

1948
NEW ZEALAND

DEPARTMENT OF LABOUR AND EMPLOYMENT

(REPORT OF THE) FOR THE YEAR ENDED 31st MARCH, 1948

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

Department of Labour and Employment,
Wellington, 1st June, 1948.

The Hon. the MINISTER OF LABOUR AND EMPLOYMENT.

SIR,—

I have the honour to submit the following report on the activities of the Department of Labour and Employment during the twelve months ended 31st March, 1948.

I have, &c.,

H. L. BOCKETT,

Secretary of Labour and Director of Employment.

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REPORT

PART I.—THE INDUSTRIAL POSITION OVER THE TWELVE MONTHS

SECTION 1.—EMPLOYMENT LEVELS AND TRENDS

(1) The standard of living possible for New Zealand's population of one and four-fifths millions is entirely dependent on the volume of goods and services produced by her labour force of 710,600 men and women. The size of this body of workers, its age and sex composition, its distribution geographically and over industry, and the efficiency of its individual members are all important determinants of the volume of goods and services it is possible to produce in a given year. This possible volume of production is reduced when there are losses of working-time due to absenteeism, short time, between-job unemployment, sickness, accidents, excessive labour turnover, and industrial unrest, or losses of efficiency due to faulty training, lack of incentive, and inefficient management. On the other hand, it is increased by such things as the working of overtime and increased efficiency in management and plant. Yearly output of goods and services depends, then, on—

- (a) The size of the labour force.
- (b) Its distribution.
- (c) The average number of hours worked per employee.
- (d) The output per man-hour.

(2) Obvious though this statement may be, it is well worth stressing as a background to the annual report of the Department of Labour and Employment, which is concerned with each of the four all-important factors just listed. The activities of the Department in respect of each of these factors is dealt with in detail in the various sections of this report. It is appropriate here to trace in broad terms the connection between them and the standard of living and general welfare of the population. The figures quoted in the next few paragraphs are estimates based on the Department's half-yearly survey of employment. These estimates have been revised in light of further information now available and are therefore not strictly comparable with figures previously published.

(3) The community as a whole is dependent upon the total effort of its labour force. Some of this effort is applied to producing raw materials, some to manufacturing, some to transport and other forms of servicing. Taking these in the order mentioned, we find that for the major part of the raw materials for the food, clothing, fuel, and shelter of the entire population, New Zealand is dependent on the output of 178,000 persons engaged in the primary industries of farming, sawmilling, mining, and quarrying. Exports of surplus farm products provide also the bulk of the foreign exchange necessary to purchase overseas those raw materials and other commodities which are not produced internally, including a large part of the capital equipment for the Dominion's industries. In spite of reductions in numbers employed, primary production (aided by increased mechanization) remains at record levels.

(4) Workers in the Dominion's rapidly expanding manufacturing industries handle the processing of food products, both for internal consumption and for export, and produce an increased proportion of the part-processed materials for industry and of the clothing, hardware, furnishings, and other commodities for supply to consumers. Others build New Zealand's houses and factories and supply power and water for them. In all, 218,000 workers are engaged in production or repair of commodities, handling locally produced materials in most cases at a later stage than the 178,000 workers in the

primary or extractive industries, and, in addition, handling imported materials. The volume of production in secondary industries is about one-third higher than its pre-war level. It is in respect of the 218,000 workers in these industries that the most adequate statistics are available, enabling us to trace the importance of and the connection between numbers engaged, average number of hours worked per employee, output per man-hour, and total output. The connection between total output and the goods available to the consuming public is at once apparent and the importance of all the contributing factors from the point of view of national welfare is generally recognized so far as secondary industries are concerned. These factors are no less important in other industries where the connection is not so easily traced by means of statistical records.

(5) Transport and communication services are, of course, vital in a modern community; 67,700 workers are engaged in rail, road, water, and air transport and in post and telegraph services. The travelling public, the distributive trades, the exporting and importing industries, and the community generally are almost entirely dependent on them.

(6) Primary and secondary industries in general are concerned with the production of materials and finished goods and not with their distribution to buyers. The distributive processes include wholesale and retail trade and the supply of credit and the arrangement of financial transactions by establishments such as banks and insurance companies. There are 108,200 workers in all branches of distribution and finance.

(7) To supply the public's requirements for personal services, 41,400 persons work in hotels, restaurants, laundries, barbers' shops, &c., and as private domestic servants.

