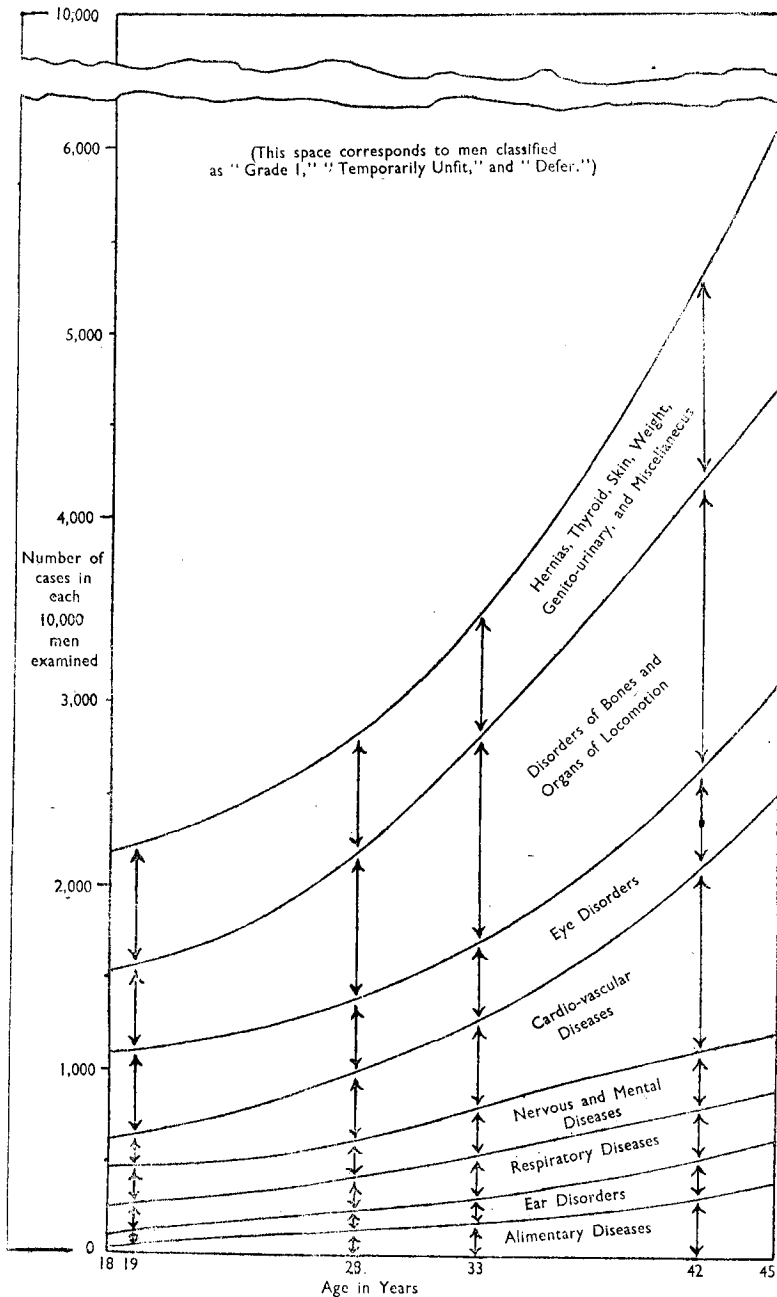


TABLE 7.—ANALYSIS OF HEIGHTS AND WEIGHTS OF VARIOUS CLASSES OF MEN MEDICALLY EXAMINED FOR MILITARY SERVICE

	Age, 18-19 Years.	Central Age, 28 Years.			Central Age, 42 Years.		
	Men placed in Grade I.	Men placed in Grade I.	Other Men.	Total.	Men placed in Grade I.	Other Men.	Total.
Height—							
Number of cases examined	1,915	510	216	726	312	1,149	1,461
Average measurement . .	5 8 $\frac{1}{4}$	5 8 $\frac{1}{4}$	5 7 $\frac{1}{4}$	5 7 $\frac{3}{4}$	5 7 $\frac{3}{4}$	5 7 $\frac{3}{4}$	5 7 $\frac{3}{4}$
Weight -							
Number of cases examined	373	Not available			154	448	602
Average measurement . .	10 1 $\frac{1}{4}$				11 2 $\frac{1}{2}$	10 12 $\frac{1}{2}$	11 1 $\frac{1}{2}$

SECTION IV.—APPEALS AND POSTPONEMENTS FROM SERVICE WITH THE ARMED FORCES

TABLE 8.—DETERMINATION OF APPEALS BY ARMED FORCES APPEAL BOARDS
(Period covered : 1st May, 1943, to 31st March, 1944)

Number dismissed outright and withdrawn	1,213
Number dismissed (general service) subject to time condition	629
Number dismissed subject to New Zealand service (all types)	99
Number allowed and adjourned <i>sine die</i> (not medically unfit)	6,344
Number struck out (Grade IV) and adjourned (medically unfit)	2,429
Total appeals heard	10,714

TABLE 9.—INDUSTRIAL ANALYSIS OF ALL GRADE I MEN AGED TWENTY TO FORTY INCLUSIVE, AND AIR FORCE AND NAVAL VOLUNTEERS, POSTPONED OR RELEASED FROM SERVICE WITH THE ARMED FORCES FOLLOWING APPEAL BOARD ACTION

(Position at 31st March, 1944)

Industrial Group.	Total Number Held.	Industrial Group.	Total Number Held.
<i>Primary Industry—</i>		<i>Secondary Industry - continued</i>	
Fishing and trapping	156	Other leather-working	26
Sheep-farming	2,240	Laundering, dry-cleaning, and dyeing	34
Dairy-farming	6,523	Other textile, clothing, &c., industries	18
Other farming (including tobacco and vegetable)	4,897	All textile, clothing, &c., industries	1,087
All farming industries	13,816	Lime and cement making	99
Flax growing and milling	79	Brick, tile, and concrete products manufacture	100
Bush sawmilling and afforestation	1,173	Asbestos, stone, and other mineral processing	21
Coal-mining	1,908	Wallboard-manufacture	14
Gold-mining	164	Timber milling and joinery manufacture	267
Other mining (including scheelite and oil)	45	Wooden box and case making	91
Quarrying	38	Cabinet and hard furniture making	95
Sub-total	17,223	Upholstering and soft furniture making	20
<i>Building and Construction—</i>		Other industries allied to building	15
Road, railway, hydro, &c., construction	421	All industries allied to building	722
Housing and other building construction	1,505	Glass-manufacture	48
Sub-total	1,926	Rubber and rubber goods manufacture, vulcanizing	78
<i>Transport and Communication—</i>		Paint and varnish making	19
Railways (including workshops and motor services)	2,872	Soap and candle making	17
Tramways (including workshops)	197	Manure-manufacture	66
Motor services, n.e.i. (including garages)	1,212	Drugs and chemical manufacture	45
Shipping and harbour services	2,111	Paper and cardboard manufacture	46
Air services	19	Carton, cardboard-box, and paper-bag making	18
Post and Telegraph and radio broadcasting	575	Printing, publishing, and bookbinding	204
Sub-total	6,986	Tobacco processing and cigarette-making	18
<i>Heat, Light, and Power—</i>		Other (miscellaneous) industries	87
Electricity production and supply	461	Sub-total	8,704
Gas production and supply	120	<i>Commerce and Finance—</i>	
Sub-total	581	Banks, insurance, trustees, &c.	374
<i>Secondary Industry—</i>		Shops, warehouses, depots, &c.	1,274
Engineering	3,157	Stock and station agencies and storage	165
Meat freezing, preserving, &c.	1,441	Sub-total	1,813
Butter and cheese manufacture	891	<i>Public Administration and Professional—</i>	
Grain-milling and cereal food making	66	Health, religion, and social welfare	1,355
Sugar-refining	42	Education	449
Bread, cake, and pastry making	374	Defence (civil staffs)	62
Biscuit and confectionery making	42	Lawyers, police, justice, and prisons	789
Jam-making, fruit and vegetable preserving	36	Government Departments n.e.i.	606
Brewing and malting	18	Local authorities n.e.i.	570
Aerated-water and cordial making	8	Sub-total	3,831
Other food and drink industries	174	<i>Miscellaneous Services and Professions—</i>	
All food and drink industries	3,092	Entertainment, sport, and recreation	9
Fellmongering and wool-scouring	74	Hotels and catering	33
Tanning	121	Musicians, artists, authors, &c.	8
Woollen and knitted goods manufacture	209	Other services	19
Silk-hosiery manufacture	19	Sub-total	69
Flock, felt, sack, rope, &c., manufacture	49	<i>Training for Industry—</i>	
Hats and millinery manufacture	10	University and other students	484
Clothing-manufacture n.e.i.	128	Grand total for all industries	41,617
Boot, shoe, and slipper making	367		
Boot-repairing	32		

NOTES.—(i) These figures include men aged twenty held from Army service as well as Category "A" men.