(8) Social, professional, and administrative services account for 88,200 workers who, besides staffing hospitals, schools, universities, &c., provide medical, dental, legal, religious, and other professional services. Government and local authorities' administration (but not their productive activities) are included here.

(9) Production of all the goods and services referred to in the last six paragraphs engages 701,500 persons. With a balance of 9,000 persons in the Armed Forces and 100 unemployed, this makes up the potential labour force of 710,600. With this background it is apparent that, except for unpaid services within families or of a charitable nature, the entire flow of goods and services available to build up the living standard of the population must stem, either directly or indirectly, from the efforts of these 710,600 workers. Current indications are that their combined effort is not sufficient to meet the demands made upon them. The population evidently desires more of some types of goods and services than these workers are producing, and this desire finds its expression as an unsatisfied demand for more workers. It is necessary, then, to consider the extent of this apparent labour shortage and how far the labour force is likely to be augmented to meet it or, alternatively, how the efforts of workers can be more efficiently applied.

(10) Statistics of notified vacancies showed 7,267 unsatisfied vacancies for males and 7,574 for females in secondary industries at 31st March, 1948. The largest number of vacancies for males was in the engineering and metal-working industries and for females in the clothing industry. Vacancies in primary industry were comparatively few, numbering only 751 males and 8 females. In the servicing industries the largest unsatisfied demand for labour was in railway transport for males and in hospitals for females. For all industries combined there were 13,684 unsatisfied notified vacancies for males and 12,216 for females. These figures refer to vacancies notified to the Department's district offices by employers who seek the assistance of the Department in filling vacancies.

(11) The following table shows the estimated distribution of the labour force over industry at 15th October, 1947, by which date the flow of persons back from the Armed Forces had virtually ceased :—

ESTIMATED DISTRIBUTION OF LABOUR FORCE AT 15TH OCTOBER, 1947

Industrial Group.	Revised Estimate of Number of	
	Males.	Females.
Primary industry	164,700	13,300
Secondary industry	174,500	43,500
Transport and communication	61,300	6,400
Distribution and finance	71,300	36,900
Public administration and professional	45,700	42,500
Domestic and personal services	15,600	25,800
All industries	533,100	168,400
Armed Forces	8,500	500
Unemployed	100	..
Total	541,700	168,900

(12) In order to get some impression of probable changes of size and distribution of the labour force in the immediate future it is necessary to analyse briefly recent changes in it. During the year ended October, 1947, the male labour force was augmented by 8,300 men, of whom 4,900 were released from the Armed Services, 1,700 represented the natural increase in the population of working age, and 800 were a net increase due to immigration. Over the same period the female labour force increased by 1,100, a natural increase of 1,000 and an increase of 600 due to immigration being offset by further withdrawals of women from the labour force through marriage and other causes.

(13) Of the total increase of 9,400 persons, secondary industries gained 5,400, transport 2,100, distribution and finance 2,600, and domestic and personal services 300. Primary industry, on the other hand, lost 800 workers, and public administration and professional services lost 200.

(14) The only sources of substantial additional workers are the natural increase in the population of working age and net immigration of workers. The natural increase in the population of working age is likely to be small over the next few years. The male population between the ages of fifteen and sixty-five years is increasing at approximately 1,500 per annum, the inflow at age fifteen remaining (in spite of its reduction due to the low birth-rate in the early 1930's) higher than the outflow at death or attainment of age sixty-five. The female labour force is likely to decrease for five years at least. The reduced inflow of juveniles has a more noticeable effect on the female labour force, which has relatively a much higher juvenile content than the male labour force. The net effect, apart from immigration, will probably be an increase of 1,000 in the total labour force in 1948, followed by an increase of 500 in 1949. With the increased availability of shipping the net gain from immigration is likely to be more substantial in future and the probable increase can be set at about 2,600 workers in 1948 and about 4,000 in 1949, making a total gain in the labour force of 3,600 persons in 1948 and 4,500 in 1949. Manufacturing industries and the wholesale and retail trades are likely to be the strongest competitors for this increase.

(15) The probable increase in size of the labour force is comparatively small and is unlikely to do much to relieve the existing labour shortage. Selected immigration will, in some measure, provide a means of distributing labour more effectively over

various industries, but with the widening of occupational categories for assisted immigration the more specific application of immigration for this purpose will decrease. Preference will, however, continue to be given to immigrants in occupational categories required to meet the most acute of New Zealand's labour shortages.