(ii) The above figures exclude, however, 594 men who were held from service on grounds other than occupational grounds (mostly on grounds of domestic hardship).

TABLE 10.—DISPOSAL OF APPEALS ON GROUNDS OF CONSCIENTIOUS OBJECTION
(Position at 31st December, 1943)

Total number of cases dealt with	5,087
Of these—	
Number withdrawn, struck out (Grade IV), or dismissed for lack of prosecution ..	935
Number adjourned <i>sine die</i> on grounds of public interest or otherwise ..	1,092
Remainder— <i>i.e.</i> , cases heard on grounds of conscientious objection ..	3,060
Of the above cases heard on grounds of conscientious objection—	
Number—	
(i) Allowed	600
(ii) Dismissed subject to non-combatant service ..	1,217
(iii) Dismissed outright	1,243
Percentage—	
(i) Allowed	19·6
(ii) Dismissed subject to non-combatant service ..	39·8
(iii) Dismissed outright	40·6

TABLE 11.—CASES DEALT WITH BY THE SPECIAL TRIBUNAL
(Position at 31st December, 1943)

(a) Classification by Age and Marital Status

	Under 21 Years.	21–25 Years.	26–30 Years.	31–35 Years.	36–40 Years.	41 Years and Over.	All Ages.
Single men	10	105	76	30	22	16	259
Married without children	..	29	48	24	14	10	125
Married with children	..	9	36	50	18	2	115
Total	10	143	160	104	54	28	499

(b) Classification by Normal Occupation

Farming workers	90
Other primary (sawmill, mining, &c.) workers ..	12
Transport and communication workers ..	33
Engineering workers	31
Building and constructional workers	42
Miscellaneous factory workers	76
Shopkeepers, warehousemen, salesmen ..	75
Clerical workers	69
Ministers of religion and theological students ..	11
Other students	10
Teachers	17
Others	33
Total	499

(c) Classification by Estimated Annual Payment

Nil	258
Under £20 per annum	62
£20 and under £40 per annum	56
£40 " £60 "	28
£60 " £80 "	18
£80 " £100 "	3
£100 " £150 "	3
£150 " £200 "	3
£200 " £250 "	1
Total	432

Total estimated annual yield	£6,170
Average estimated annual yield per order ..	£14 6s.

NOTE.—The above figures exclude 67 cases (appeals dismissed subject to non-combatant service) where financial obligations have been suspended since 31st December, 1943.

TABLE 12.—GRADE I MEN AGED TWENTY TO FORTY INCLUSIVE, AND AIR FORCE AND NAVAL VOLUNTEERS, MADE AVAILABLE TO THE ARMED FORCES BY ARMED FORCES APPEAL BOARD ACTION

(Period covered : 1st April, 1943, to 31st March, 1944)

Number of Men made available—	Period during which Release was effected.				Total Men made available.
	April–June, 1943.	July–September, 1943.	October–December, 1943.	January–March, 1944.	
(a) Following withdrawal of an unheard appeal or dismissal of an appeal on its first hearing (the appeal being dismissed either with or without a time condition)—					
Single men	234	110	106	137	587
Married men without children ..	85	47	41	26	199
Married men with children	528	298	168	52	1,046
Total	847	455	315	215	1,832
(b) Following withdrawal or review of a case where service with the Armed Forces had been previously postponed—					
Single men	753	813	381	458	2,405
Married men without children ..	176	160	110	96	542
Married men with children	566	792	431	267	2,056
Total	1,495	1,765	922	821	5,003
Total men made available ..	2,342	2,220	1,237	1,036	6,835

TABLE 13.—CLASSIFICATION, BY PRE-SERVICE INDUSTRIAL GROUP, OF MEN MADE AVAILABLE TO THE ARMED FORCES WHOSE SERVICE HAD BEEN PREVIOUSLY POSTPONED

(Period covered : 1st April, 1943, to 31st March, 1944)

Industrial Group.	Period during which Release was effected.				Total Men made available.
	April–June, 1943.	July–September, 1943.	October–December, 1943.	January–March, 1944.	
Primary industry—					
Fishing and trapping	2	5	3	4	14
Sheep-farming	103	64	37	30	234
Dairy-farming	305	252	105	83	745
Other farming (including tobacco and vegetable)	218	163	54	63	498
Flax growing and milling	17	3	3	4	27
Bush sawmilling and afforestation ..	20	21	13	22	76
Mining and quarrying	4	13	3	8	28
Building and construction—					
All building and construction	94	123	76	44	337
Transport and communication—					
Railways (including workshops and motor services)	29	25	23	61	138
Motor services n.e.i. (including garages) ..	50	67	54	18	189
Other transport services	87	49	33	17	186
Post and Telegraph and radio broadcasting	6	51	9	15	81
Heat, light, and power—					
All gas and electricity production and supply	18	15	8	3	44
Secondary industry—					
Engineering and metal trades	93	129	100	92	414
Meat freezing, preserving, &c.	57	173	42	44	316
Butter and cheese manufacture	34	33	14	33	114
All food and drink industries	22	48	26	25	121
Textile, fibre, clothing manufacture and repair, and leather industry	45	109	62	54	270
Building materials, timber and furniture industries	50	25	26	22	123
Other secondary industries	37	41	30	21	129
Commerce and finance—					
Banks, insurance, trustees, &c.	34	45	27	12	118
Shops, warehouses, stock and station agencies, storage, &c.	71	111	48	38	268
Public administration and professional—					
All public administration and professional (including Government Departments, n.e.i.)	75	169	114	69	427
Miscellaneous—					
Miscellaneous services and professions ..	4	8	5	6	23
Training for industry	20	23	7	33	83
All groups combined	1,495	1,765	922	821	5,003

SECTION V.—RELEASES FROM ARMED FORCES TO INDUSTRY

TABLE 14.—TYPES AND NUMBER OF MEN RELEASED
(Position at 31st March, 1944)

Type of Release from Armed Forces.	Number of Releases.
Number of releases prior to 31st March, 1943	16,300
Releases during period from 1st April, 1943, to 31st March, 1944—	
Number of releases by action of District Man-power Officers	17,138
Number of releases by action of Armed Forces Appeal Boards	1,295
Approximate number of releases from overseas drafts returned to New Zealand—	
Railway Operating Unit	600
Forestry Unit	300
Norfolk draft	350
Fiji and Tonga drafts	950
First furlough group	3,300
Total ex-overseas drafts	5,500
Total releases during above period	23,933
Total releases up to 31st March, 1944	40,233

TABLE 15.—CUMULATIVE TOTALS OF MEN RELEASED
SINCE 1ST APRIL, 1943, UP TO END OF EACH FOUR-
WEEKLY PERIOD FROM 25TH MAY, 1943