(16) It appears, then, that the most fruitful measures will be those directed to increasing the output of the existing labour force. This can be done through overtime work, through greater efficiency of operation, and through reductions in time lost. One of the most serious losses of working-time is that occasioned through labour turnover. Apart from movements in and out of seasonal industries, there are about a quarter of a million movements of workers from one job to another each year. A large proportion of these movements are, of course, necessary, but a substantial number could be avoided by better management within individual firms. Even if each of the movements from one job to another resulted in the loss of a day's work on the average, the loss of working-time would be equivalent to a reduction of the labour force by 1,000 persons. When retraining time and general disturbance of industry is allowed for, the equivalent reduction is probably nearer to 3,000 persons.

(17) The Department has paid particular attention to labour turnover. Comprehensive figures are published regularly and an attempt is made to give employers an appreciation of its cost in both between-job unemployment and decreased efficiency while replacements are being trained. It is certain that in many cases high turnover rates can be reduced by better methods of management if the attention of employers is directed to them.

(18) Industrial accidents are another serious source of loss of working-time. Apart from the annual depletion of over 300 persons through accidental death or permanent disability, accidents resulting in temporary disability are responsible for a loss of working-time (845,986 calendar days in 1945) equivalent to an all-the-year-round reduction of more than 2,000 in the size of the labour force. The incidence of industrial accidents is receiving increased attention, particularly with a view to pin-pointing new industrial processes or other causes which lead to unexpectedly high accident rates so that precautionary measures can be taken before large numbers of accidents occur.

(19) Losses through sickness, absenteeism, and industrial unrest make further inroads on working-time. Industrial unrest is dealt with more fully in the next Section.

(20) Reduction of any of these causes of loss of working-time increases the aggregate hours of work of the labour force and adds to its effectiveness. Total production is increased and higher living standards become possible.

(21) The important question of output per man-hour is bound up with the subjects of industrial relations and industrial welfare, which are dealt with in the next Section. Efficiency of management, size of industrial units, and training of workers all affect output per man-hour and therefore production levels. Contributions to efficiency in these directions are made by direct contact with employers, especially by the Department's Personnel Advisory Service and Training Within Industry activities, described in Part II, Sections 7 and 8. By correct training of workers and by locating the most suitable jobs for them, contributions can be made to industrial efficiency. The Department is concerned with both these activities. Its placement activities are dealt with in Part II, Section 1 (a), and apprenticeship in Part II, Section 5.

(22) One other important means of increasing productive capacity is through improved location of industry by decentralization. Decentralization of industry, besides bringing balance to the economy of the smaller communities, often increases the size of the labour force by attracting into it persons, especially women, who, but for the presence of industry near at hand, would be unlikely to seek employment. Nearly three-quarters of the workers engaged in manufacturing industries at present are in Auckland, Wellington (including Lower Hutt), Christchurch, and Dunedin, where

labour shortages are considerably greater than in any other areas. The proportion of the population engaged in manufacturing in the four main centres is higher than in other cities and, generally speaking, the proportion so engaged tends to decrease with the size of the towns. Thus the smaller towns often provide scope for the attraction of further labour into manufacturing, and, where the locality has been well chosen, decentralized factories have been successfully established even where there was no apparent surplus of labour seeking employment.

(23) The Department has interested itself in decentralization as a further means of augmenting the available labour force and so enabling total production to be increased. Special studies of all towns with over 1,000 population have been made, with a view to locating these reserves of potential labour. This information has been made freely available, and manufacturers who have applied to the Department have been assisted in finding a locality where premises and labour suitable to their needs are obtainable.

SECTION 2.—CURRENT CHARACTERISTICS OF INDUSTRIAL RELATIONS AND INDUSTRIAL WELFARE

(1) In the Industrial Relations and Industrial Welfare Divisions the year has been one of considerable activity. The stresses of the war years brought into being new forces, new institutions, and new techniques which are now finding a place as permanent features of the industrial scene. In industry, as everywhere else, is illustrated the now accepted truth that the effects of war can never be temporary or passing phenomena, and that during periods of war social evolution proceeds with startling rapidity. At its end the idea of returning to the old ways is quite unreal when set beside the basic and necessarily permanent changes which have occurred.

(2) In so far as New Zealand cannot avoid the effects of world-wide post-war distortion, the retention of some controls has been found necessary, stabilization measures and price and supply controls being the most important.

(3) The experience of the year has shown the need for the use of tribunals set up under the Strike and Lockout Emergency Regulations. The record of these tribunals and the number of disputes referred to them and settled is impressive. The decisions of tribunals are now published in the "Book of Awards."