Number of Releases at—	Releases through		Total Releases.
	Man-power Officers.	Appeal Boards.	
1943			
25th May	7,568	..	7,568
22nd June	9,062	2	9,064
20th July	10,164	28	10,192
17th August	10,865	44	10,909
14th September	11,825	98	11,923
12th October	12,745	313	13,058
9th November	13,649	531	14,180
7th December	14,623	697	15,320
1944			
4th January	15,350	866	16,216
1st February	15,823	1,031	16,854
29th February	16,360	1,154	17,514
31st March	17,138	1,295	18,433

TABLE 16.—RELEASES BY ARMED FORCES APPEAL
BOARD ACTION: ANALYSIS BY PERIOD OF
RELEASE

(Period covered: 1st April, 1943, to 31st March, 1944)

Period of Release.	Type of Worker released.		
	Farming Workers.	Other Workers.	All Types.
3 months to 6 months	122	161	283
Over 6 months and <i>sine die</i>	336	676	1,012
Total	458	837	1,295
Number temporarily released— <i>i.e.</i> , for a period of 3 months and less	302	208	510

TABLE 17.—INDUSTRIAL CLASSIFICATION OF RELEASES
BY THE ACTION OF DISTRICT MAN-POWER OFFICERS
AND ARMED FORCES APPEAL BOARDS

(Period covered: 1st April, 1943, to 31st March, 1944)

Industrial Group in which placed following Release from Forces.	Number of Releases.	Percentage of Total.
Primary industry—		
Fishing and trapping	62	0·3
Farming	4,115	20·7
Flax growing and milling	139	0·7
Bush sawmilling and afforestation	317	1·6
Coal-mining	163	0·8
Other mining and quarrying	70	0·4
Building and construction—		
All building and construction	1,691	8·5
Transport and communication—		
Railways (including workshops and motor services)	1,260	6·4
Motor services <i>n.e.i.</i> (including garages)	762	3·8
Other transport services	339	1·7
Post and Telegraph and radio broadcasting	420	2·1
Heat, light, and power—		
All gas and electricity production and supply	209	1·1
Secondary industry—		
Engineering and metal trades	1,245	6·3
Meat freezing, preserving, &c.	1,422	7·2
Butter and cheese manufacture	439	2·2
Other food and drink industries	517	2·6
Fellmongering, woolscouring, tanning	75	0·4
Textile, fibre and clothing manufacture and repair	290	1·5
Leather working and repair	152	0·8
Building materials manufacture	178	0·9
Timber-milling and joinery (including box manufacture)	307	1·5
Furnishings manufacture	249	1·3
Paper, &c., manufacture, printing and publishing	305	1·5
Other secondary industries	438	2·2
Commerce and finance—		
Banks, insurance, trustees, &c.	512	2·6
Shops, warehouses, depots, &c.	1,946	9·8
Stock and station agencies and storage	238	1·2
Public administration and professional—		
Health and social welfare	131	0·7
Education (not students)	227	1·1
Lawyers, justice, and prisons	87	0·4
Government Departments <i>n.e.i.</i>	614	3·1
Local authorities <i>n.e.i.</i>	271	1·4
Miscellaneous—		
Miscellaneous services and professions	283	1·4
Students	227	1·1
Industry not specified	142	0·7
All industrial groups	19,842	100·0

SECTION VI.—THE SEASONAL LABOUR PROBLEM, 1943-44 SEASON

TABLE 18.—THE ARMY HARVESTING SCHEME

(a) *Ages, Marital Status, and Medical Grades of Men selected*

Aged under 20	6,420
Aged 20 and over—	
Single—	
Grade I	4,309
Grade II, &c.	2,017
Married : Without children—	
Grade I	1,430
Grade II, &c.	1,178
Married : With children—	
Grade I	1,049
Grade II, &c.	538
Total men selected	16,941

(b) *Industries from which Men were selected, and Appeals*

Industrial Group.	Number selected.	Appeals.	
		Number.	Per Cent.
Primary industries	2,030	1,212	59·7
Building and construction	1,714	555	32·4
Transport and communication	2,521	805	31·9
Secondary industries and power	5,606	2,665	47·5
Commerce and finance	3,420	752	22·0
Administration and others	1,650	426	25·8
All industries	16,941	6,415	37·9

Of the 6,420 men *under 20* who were selected, 1,450 were affected by appeals, *i.e.* Per Cent.
 Of the 10,521 men *20 and over* who were selected, 4,965 were affected by appeals, *i.e.* 47·2

(c) *Determination of Appeals*

	Percentage of Appeals.	
	Dismissed.	Upheld.
Men under 20	59·3	40·7
Men 20 and over	35·9	64·1
All men affected by appeals	42·3	57·7

(d) *Numbers finally available, and Utilization*

Of the entire 16,941 men selected for service :—

10,526 were available without appeal, while
 2,714 were available following unsuccessful appeal.

i.e., 13,240 in all were available for harvesting service with the Army.

The number of these men actually used by the Army up to the 28th April, 1944, was 5,079, with 539 further men expected to be required (1,282 mobilized Territorials and 633 men from N.Z.E.F. camps were also used for harvesting work). Some hundreds of the men selected for short-time service were also used for emergency work in freezing-works.

TABLE 19.—PLACEMENTS BY VOCATIONAL GUIDANCE OFFICERS OF SCHOOL-CHILDREN IN HOLIDAY AND SEASONAL WORK

(Period covered : 1st December, 1943, to 29th February, 1944)

Type of Work.	Males.			Females.			Males and Females.		
	School Holidays.	Leaving School.	Total.	School Holidays.	Leaving School.	Total.	School Holidays.	Leaving School.	Total.
Vegetable-growing	143	..	143	..	..	..	143	..	143
Fruit-picking, tobacco, hops, &c.	88	..	88	66	..	66	154	..	154
Harvesting	6	..	6	269	21	290	275	21	296
Other farming	174	..	174	..	..	..	174	..	174
Freezing-works	2	..	2	..	..	..	2	..	2
Dairy factories	..	..	..	..	..	..	..	..	..
Canneries	..	..	..	3	..	3	3	..	3
Other secondary industry	61	9	70	24	..	24	85	9	94
Offices	9	..	9	25	2	27	34	2	36
Retail shops	101	..	101	518	5	523	619	5	624
Warehouses, wool-stores, &c.	66	4	70	2	3	5	68	7	75
All other work	129	1	130	98	2	100	227	3	230
Total placements	779	14	793	1,005	33	1,038	1,784	47	1,831

NOTE.—Of these placements 81·1 per cent. were made in December, 1943.

TABLE 20.—DIRECTIONS AND OTHER RULINGS GIVEN BY DISTRICT MAN-POWER OFFICERS TO UNIVERSITY STUDENTS, TRAINING COLLEGE STUDENTS, AND TEACHERS IN RESPECT OF THEIR PLACEMENT IN ESSENTIAL HOLIDAY AND SEASONAL WORK

(Period covered : December, 1943, to March, 1944, inclusive)

Action taken.	Males.				Females.			
	University Students.	Training College Students.	Teachers.	Total.	University Students.	Training College Students.	Teachers.	Total.
Placed in—								
Farming (on parents' farm) ..	38	22	..	60	30	73	..	103
Farming (not on parents' farm)	286	76	15	377	110	176	67	353
Vegetable-growing ..	65	32	32	129	129	272	112	513
Orchard work ..	22	6	..	28	38	84	48	170
Other primary industry ..	47	14	3	64	..	..	1	1
Engineering ..	102	4	3	109	3	35	4	42
Freezing-works ..	291	83	14	388	..	..	1	1
Dairy factories ..	76	19	2	97	..	..	..	..
Jam and fruit preserving ..	4	..	..	4	4	..	..	4
Other secondary industry ..	75	30	11	116	25	39	61	125
Commerce and finance ..	31	6	1	38	15	24	3	42
Wool, &c., stores ..	257	58	20	335	..	1	..	1
Government clerical work ..	9	1	3	13	6	5	9	20
Scientific work ..	43	1	..	44	20	3	..	23
Hospitals—								
Medical work ..	241	..	..	241	36	2	..	38
Nursing work ..	..	..	..	..	19	16	14	49
Domestic work ..	..	..	..	..	54	32	11	97
Domestic work at home ..	..	..	..	..	36	32	..	68
Other domestic work ..	..	..	..	..	72	115	15	202
Other work n.e.i., or work not specified	103	36	108	247	28	38	212	278
Total placed in employment	1,690	388	212	2,290	625	947	558	2,130
Exempted—								
On medical grounds ..	42	17	..	59	38	23	..	61
Taking a permanent position	33	..	..	33	22	1	..	23
Entering Forces ..	25	2	..	27	..	..	..	..
For studies ..	16	..	..	16	5	6	..	11
On other grounds ..	12	2	..	14	11	12	..	23
Failed to report for work ..	2	..	..	2	1	3	..	4
Unable to be placed ..	3	3	..	6	5	46	..	51
Total not placed in employment	133	24	..	157	82	91	..	173
Total ..	1,823	412	212	2,447	707	1,038	558	2,303

NOTE.—The figures in the table above include a small number of multiple cases arising from successive directions given to the same individual.