(4) The number of strikes during the year (113), while showing a slight increase on the figure for the previous year (102), is lower than that for either 1944 or 1945 and calls for no special comment.

(5) Further figures have become available for international comparisons of industrial unrest. Figures published previously have been revised by the I.L.O., and of the countries compared below it will be seen that New Zealand has maintained her position of being the country most free from strikes.

DAYS LOST PER 1,000 PERSONS IN MINING, INDUSTRY,* AND TRANSPORT

Year.†				New Zealand.	Australia.	Canada.	Great Britain.	United States.
1938	..	..	..	160	1,351	95	136	457
1939	..	..	..	229	445	167	132	957
1940	..	..	..	113	1,482	188	88	330
1941	..	..	..	102	920	294	97	1,096
1942	..	..	..	203	342	296	138	170
1943	..	..	..	57	877	603	162	570
1944	..	..	..	202	789	289	334	342
1945	..	..	..	257	1,787	914	265	1,615

* As defined by I.L.O.

† Calendar years.

Source : Yearbook of Labour Statistics, 1945-46, I.L.O., Montreal, 1947.

(6) The work of the Industrial Welfare Division has again been carried on in the face of considerable difficulty from shortages of materials. Inspectors are intent upon the improvement of the physical environment of workers. About 10 per cent. of the strikes recorded during the year were concerned with what may be called welfare—with such things as dining facilities, excessive heat, amenities on board ship, &c. But it scarcely needs this evidence to assert that the creation of a satisfactory working environment is a *sine qua non* of industrial peace. This, and that part of the duties of the inspectorate concerned with advising employers and workers on matters relating to industrial law and to the enforcement of that law, comprise the most important parts of the activities of the Division. Enforcement action has been carried on normally, as will be seen from examination of Tables 17–23.

(7) At the Thirtieth Session of the International Labour Conference (Geneva, 1947) a convention concerning labour inspection in industry and commerce was adopted. The convention sets out in comprehensive detail the requirements of a labour inspectorate. It is gratifying to note that a preliminary examination of the convention shows it to contain no requirement that is not already observed in New Zealand, the Department's inspectorate thus conforming to the highest standards that can be agreed on internationally.

PART II.—DEPARTMENTAL ACTIVITIES

SECTION I.—EMPLOYMENT

(a) Placements

(1) During the twelve months ended 31st March, 1948, a total of 20,974 men and women were placed in vacant positions by the district offices of the Department. There were 16,554 men and 4,420 women included in this total of 20,974 placements. Of the 16,554 males placed during the year, 3,948 were ex-servicemen, 282 were regarded as being semi-employable, while 2,574 were under the age of twenty-one and 203 were over sixty years of age. The successful placement in employment of semi-employables and persons over sixty years of age presents one of the most difficult tasks of the employment service, and the placement during the year of 485 persons in these categories is gratifying. The number of persons enrolled with the Department who remained unplaced at 31st March, 1948, was only 31, being less than half the number who remained unplaced at 31st March, 1947.

(2) The number of placements of males throughout the Dominion for the year represented 31 per 1,000 labour force. The placements per 1,000 labour force ranged from 10 in Hamilton and Masterton to 90 in Gisborne. The districts with a male placement rate above 50 per 1,000 were Gisborne, Ashburton, Nelson, Napier, and Oamaru in that order. These five districts also showed the highest placement rates last year.

(3) Of the 16,554 placements of males, 3,473 were in primary industries, 8,618 in secondary industries, and the remainder, 4,463, in tertiary industries. The industries in which the largest numbers of men were placed during the year were building and construction (2,545), farming (2,289), wholesale and retail trade (1,730), engineering (1,632), and meat freezing and processing (1,175). Figures for all industries are shown in Table IV of the Appendix.

(4) In industries such as building and construction, meat freezing and processing, and dairy-products manufacturing, employment is less secure than in most other industries. This is, of course, particularly true of freezing-works and dairy factories, which require considerable numbers of workers for a part of the year only and frequently require them in localities with insufficient alternative employment opportunities. In an economy where industries of this type occupy an important position, the adequate functioning of an employment service is a matter of prime importance.

(5) The largest number of placements of women in any district was made by the Nelson District office. The occurrence in Nelson of 25 per cent. of all placements of women throughout the Dominion reflects the assistance given by the Department to meet the seasonal labour demands of fruit, hop, and tobacco growers. The Department has in recent years assumed responsibility for the organization of workers for this work, with the result that the growers in Nelson have been able to rely on a more adequate supply of labour.