TABLE 21.—NUMBER OF STUDENTS FROM EACH UNIVERSITY AND TRAINING COLLEGE CONSIDERED BY DISTRICT MAN-POWER OFFICERS FOR PLACEMENT IN ESSENTIAL HOLIDAY AND SEASONAL WORK

(Period covered : December, 1943, to March, 1944, inclusive)

University College.	Number of Students considered.	Training College.	Number of Students considered.
Auckland University College ..	487	Auckland Training College ..	572
Victoria University College ..	268	Wellington Training College ..	338
Canterbury University College ..	404	Christchurch Training College ..	313
University of Otago ..	1,055	Dunedin Training College ..	260
Massey Agricultural College ..	66		
Canterbury Agricultural College	56		
Total ..	2,336	Total ..	1,483

SECTION VII.—WOMEN IN THE UNIFORMED SERVICES

THE ARMED FORCES

TABLE 22.—NUMBER OF WOMEN SERVING IN THE ARMED FORCES
(Position at 31st March, 1944)

Women serving—	Army.	Air Force.	Navy.	Total.
In New Zealand	3,054	3,449	496	6,999
Overseas	802	36	..	838
Total	3,856	3,485	496	7,837

TABLE 23.—PRE-SERVICE OCCUPATION OF WOMEN IN THE ARMED FORCES

The following table is based on a survey which was made early in 1944, covering 3,080 members of the Women's Auxiliary Army Corps and 3,549 members of the Women's Auxiliary Air Force.

Pre-service Industrial and Occupational Group.	Number.	Percentage.	Pre-service Industrial and Occupational Group.	Number.	Percentage.
Farming—			Hospitals—		
All farming (including tobacco and vegetable)	125	1·9	Nursing staff	283	4·3
			Domestic staff	51	0·8
			Sub-total	334	5·1
Secondary industry—			Hotels and catering—		
Engineering and munitions	26	0·4	Hotels and boardinghouses	125	1·9
Food and drink	83	1·2	Restaurants, &c.	105	1·6
Woollen and knitting mills	35	0·5	Private domestics (employed)	554	8·3
Clothing manufacture	416	6·3	Sub-total	784	11·8
Footwear and leather	17	0·3	Miscellaneous—		
Laundries	22	0·3	School teachers	42	0·6
Printing, paper, cardboard, &c.	117	1·8	Others employed	155	2·3
Other secondary industry	74	1·1	Students	53	0·8
Sub-total	790	11·9	Housewives and domestics at home	1,011	15·3
Shops, warehouses, &c.—			Unemployed	243	3·7
General assistants	1,071	16·1	Sub-total	1,504	22·7
Hairdressers and other skilled workers	223	3·4			
Sub-total	1,294	19·5			
Office workers (all industries)—					
Typists	630	9·5			
Other office workers	1,168	17·6			
Sub-total	1,798	27·1	Final total	6,629	100·0

THE WOMEN'S LAND SERVICE

TABLE 24.—APPLICATIONS TO JOIN LAND SERVICE, GIRLS AWAITING PLACEMENT, AND ACTIVE STRENGTH OF SERVICE
(Position at 31st March, 1944)

	Girls desiring to work as Land Girls on Relatives' Farm.	Other Girls.	Total.
Number of applications received up to 31st March, 1944	1,428	2,375	3,803
Less number of applications withdrawn	240	765	1,005
Net total of applications	1,188	1,610	2,798
Of these—			
Number of applications held up on occupational grounds by District Man-power Officers	..	393	393
Number of girls temporarily not available	..	11	11
Number of girls awaiting placement	..	292	292
Number of cases where placement is pending	121	102	223
Number on active strength at 31st March, 1944	1,067	812	1,879

SECTION VIII.—MAN-POWER UTILIZATION COUNCILS AND COMMITTEES

TABLE 25.—SCHEDULE OF LOCAL COMMITTEES ATTACHED TO THE VARIOUS COUNCILS
(Position at 31st March, 1944)

Industries for which Dominion Councils have been set up.	Locations of Local Committees attached to each Dominion Council.
Baking trades	Auckland, Wellington, Christchurch, Dunedin.
Biscuit-manufacture	Nil.
Butter and cheese	Nil.
Clothing-manufacture	Auckland, Wellington, Christchurch, Dunedin.
Coal-gas	Auckland, Wellington, Christchurch, Dunedin.
Electrical trades	Auckland, Wellington, Christchurch, Dunedin.
Engineering	Auckland, Wellington, Christchurch, Dunedin, Whangarei, Hamilton, Thames, Gisborne, Napier, New Plymouth, Wanganui, Palmerston North, Nelson, Westport, Greymouth, Timaru, Invercargill.
Food canning and preserving	Nil.
Footwear-manufacture	Auckland, Wellington, Christchurch, Dunedin.
Freezing-works	Auckland, Wellington, Christchurch, Dunedin, Gisborne.
Furniture-manufacture	Auckland, Wellington, Christchurch, Dunedin, Hamilton, Gisborne, Napier, New Plymouth, Wanganui, Nelson, Timaru, Invercargill.
Laundries	Auckland, Wellington.
Motor trades	Auckland, Wellington, Christchurch, Dunedin, Whangarei, Hamilton, Thames (including Paeroa), Rotorua, Gisborne, Napier, New Plymouth, Wanganui, Palmerston North, Masterton, Nelson, Greymouth, Timaru, Invercargill.
Optical trades	Nil.
Plumbing trades	Auckland, Wellington, Christchurch, Dunedin.
Printing and publishing	Auckland, Wellington, Christchurch, Dunedin, Hamilton, Gisborne, Napier, New Plymouth, Wanganui, Palmerston North, Timaru, Invercargill.
Road transport	Auckland, Wellington, Christchurch, Dunedin, Whangarei, Hamilton, Paeroa, Rotorua, Gisborne, Napier, New Plymouth, Wanganui, Palmerston North, Masterton, Nelson, Westport, Greymouth, Timaru, Oamaru, Invercargill.
Tanneries	Nil.
Tobacco-manufacture	Wellington, Napier.
Tramways	Auckland, Wellington, Christchurch, Dunedin, New Plymouth, Wanganui, Invercargill.
Wholesale grocery trade	Auckland, Wellington, Christchurch, Dunedin, New Plymouth, Napier, Invercargill.
Woollen-mills	Auckland, Wellington, Napier, Wanganui.

In addition, there are two industries where Utilization Committees have been established but where Dominion Councils have not been set up. These are as follows:—

Coal-distribution	Auckland, Wellington, Christchurch, Dunedin.
Ship-building	Auckland.