(6) Of the 4,420 placements of women, 1,120 were in primary industries. Other industries in which large numbers of females were placed during the year were hotels and restaurants (560), hospitals (537), wholesale and retail trade (417), Government services (329), and clothing-manufacture (327).

(b) Hostels and Camps

(1) The need for the provision of workers' accommodation in congested areas (to which reference was made in the last annual report of the National Employment Service) has not diminished during the year. It has rather been accentuated by various factors such as a reduction in the service provided by many private boarding establishments and the disinclination of private householders to take boarders.

(2) Apart from these considerations, the Department's chief objective is to ensure an adequate supply of labour for the more important industries in the main centres, and its labour recruiting programme would be ineffectual without having accommodation facilities available. This comment applies particularly to the Public Service, whose junior staff in selected occupational groups such as cadets and shorthand-typists could not be induced, as part of their basic training, to transfer to the larger Government offices without an assurance of reasonable accommodation being available to them. The need of the Public Service has necessitated the establishment of an additional hostel in Wellington. These factors emphasize the need for the continued operation of the various worker' camps and hostels already in existence and, indeed, give weight to the demand for an extension of the Department's activities in this field.

(3) The operation of the Government's free and assisted immigration scheme has also made it necessary to establish immigration hostels, because the difficulty of obtaining accommodation in the crowded industrial areas is even greater to a settler who has just arrived in New Zealand. Hostels provide at least temporary accommodation, which gives the settler a chance to seek an alternative place to live. The great bulk of the settlers have been allocated to employment in the main centres where immigration hostels have already been established or are in course of construction. The completed hostels are :—

Narrow Neck, Auckland	..	..	..	..	Females.
North Head, Auckland	..	..	..	..	Males.
Fort Dorset, Wellington	..	..	..	..	Males.
Fort Dorset, Wellington	..	..	..	..	Females.
Wigram, Christchurch	..	..	..	..	Males.
Wigram, Christchurch	..	..	..	..	Females.
Central Battery, Dunedin	..	..	..	..	Males.

An additional immigration hostel for females in Dunedin is at present in the planning stage.

(4) Proposals which were under way last year to establish hostels for miners in several of the larger coal-mining districts (and which were mentioned in the last annual report of the National Employment Service) have since taken shape and a fairly extensive building programme in the districts decided upon has had to be undertaken.

(5) Labour for coal-mines recruited both from overseas and local sources has to be accommodated, and this necessitated a more intensive programme of hostel-construction in the mining areas. A hostel is already in operation at Reefton, and others are being built at Huntly, Ohura, and Ohai. Proposals are under way to establish hostels in a number of other mining localities.

(6) The aim of the Department in all its hostels and camps is to provide the most comfortable living-conditions possible in the circumstances, and any suggestions which are aimed at the improvement of conditions and which are economically possible are put into effect. Despite this, much still remains to be done, and, in turn, this will result in further relatively heavy expenditure in the forthcoming year.

(7) At the 31st March, 1948, 2,125 workers (including staff) were accommodated in establishments operated by the Department, and this figure gives a good indication of the extent of the Department's activities in this sphere. With the completion of hostels now in the course of construction, the number of workers served by the scheme will be further increased.

(8) With the exception of two women's hostels operated by the Y.W.C.A. on behalf of the Department, all hostels and camps are under the Department's direct control. Although the hostels directly controlled by the Y.W.C.A. represent only a small proportion of what has been done, the Department is very grateful for the continued co-operation and assistance provided by that organization and for the most efficient manner in which the administration of the two hostels has been carried out.

(9) The number of residents of the various hostels and camps operating as at 31st March, 1948, is set out below:—

—					District.	Number of Residents.
Industrial workers' camps and hostels—						
Waikaraka Park Camp	..	..	..	..	Auckland ..	265
Mangere Camp	..	..	..	..	Auckland ..	103
Hataitai Camp	..	..	..	..	Wellington ..	207
Winter Show Camp	..	..	..	..	Wellington ..	162
Petone Camp	..	..	..	..	Lower Hutt ..	398
Hanson's Lane Hostel	..	..	..	..	Christchurch ..	35
Orient Hostel	..	..	..	..	Wellington ..	89
Woburn Hostel	..	..	..	..	Lower Hutt ..	280
Immigration hostels—						
Men's Hostel, St. Kilda	..	..	..	..	Dunedin ..	46
Wigram Men's	..	..	..	..	Christchurch ..	56
Wigram Women's	..	..	..	..	Christchurch ..	17
Fort Dorset Men's	..	..	..	..	Wellington ..	77
Fort Dorset Women's	..	..	..	..	Wellington ..	60
North Head	..	..	..	..	Auckland ..	43
Narrow Neck	..	..	..	..	Auckland ..	35
Public Service hostels—						
Boat Harbour, Oriental Bay	..	..	..	..	Wellington ..	104
Hobson Street	..	..	..	..	Wellington ..	64
Tinakori Road	..	..	..	..	Wellington ..	20
Home Aid Hostel, Mount Eden	..	..	..	..	Auckland ..	11
Home Aid Hostel, Vivian Street	..	..	..	..	Wellington ..	12
Miners' hostels—						
Ohura	..	..	..	..	Taumarunui ..	12
Reefton	..	..	..	..	Greymouth ..	29
Total	..	..	..	..	..	2,125

(c) Employment Promotion

(1) The general high level of employment and the high number of vacancies in industry have been maintained over the past year and the only employment promotion measures initiated were small-scale seasonal schemes which provided work for a number of men during the winter months.

(2) In the Gisborne area, where seasonal fluctuations in employment are particularly marked, the problem was very largely met through the requirements of labour for a drainage scheme initiated by the Cook County Council in conjunction with the Public Works Department which employed up to 70 men. This undertaking, which was necessary work to minimize flood danger on the Poverty Bay flats, was subsidized from Soil Conservation Council funds and by this Department.

(3) To a lesser degree the Timaru district is faced each year with a winter employment problem, and in this case special winter employment schemes providing for a small number of men on necessary works were undertaken by local bodies in the area with the aid of subsidies provided by the Department.

(4) Apart from these winter employment schemes, the only other employment promotion measure operated to any extent was Scheme 13. This scheme has been used mainly to retain in useful work all the year round a relatively small number of men who, for various reasons such as failing health, advancing age, &c., would be unable to obtain ordinary employment if the employer had to pay full wages. On 31st March, 1948, there were 41 single and 187 married men employed under this scheme, a total of 228, as compared with the total of 280 on 31st March, 1947. Most of these men were fit for light work only and were located in districts where the range of employment opportunities was limited and where, due to the domestic circumstances of the individuals concerned, it would have been impracticable to expect them to accept employment in other districts.

(5) All the men employed under the scheme are registered for employment, and everything possible is done to place them in suitable private employment when the opportunity arises. Those men remaining on Scheme 13 are subject to constant review. Their wages are subsidized to an extent which brings their earnings up to the award rate for the type of work performed. They are allocated to different local bodies, charitable institutions, &c., and are engaged on work such as vegetable-production, maintenance of parks and reserves, school grounds, and lime-production.

(6) District Officers have also, in some cases, been able to negotiate subsidized training with private employers who were in a position to offer reasonably light work. The effect of these training subsidies has been to industrially rehabilitate men who, by reason of physical or other handicaps, were generally unacceptable to private employers and for that reason were likely to remain a charge on State funds.

(d) Maori Employment

(1) Outstanding features of the Maori population to-day are its rate of growth and the extremely high proportion of juveniles who, over the next decade, will be joining the working community. The Maori people are largely resident in localities distant from the main centres of industrial activity and it is desirable, therefore, to pay particular attention to expanding the employment opportunities for Maoris in alignment with this increasing population.

(2) The Department has directed its attention during the year towards this objective. As a means of co-ordinating the activities of the various State Departments concerned with the welfare or employment of Maoris and the location or development of industry, Government set up, during the twelve months, a Maori Education and

Employment Committee representative of the Maori Affairs Department, Education Department, Department of Industries and Commerce, Ministry of Works, State Forest Service, and this Department.

(3) The broad function of the Committee is to determine practical measures for ensuring the continuing absorption of the Maori race into full employment. As a means to this end, liaison has been arranged between Maori Welfare Officers of the Maori Affairs Department, Vocational Guidance Officers of the Education Department, and District Officers of this Department to assist in arranging suitable employment for Maori school leavers.

(4) The Committee is now considering other possible ways of promoting the availability of employment opportunities in areas of Maori population as well as of expanding the employment opportunities for Maori labour in the community at large.