SECTION IX.—REGISTRATION FOR WORK OF NATIONAL IMPORTANCE

TABLE 26.—SCHEDULE OF REGISTRATION ORDERS

Name of Order.	Date.	Serial Reference.	Classes covered.*
The Registration for Employment Order No. 1..	18/3/42	1942/71	Men aged 46–49 inclusive, and women aged 20–21 inclusive.
The Building and Allied Trades' Workers' Registration Order 1942	18/3/42	1942/72	Men with experience in building and construction, aged 18–70 inclusive.
The Metal Trades' Workers' Registration Order 1942	18/3/42	1942/73	Men with experience in engineering and metal trades, aged 18–70 inclusive.
The Registration for Employment Order No. 2..	8/4/42	1942/97	Men aged 50 but not 51.
The Timber-workers Registration Order 1942 ..	7/5/42	1942/130	Men with experience in the timber industry, aged 18–65 inclusive.
The Registration for Employment Order No. 3..	15/7/42	1942/218	Women aged 22–25 inclusive, resident in boroughs of Hamilton and Cambridge.
The Registration for Employment Order No. 4..	3/8/42	1942/239	Women aged 22–23 inclusive.
The Registration for Employment Order No. 5..	24/9/42	1942/281	Women aged 24–30 inclusive.
The Registration for Employment Order No. 6..	8/10/42	1942/291	Men aged 51–59 inclusive.
The Registration for Employment Order No. 7..	8/10/42	1942/292	Aliens aged 18–45 inclusive.
The Scientists and Technicians Registration Order 1943	3/2/43	1943/14	Persons with qualifications or experience in science or engineering.
The Registration for Employment Order No. 8..	18/2/43	1943/24	Women aged 18–19 inclusive.
The Registration for Employment Order No. 9..	26/1/44	1944/5	Women aged 31–40 inclusive.

* Except in the case of the Scientists and Technicians Order, exempted classes were provided for in each case, including, *inter alia*, persons already registered, members of the Forces, invalids, and other classes definitely unavailable for direction into (other) employment.

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TABLE 27.—RESULTS OF REGISTRATIONS UNDER EMPLOYMENT ORDER No. 9 (WOMEN AGED 31–40 YEARS INCLUSIVE)
AND TOTAL REGISTRATIONS UNDER ALL ORDERS
(Position at 29th February, 1944)

Man-power District.	Women aged 31-40 inclusive.			Total aged 31-40 inclusive.	Others registering under Registration Order No. 9.	Total.	Total to Date of all Women registered for Employment.
	Single.	Married.					
		Without Children.	With Children.				
Whangarei	179	216	103	498	25	523	4,049
Auckland	2,678	2,720	608	6,006	315	6,321	31,411
Hamilton	517	682	192	1,391	133	1,524	10,057
Paeroa	111	115	33	259	43	302	2,489
Rotorua	178	239	59	476	19	495	2,957
Gisborne	176	166	40	382	25	407	2,734
Napier	433	354	74	861	37	898	4,830
New Plymouth	377	398	122	897	47	944	5,860
Wanganui	367	306	63	736	57	793	3,588
Palmerston North	482	492	78	1,052	74	1,126	6,282
Masterton	182	189	36	407	16	423	2,578
Lower Hutt	230	414	57	701	1	702	3,289
Wellington	1,693	1,656	229	3,578	5	3,583	16,124
Blenheim	84	99	18	201	9	210	599
Nelson	207	224	46	477	26	503	2,462
Westport	32	39	16	87	2	89	663
Greymouth	123	137	24	284	9	293	1,928
Christchurch	1,618	1,305	252	3,175	229	3,404	18,495
Timaru	451	353	..	804	..	804	5,474
Oamaru	155	110	11	276	9	285	1,558
Dunedin	1,219	903	94	2,216	103	2,319	12,057
Invercargill	481	424	48	953	62	1,015	6,490
All districts	11,973	11,541	2,203	25,717	1,246	26,963	145,974

TABLE 28.—OCCUPATIONAL ANALYSIS AT TIME OF REGISTRATION OF WOMEN AGED 31–40 YEARS INCLUSIVE
(Period covered : 26th January, 1944, to 29th February, 1944)

Occupational Group.	Women aged 31-40 inclusive.			Occupational Group.	Women aged 31-40 inclusive.		
	Single.	Married.			Single.	Married.	
		Without Children.	With Children.			Without Children.	With Children.
<i>Living at Home (not otherwise employed)—</i>				<i>Other Secondary Industries—</i>			
Cities and towns	1,674	5,120	984	Engineering, metal, and munitions	83	78	24
Country areas	742	1,579	479	Boxmaking (wood), furniture, &c.	14	6	1
Sub-total	2,416	6,699	1,463	Printing, stationery, cartons, &c.	94	50	8
Percentage of final total ..	20·2	58·0	66·4	Other essential	105	121	28
				Other not essential	53	60	8
				Sub-total	349	315	69
<i>All Office and Clerical Workers—</i>				Percentage of final total ..	2·9	2·7	3·1
Government Departments ..	612	427	69	<i>Shops and Warehouses, &c.—</i>			
Other essential employment ..	598	226	21	Retail-shop assistants	928	682	89
Employment not declared essential	1,583	590	58	Hairdressers, commercial artists, and other skilled workers	229	141	7
Sub-total	2,793	1,243	148	Warehouse, depot, &c., workers ..	52	41	6
Percentage of final total ..	23·3	10·8	6·7	Sub-total	1,209	864	102
<i>Primary Industry—</i>				Percentage of final total ..	10·1	7·5	4·6
All farming (including vegetable and tobacco)	626	402	66	<i>Hospitals, Hotels, and Domestics—</i>			
Percentage of final total ..	5·2	3·5	3·0	Nurses (including trainees) ..	363	113	5
<i>Transport and Communication—</i>				Hospital domestic workers ..	55	33	9
All transport (non-clerical) ..	52	43	10	Hotel, restaurant, &c., workers ..	548	397	81
Post and Telegraph (delivery, &c.)	55	46	14	Private domestics	945	251	55
Sub-total	107	89	24	Sub-total	1,911	794	150
Percentage of final total ..	0·9	0·8	1·1	Percentage of final total ..	16·0	6·9	6·8
<i>Food and Drink Industries—</i>				<i>Others—</i>			
Food canning and preserving ..	37	34	12	Teachers (including trainees) ..	1,089	191	27
Other food and drink industries ..	144	125	16	Entertainments (theatres, &c.) ..	38	37	4
Sub-total	181	159	28	Students, full-time	9	1	..
Percentage of final total ..	1·5	1·4	1·3	Others not included above ..	280	97	11
				Sub-total	1,416	326	42
<i>Textile and Footwear Industries—</i>				Percentage of final total ..	11·8	2·8	1·9
Woollen and knitting mills ..	139	82	10				
Clothing factories	523	342	57				
Footwear and leather	82	60	7				
Laundries, dry-cleaning, &c. ..	72	70	18				
Other textile industries	149	96	19				
Sub-total	965	650	111	Final total	11,973	11,541	2,203
Percentage of final total ..	8·1	5·6	5·1				

NOTE.—Members of the Armed Forces, hospital employees, invalids, and married women with children under sixteen years of age were exempted from the obligation to register.