(e) Employment Advisory Committees

(1) The Employment Act, 1945, provides for the establishment of Advisory Councils and Committees to assist the Department in the effective administration of its employment service. Through these Councils and Committees the Department is able to secure the co-operation of workers' and employers' organizations in dealing with the employment problems of important industries.

(2) Permanently constituted local Employment Advisory Committees consisting of workers' and employers' representatives under the chairmanship of the District Superintendent or District Officer were set up in some industries in the previous financial year, and over the twelve months under review the number of Committees has been further extended. Where appropriate, representatives of other Government Departments have been co-opted as members of these Committees. National Employment Committees similarly constituted on a national basis and under the chairmanship of the Director of Employment have also been set up in some industries.

(3) District Employment Committees are now functioning in the following industries :

Baking.	Footwear.
Building.	Freezing.
Clothing.	Furniture.
Engineering.	Laundries.
Motor trades.	Printing trades.
Road transport.	Tramways.

(4) In addition, National Employment Committees have been set up in the clothing, freezing, and tramways industries. These Committees maintain a standing liaison between the Department and the industries concerned, and the advice and assistance of their members have proved of value over a wide range of topics.

SECTION 2.—IMMIGRATION

(a) Present Scope and Organization

(1) Government-assisted immigration recommenced in July, 1947, with the introduction of free and assisted passage schemes under which financial aid is extended to certain categories of intending immigrants. Eligibility under the schemes has been confined to single residents of the United Kingdom (without dependents) between the ages of twenty and thirty-five years who are suitable for and willing to accept employment in certain selected occupations. Free passages are provided for those successful applicants who served in the United Kingdom Armed Forces (including Merchant Navy) during World War II, and all others selected are required to contribute only £10 towards the cost of their fares. All assisted immigrants enter into a contract

with the New Zealand Government that they will engage in approved employment for a period of two years after arrival here. The trades and occupations for which workers have been accepted under the schemes comprise :—

Men

Coal-mining.
Sawmilling and forestry.
Unskilled manual workers.
Cable-jointers.
Moulders.
Boilermakers.
Fitters and turners.
Sheet-metal workers.
Coppersmiths.

Panel-beaters.
Other skilled engineering tradesmen.
Printing tradesmen.
Footwear operatives.
Experienced farm workers.
Prison warders.
Carpenters and other tradesmen for
Public Works Department.
Hydro-electric-development works.

Women

Shorthand-typists.
Nursing and domestic staff for hospitals.
Footwear operatives.
Domestic workers for hotels, hostels,
&c.

Woollen-mill workers.
Men's clothing machinists.
Printing-works employees.
General factory workers.

(2) Financial assistance has been restricted to single people, largely on account of our present housing difficulties and the continuing shortage of passenger-carrying shipping on the New Zealand run. The immediate objective of immigration policy has been the utilization of the limited available shipping in such a manner that the maximum possible relief can be afforded undermanned essential industries without aggravating the housing shortage. The advertising for and selection of immigrants is in the hands of an Immigration Branch established at the High Commissioner's Office in London, and this Branch selects young people on a basis of occupational suitability. All Government-assisted immigrants are required to undergo a comprehensive medical examination before embarkation. The occupational categories to be included within the schemes and the target figures for each group are fixed by Government in consultation with the Immigration Advisory Council.

(3) The Immigration Advisory Council was established in April, 1947, for the purpose of providing a widely representative national body which would advise the Minister of Immigration on immigration matters and aid the Department in the implementing of immigration policy. The Permanent Head of the Department (or his Deputy) is chairman of the Council, which includes representation from the New Zealand Federation of Labour, the New Zealand Manufacturers' Federation, the New Zealand Employers' Federation, the New Zealand Farmers' Union, the New Zealand Workers' Union, the Returned Services' Association, and the Rehabilitation Board. In addition to these representatives, two women members appointed by Government have seats on the Council.

(4) The realization of the need for non-governmental welfare activities to aid the assimilation into the community of new settlers led in October, 1947, to the establishment (in each of the twenty-six centres where the Department has district offices) of Immigration Welfare Committees. The function of these Committees is to co-ordinate welfare activities in respect of new settlers, whether Government assisted or not. The Committees include representatives of the Churches, local bodies, the Returned Services' Association, employers' and workers' associations, the Federated Farmers, and other

organizations. The Committees are empowered to co-opt the services of all organizations and individuals interested in aiding new settlers to be absorbed into the social life of the community.