SECTION X.—DIRECTIONS INTO ESSENTIAL WORK

TABLE 29.—RESULTS OF DIRECTIONS GIVEN BY DISTRICT MAN-POWER OFFICERS

	Outset to 31st March, 1943.			1st April, 1943, to 31st March, 1944.			Outset to 31st March, 1944.		
	Males.	Females.	Total.	Males.	Females.	Total.	Males.	Females.	Total.
Total directions given ..	25,013	5,766	30,779	46,325	13,354	59,679	71,338	19,120	90,458
Of these directions given—									
Number withdrawn ..	2,462	922	3,384	4,083	1,308	5,391	6,545	2,230	8,775
Number complied with ..	22,250	4,716	26,966	41,295	11,692	52,987	63,545	16,408	79,953
Number not complied with ..	301	128	429	947	354	1,301	1,248	482	1,730

TABLE 30.—MONTHLY PROGRESS OF DIRECTIONS FROM 1ST APRIL, 1943, TO 31ST MARCH, 1944

Period.	Directions to —		Total Directions given.	Period.	Directions to —		Total Directions given.
	Males.	Females.			Males.	Females.	
Total up to 31st March, 1943	25,013	5,766	30,779	Total up to 30th September, 1943	49,435	11,109	60,544
Increase during—				Increase during—			
1943—April ..	5,750	805	6,555	1943—October ..	2,808	875	3,683
May ..	5,952	804	6,756	November ..	3,575	1,037	4,612
June ..	4,162	948	5,110	December ..	3,601	1,209	4,810
July ..	3,517	987	4,504	1944—January ..	4,591	2,002	6,593
August ..	2,111	732	2,843	February ..	3,675	1,408	5,083
September ..	2,930	1,067	3,997	March ..	3,653	1,480	5,133
Total up to 30th September, 1943	49,435	11,109	60,544	Total up to 31st March, 1944	71,338	19,120	90,458

TABLE 31.—DETAILS OF MOVEMENTS WITHIN AND INTO TEN DIFFERENT INDUSTRIAL GROUPS EFFECTED BY THE DIRECTIONS OF DISTRICT MAN-POWER OFFICERS

(Period covered : 1st October, 1943, to 31st March, 1944)

(a) Males

Industrial Group.	Circulation within each Industrial Group.	Inflow from other Groups.	Inflow from Armed Forces.	Inflow of Students on Vacation.	Inflow of others not Working.	Total Directions.
Farming (including flax and vegetable) ..	291	457	1,070	484	82	2,384
Sawmilling and mining	189	189	202	40	66	686
Building and construction	1,208	890	347	82	235	2,762
Transport and communication	215	479	426	52	68	1,240
Engineering and power	550	729	243	84	93	1,699
Food and drink industries	816	3,254*	1,386	509	387	6,352
Other secondary industries	358	991	428	89	153	2,019
Commerce and finance	154	546	463	366	69	1,598
Public administration and professional	84	684	224	176	177	1,345
Hotels, entertainment, and miscellaneous	70	107	40	..	29	246
All industries combined	3,935	8,326	4,829	1,882	1,359	20,331

* NOTE.—The period covered by this table includes the period of maximum build-up of the food-processing industries, which each year draw their labour force from other industries, returning the workers later to these industries as the season runs off.

(b) Females

Industrial Group.	Circulation within the Industrial Group.	Inflow from other Groups.	Inflow from Armed Forces.	Inflow of Students on Vacation.	Inflow of Housewives, &c.	Inflow of others not Working.	Total Directions.
Farming (including flax and vegetable) ..	10	376	4	881	28	50	1,349
Engineering	65	184	5	8	48	83	393
Food and drink industries	45	210	..	39	57	55	406
Textile, footwear, &c., industries ..	380	449	17	8	147	199	1,200
Other secondary industries	41	280	6	44	63	65	499
Shops, warehouses, &c.	6	17	4	22	2	1	52
Office workers (all industries) ..	254	154	9	32	69	124	642
Hospitals	158	353	3	159	65	102	840
Hotels and catering	454	305	21	154	75	194	1,203
Miscellaneous (transport, American Forces, &c.) ..	32	110	12	38	88	69	349
All industries combined	1,445	2,438	81	1,385	642	942	6,933

SECTION XI.—TERMINATION OF EMPLOYMENT IN ESSENTIAL INDUSTRIES AND UNDERTAKINGS

TABLE 32.—RESULTS OF APPLICATIONS TO TERMINATE EMPLOYMENT

	Outset to 31st March, 1943.			1st April, 1943, to 31st March, 1944.			Outset to 31st March, 1944.		
	Applications from—		Total.	Applications from—		Total.	Applications from—		Total.
	Employers.	Employees.		Employers.	Employees.		Employers.	Employees.	
Total number of applications received	20,742	41,552	62,294	23,897	56,948	80,845	44,639	98,500	143,139
Number of these applications dealt with	20,593	41,054	61,647	23,770	56,595	80,365	44,363	97,649	142,012
Of these applications dealt with—									
Number subsequently withdrawn ..	165	563	728	328	957	1,285	493	1,520	2,013
Number in which permission to terminate was refused	955	7,447	8,402	644	9,603	10,247	1,599	17,050	18,649
Number in which permission was granted	19,473	33,044	52,517	22,798	46,035	68,833	42,271	79,079	121,350
Percentage—									
Subsequently withdrawn ..	0·8	1·4	1·2	1·4	1·7	1·6	1·1	1·5	1·4
Permission to terminate was refused	4·6	18·1	13·6	2·7	17·0	12·7	3·6	17·5	13·1
Permission was granted ..	94·6	80·5	85·2	95·9	81·3	85·7	95·3	81·0	85·5

TABLE 33.—MONTHLY INCREASE IN APPLICATIONS FROM 1ST APRIL, 1943, TO 31ST MARCH, 1944

Period.	Applications from —		Total.	Period.	Applications from—		Total.
	Employers.	Employees.			Employers.	Employees.	
Total up to 31st March, 1943 ..	20,742	41,552	62,294	Brought forward ..	35,087	69,211	104,298
Increase during—				Increase during—			
1943				1943			
April	1,556	4,042	5,598	October	1,345	4,490	5,835
May	3,177*	4,852	8,029	November	1,442	4,953	6,395
June	4,206*	4,555	8,761	December	1,124	3,637	4,761
July	2,362	4,716	7,078				
August	1,619	4,894	6,513	1944			
September	1,425	4,600	6,025	January	1,400	4,877	6,277
				February	1,736	5,650	7,386
				March	2,505	5,682	8,187
Carried forward ..	35,087	69,211	104,298	Total up to 31st March, 1944	44,639	98,500	143,139

* NOTE.—The high figures shown for May and June correspond with the outflow of seasonal labour from freezing-works.

TABLE 34.—CLASSIFICATION BY MALES AND FEMALES
(Period covered: 1st October, 1943, to 31st March, 1944)

	Applications from Employers in respect of—			Applications from Employees.			Total Applications.		
	Males.	Females.	Total.	Males.	Females.	Total.	Males.	Females.	Total.
Total number of applications received	7,230	2,322	9,552	16,793	12,496	29,289	24,023	14,818	38,841
Number of these applications dealt with	7,201	2,300	9,501	16,729	12,338	29,067	23,930	14,638	38,568
Of these applications dealt with—									
Number subsequently withdrawn ..	115	38	153	273	218	491	388	256	644
Number in which permission to terminate was refused	321	57	378	3,011	1,721	4,732	3,332	1,778	5,110
Number in which permission was granted	6,765	2,205	8,970	13,445	10,399	23,844	20,210	12,604	32,814

TABLE 35.—DETAILS OF CASES WHERE PERMISSION TO TERMINATE WAS GRANTED

(Period covered : 1st August, 1943, to 31st March, 1944)

(a) Males

Reasons for Termination.	Nature of Movements.					Total.
	Retained in same Industry.	Moved to other Essential or Important Industry.	Moved to Non-essential Industry.	Lost to Industry (Ill Health, Retired, Married, &c).	New Position not known.	
(a) Expiry of season (shearing, freezing, &c.)	130	1,594	62	24	215	2,025
(b) Shortage of materials or termination of contracts (construction, engineering, &c.)	571	2,663	130	95	236	3,695
(c) Unsuitability of worker (inefficiency, misconduct, temperament, &c.)	334	3,012	168	112	342	3,968
(d) Improvement in position (as regards income, experience, responsibility, &c.)	894	4,818	441	40	41	6,234
(e) Medical unfitness (not elsewhere included)	230	3,356	335	1,466	221	5,608
(f) Other causes (retirement, transfer of home (young persons), &c.)	684	3,046	103	1,042	201	5,076
Total	2,843	18,489	1,239	2,779	1,256	26,606

(b) Females

Reasons for Termination.	Nature of Movements.					Total.
	Retained in same Industry.	Moved to other Essential or Important Industry.	Moved to Non-essential Industry.	Lost to Industry (Ill Health, Retired, Married, &c).	New Position not known.	
(a) Expiry of season (shearing, freezing, &c.)	91	141	9	31	17	289
(b) Shortage of materials or termination of contracts (construction, engineering, &c.)	88	449	11	54	24	626
(c) Unsuitability of worker (inefficiency, misconduct, temperament, &c.)	207	1,099	58	113	167	1,644
(d) Improvement in position (as regards income, experience, responsibility, &c.)	754	1,785	146	39	6	2,730
(e) Causes connected with marriage or married status of women	63	616	35	3,022	63	3,799
(f) Medical unfitness (not elsewhere included)	112	1,425	135	1,451	179	3,302
(g) Other causes (retirement, transfer of home (young persons) &c.)	546	2,101	127	980	186	3,943
Total	1,861	7,619	521	5,690	642	16,333

SECTION XII.—INDUSTRIAL ABSENTEEISM

TABLE 36.—RESULTS OF APPLICATION OF INDUSTRIAL ABSENTEEISM REGULATIONS

	Outset to 31st March, 1943.			1st April, 1943, to 31st March, 1944.			Outset to 31st March, 1944.		
	Males.	Females.	Total.	Males.	Females.	Total.	Males.	Females.	Total.
Number of complaints received by Man-power Officers	4,828	2,736	7,564	10,743	8,272	19,015	15,571	11,008	26,579
Number of complaints dealt with by Man-power Officers	4,406	2,554	6,960	10,688	8,126	18,814	15,094	10,680	25,774
Of these complaints dealt with, number where—									
(a) Allegation of offence not substantiated ..	740	687	1,427	2,761	1,798	4,559	3,501	2,485	5,986
(b) Warning given to worker	3,346	1,763	5,109	6,191	4,792	10,983	9,537	6,555	16,092
(c) Fine imposed	320	104	424	1,736	1,536	3,272	2,056	1,640	3,696

TABLE 37.—INDUSTRIAL CLASSIFICATION OF PERSONS AGAINST WHOM COMPLAINTS WERE MADE

(a) Males (Period covered : 1st April, 1943, to 31st March, 1944)				(b) Females (Period covered : 1st January, 1944, to 31st March, 1944)			
		Number.	Percentage.			Number.	Percentage.
Complaints relating to male workers employed in—				Complaints relating to female workers employed in—			
Mines and sawmills	3,320	30·9		Engineering and munitions	610	21·2	
Building and construction	1,139	10·6		Food manufacture	320	11·1	
Transport and power-supply	628	5·8		Textiles and clothing	891	31·1	
Engineering and munitions	1,234	11·5		Hotels and restaurants	562	19·5	
Food manufacture	1,231	11·5		Other industries	493	17·1	
Other industries	3,191	29·7					
Total	10,743	100·0		Total	2,879	100·0	

SECTION XIII.—RESTRICTION OF INFLOW INTO LESS-ESSENTIAL INDUSTRIES

TABLE 38.—RESULTS OF APPLICATIONS TO ENGAGE LABOUR IN LESS-ESSENTIAL INDUSTRIES

	Outset to 31st March, 1943.			1st April, 1943, to 31st March, 1944.			Outset to 31st March, 1944.		
	Applications in respect of—		Total.	Applications in respect of—		Total.	Applications in respect of—		Total.
	Males.	Females.		Males.	Females.		Males.	Females.	
Total applications received from employers to engage workers	5,273	6,649	11,922	8,764	11,540	20,304	14,037	18,189	32,226
Number of applications dealt with	5,252	6,630	11,882	8,715	11,466	20,181	13,967	18,096	32,063
Further details of applications dealt with—									
Number of employees required	5,804	7,295	13,099	9,761	12,671	22,432	15,565	19,966	35,531
Number of names submitted	5,818	7,390	13,208	9,759	12,612	22,371	15,577	20,002	35,579
Number of names where permission was—									
Granted	5,454	6,887	12,341	9,197	11,598	20,795	14,651	18,485	33,136
Refused	364	503	867	562	1,014	1,576	926	1,517	2,443
Percentage refused	6·3	6·8	6·6	5·8	8·0	7·0	5·9	7·6	6·9
Number of persons directed into other work..	165	194	359	361	684	1,045	526	878	1,404

SECTION XIV.—OPERATIONS OF MAN-POWER APPEAL COMMITTEES

(Period covered : Outset to 31st March, 1944)

TABLE 39.—APPEALS AGAINST DIRECTIONS INTO ESSENTIAL WORK

	Outset to 31st March, 1943.	1st April, 1943, to 31st March, 1944.	Outset to 31st March, 1944.	1st October, 1943, to 31st March, 1944.	
				Males.	Females.
(a) Appeals from <i>employers</i> against directions by District Man-power Officers—					
Total directions given by all District Man-power Officers	30,779	59,679	90,458	21,903	8,011
Number of appeals against directions, heard in period	563	615	1,178	119	225
Percentage of appeals heard to directions given Of these appeals dealt with, number—	1·8	1·0	1·3	0·5	2·8
Withdrawn	127 (23%)	98 (16%)	225 (19%)	30 (25%)	17 (8%)
Dismissed	255 (45%)	274 (45%)	529 (45%)	49 (41%)	79 (35%)
Upheld	181 (32%)	243 (39%)	424 (36%)	40 (34%)	129 (57%)
(b) Appeals from <i>employees</i> against directions by District Man-power Officers—					
Total directions given by all District Man-power Officers	30,779	59,679	90,458	21,903	8,011
Number of appeals against directions, heard in period	451	753	1,204	182	207
Percentage of appeals heard to directions given Of these appeals dealt with, number—	1·5	1·3	1·3	0·8	2·6
Withdrawn	112 (25%)	128 (17%)	240 (20%)	37 (20%)	23 (11%)
Dismissed	190 (42%)	279 (37%)	469 (39%)	64 (35%)	58 (28%)
Upheld	149 (33%)	346 (46%)	495 (41%)	81 (45%)	126 (61%)

TABLE 40.—APPEALS AGAINST DECISIONS REGARDING TERMINATION OF EMPLOYMENT IN ESSENTIAL UNDERTAKINGS

	Outset to 31st March, 1943.	1st April, 1943, to 31st March, 1944.	Outset to 31st March, 1944.	1st October, 1943, to 31st March, 1944.	
				Males.	Females.
(a) Appeals from <i>employers</i> against decisions of District Man-power Officers—					
Total applications to terminate (made by employers) dealt with by District Man-power Officers	20,593	23,770	44,363	7,201	2,300
Number of appeals lodged against decisions made within period	252	346	598	158	57
Percentage of appeals lodged to decisions ..	1·2	1·5	1·3	2·2	2·5
Number of appeals heard in period ..	240	315	555	155	56
Of these appeals dealt with, number—					
Withdrawn	58 (24%)	87 (28%)	145 (26%)	43 (28%)	16 (29%)
Dismissed	136 (57%)	154 (49%)	290 (52%)	67 (43%)	28 (50%)
Upheld	46 (19%)	74 (23%)	120 (22%)	45 (29%)	12 (21%)
(b) Appeals from <i>employees</i> against decisions of District Man-power Officers—					
Total applications to terminate (made by employees) dealt with by District Man-power Officers	41,054	56,595	97,649	16,729	12,338
Number of appeals lodged against decisions made within period	908	1,973	2,881	755	244
Percentage of appeals lodged to decisions ..	2·2	3·5	3·0	4·5	2·0
Number of appeals heard in period ..	844	1,809	2,653	737	224
Of these appeals dealt with, number—					
Withdrawn	155 (18%)	283 (16%)	438 (17%)	121 (16%)	43 (19%)
Dismissed	436 (52%)	891 (49%)	1,327 (50%)	375 (51%)	95 (43%)
Upheld	253 (30%)	635 (35%)	888 (33%)	241 (33%)	86 (38%)

TABLE 41.—APPEALS AGAINST FINES IN RESPECT OF INDUSTRIAL ABSENTEEISM

	Outset to 31st March, 1943.	1st April, 1943, to 31st March, 1944.	Outset to 31st March, 1944.		
			Males.	Females.	Total.
Total cases where a fine has been imposed ..	424	3,272	2,056	1,640	3,696
Number of appeals arising from the imposition of fines	16	125	91	50	141
Percentage of appeals to fines imposed	3·8	3·8	4·4	3·0	3·8
Number of appeals heard in period	14	118	84	48	132
Of these appeals dealt with, number—					
Dismissed	7 (50%)	53 (45%)	41 (49%)	19 (40%)	60 (45%)
Fine reduced	6 (43%)	21 (18%)	23 (27%)	4 (8%)	27 (21%)
Fine wholly remitted	1 (7%)	44 (37%)	20 (24%)	25 (52%)	45 (34%)

NOTE.—There have also been 42 appeals dealt with against decisions of District Man-power Officers regarding the restriction of inflow into non-essential industry. As these are few in number and form only a negligible part of the work of the Man-power Appeal Committees, no analysis is given of these appeals.

SECTION XV.—VOCATIONAL GUIDANCE CENTRES

TABLE 42.—ANALYSIS OF INFLOW AND OUTFLOW OF LABOUR THROUGH VOCATIONAL GUIDANCE CENTRES
(Period covered : 1st December, 1942, to 31st March, 1944)

—	Inflow to Centre from—						Total Inflow.		Outflow from Centre.			
	Industries, &c.		Post-primary Schools.		Primary Schools.				Temporary Placements.		Permanent Placements.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
Totals at 28th February, 1943 (as shown in previous annual report)	480	581	919	1,041	237	233	1,636	1,855	430	223	992	1,293
Totals from 1st March, 1943, to 31st March, 1944— Vocational Guidance Centre—												
Auckland	1,231	753	329	495	127	206	1,687	1,454	17	33	1,316	1,216
Wellington	947	1,343	260	432	92	133	1,299	1,908	39	11	959	1,462
Christchurch	443	688	340	429	69	180	852	1,297	13	6	873	1,388
Dunedin	165	418	157	250	28	82	350	750	8	12	277	702
All Centres	2,786	3,202	1,086	1,606	316	601	4,188	5,409	77*	62*	3,425	4,768
Totals from 1st December, 1942, to 31st March, 1944	3,266	3,783	2,005	2,647	553	834	5,824	7,264	507	285	4,417	6,061

NOTE.—* These figures do not include as in the period 1st December, 1942, to 28th February, 1943, placements into holiday and seasonal work of children leaving school or working in school holidays. For details of these placements see Table 19.

TABLE 43.—INDUSTRIAL ANALYSIS OF PLACEMENTS
(Period covered : 1st December, 1943, to 31st March, 1944)

(a) Males

Placements into—	Placements from—			Total.
	Industries &c.	Post-primary Schools.	Primary Schools.	
Farming	8	10	83	101
Building and construction ..	9	16	37	62
Transport and communication ..	2	18	28	48
Engineering and metalwork ..	17	74	95	186
Meat, butter, cheese, fertilizers, tanneries	4	1	11	16
Food and drink manufacture n.e.i.	12	4	43	59
Textile, clothing, footwear, manufacture	8	6	28	42
Timber, joinery, furniture, &c., manufacture	13	20	49	82
Printing, publishing, stationery, and cartons manufacture	6	25	26	57
Other secondary industry ..	12	27	48	87
Commerce and finance ..	52	235	156	443
Public Service, local authorities, hospitals, n.e.i.	1	14	21	36
Miscellaneous	6	22	34	62
Total	150	472	659	1,281

(b) Females

Placements into—	Placements from—			Total.
	Industries &c.	Post-primary Schools.	Primary Schools.	
Farming	..	22	6	28
Engineering and metalwork ..	4	1	12	17
Food and drink manufacture ..	7	3	13	23
Textiles and clothing ..	111	86	132	329
Footwear manufacture and leather-working	3	7	11	21
Other secondary industry ..	25	25	55	105
Commerce and finance ..	88	516	325	929
Public Service, local authorities, hospitals, n.e.i.	1	41	90	132
Hotels and restaurants ..	4	3	53	60
Private domestic work ..	2	4	39	45
Miscellaneous	12	33	35	80
Total	257	741	771	1,769

SECTION XVI.—FINANCIAL ASSISTANCE TO PERSONS DIRECTED INTO ESSENTIAL WORK**TABLE 44.—CLASSIFICATION BY MAN POWER DISTRICTS OF AMOUNTS PAID AND NUMBER OF PERSONS WHO HAVE RECEIVED FINANCIAL ASSISTANCE AT ANY TIME UP TO 31ST MARCH, 1944**

Man-power District.	Males.		Females.		Total.	
	Number of Persons.	Total Amount paid.	Number of Persons.	Total Amount paid.	Number of Persons.	Total Amount paid.
		£ s. d.		£ s. d.		£ s. d.
Auckland	29	758 9 9	10	101 10 1	39	859 19 10
Hamilton	1	96 0 0	..	..	1	96 0 0
New Plymouth	1	6 5 9	..	..	1	6 5 9
Wanganui	..	..	2	50 12 1	2	50 12 1
Palmerston North	..	..	2	18 8 0	2	18 8 0
Lower Hutt	10	218 9 0	6	40 0 2	16	258 9 2
Wellington	10	358 3 4	28	321 18 9	38	680 2 1
Nelson	1	23 12 3	5	35 19 4	6	59 11 7
Greymouth	..	..	2	8 10 8	2	8 10 8
Christchurch	3	69 18 5	4	64 4 4	7	134 2 9
Oamaru	..	..	7	127 6 3	7	127 6 3
Dunedin	11	207 8 3	9	83 18 3	20	291 6 6
Invercargill	1	15 4 2	2	44 16 6	3	60 0 8
All districts	67	1,753 10 11	77	897 4 5	144	2,650 15 4

SECTION XVII.—REGULATIONS

NOTE.—A full list of regulations which had at any time prior to March, 1943, directly governed any part of the work of the National Service Department is set out in the Appendix to the last annual report. The following are details of additions and changes to that list :—

TABLE 45.—REGULATIONS, ETC., APPEARING IN THE APPENDIX TO THE PREVIOUS REPORT WHICH HAVE SINCE BEEN REVOKED OR SUPERSEDED BY LATER REGULATIONS OR ORDERS

Name of Regulation, Proclamation, or Order.	Date.	Reference to Statutory Regulations or Gazette.
	1942	
The Emergency Reserve Corps Enrolment Order 1942	22nd January	1942/10
The Emergency Reserve Corps Enrolment Order 1942, Amendment No. 1	20th February	1942/37
The Employment Restriction Order No. 1	14th May ..	1942/135
The Industrial Man-power Emergency Regulations 1942	14th October	1942/296
The Employment Restriction Order No. 2	6th November	1942/319

TABLE 46.—ADDITIONAL REGULATIONS

The following additional regulations, Orders, &c., have come into force since the publication of the last report. This list covers those enacted up to and including 31st March, 1944. Those regulations, &c., marked with an asterisk have since been revoked or superseded.

Name of Regulation, Proclamation, or Order.	Date.	Reference to Statutory Regulations or Gazette.
	1943.	
*The Industrial Man-power Emergency Regulations 1942, Amendment No. 1	20th April ..	1943/61
The Emergency Reserve Corps Enrolment Order 1943	21st April ..	1943/70
The Lighting Restriction Emergency Regulations 1941, Amendment No. 4	19th May ..	1943/84
*The Employment Restriction Order No. 3	1st July ..	1943/108
The Emergency Fire Service Conditions of Service Order 1941, Amendment No. 1	18th August	1943/136
The Dentists Employment Order 1943	1st September	1943/145
	1944.	
The Registration for Employment Order No. 9	26th January	1944/5
The Industrial Man-power Emergency Regulations 1944	2nd February	1944/8
The National Service Emergency Regulations 1940, Amendment No. 15	10th February	1944/14
The Employment Restriction Order No. 4	20th March ..	1944/44

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