(b) *Number of Immigrants*

(1) The largest numbers of Government-assisted immigrants are in those occupations where accommodation is available either with or adjacent to their employment. These include women for hospitals (general and mental), hostels, and hotels, and men for sawmilling, coal-mining, and public-works and hydro-electric-development projects. In all these cases assisted immigrants occupy single quarters which could not be utilized for married people. To accommodate assisted immigrants in other occupational groups, special immigration hostels have been established in the main centres. These hostels were formerly Service establishments and have been reconverted for immigration purposes, and they will ultimately provide accommodation for approximately 1,100 Government-assisted immigrants, distributed as follows:—

Wellington—					Males.	Females.
Fort Dorset	..	..	..	..	104	192
Auckland—						
North Head	..	..	..	..	144	..
Narrow Neck	..	..	..	..	..	140
Christchurch—						
Wigram	..	..	..	..	120	160
Dunedin—						
St. Kilda	..	..	..	..	160	80
					528	572

(2) The assisted-immigration schemes have of necessity been confined within the limits imposed by two problems, neither of which is capable of an immediate solution. The housing shortage has at all times had to be considered when formulating immigration plans, and it is apparent that this problem is likely to continue to present a barrier to the encouragement of family-group migration for some time yet. The other problem (that of passenger shipping) remains difficult, but negotiations with the Ministry of Transport to secure additional migrant-carrying vessels have met with some measure of success. The s.s. "Atlantis" (ultimate carrying-capacity 900) has been secured for a period of at least three years under charter for immigration purposes, and this ship will continue to be operated solely for bringing out assisted immigrants. In addition, an agreement has been reached with the shipping companies under which up to 50 per cent. of the berths on suitable vessels are made available for the purposes of the immigration scheme. The bulk of the berths available to the New Zealand Government have been allocated to workers coming here under the free and the assisted-immigration schemes, but out of our total quota of accommodation the Department has been able to make provision for those persons entitled to repatriation (servicemen, fiancées, &c.), for returning New Zealand businessmen who proceeded to the United Kingdom on *bona fide* business trips, and for Government-sponsored passengers. These sponsored passengers have been in the main key technical and professional people urgently required here in the national interest. The wartime control of shipping was abandoned in September, 1946, and since that date nearly 1,000 berths have been made available from our immigration quota for sponsored passengers. The Department extends sponsorship to married people only when assured that suitable living-accommodation is available for them here. Under these circumstances, it is pleasing to record that more than 20 per cent. of the priority

berths allocated have been taken up by children. Sponsored berths for fare-paying passengers during this period (September, 1946, to March, 1948) have been allocated as follows :—

Men	444
Women	336
Children	218
Total	998

(3) It is estimated that during 1948 some 4,500 berths will be available to the Department for all purposes, and during 1949, some 10,000 berths. This latter estimate is subject to the continuation of the present agreement with the shipping companies.

(4) The improvement in the shipping position and the probability of a further improvement in the near future, coupled with other factors such as the lesser availability of certain female categories and the very large response from men willing to undertake unskilled work, has enabled an extension to be made in the occupational categories and a nomination scheme to be introduced.

(5) Consideration has been given to the question of the introduction of a scheme of child migration, and it is expected that arrangements will soon be finalized for the bringing to New Zealand at Government expense of a number of British children who will, in the first instance, be under the guardianship of the Child Welfare Department. The children selected will be between the ages of five and seventeen years and will be placed with New Zealand families anxious to receive them. Guardianship may be transferred to the approved foster-parents after a period of six months. It is unlikely that many of the children will be available for adoption.

(6) The free and assisted-passage schemes have to date resulted in an addition to our labour force of 606 young men and 695 young women. The vast majority of these young people have settled down to life here and are giving every satisfaction as new settlers and as workers. The numbers who had arrived by 31st March, 1948, are tabulated below (details of departures from and arrivals in New Zealand during 1947–48 will be found in Appendix I, Table VIII) :—

Females.		Males.	
Category.	Number.	Category.	Number.
Shorthand-typists	57	Postal staff	4
Maternity nursing trainees	7	Compositors	27
Nurse aids	42	Letterpress machinists	21
General nursing trainees	52	Other printing tradesmen	3
Hospital domestics	71	Labourers	179
Hospital cooks	13	Cooks	4
Hostel domestics	47	Kitchen hands	3
Hotel domestics	23	*Farm workers	1
Home aids	33	Timber-workers	92
Mental hospital nursing trainees	240	Forestry workers	22
Mental hospital cooks	19	Footwear operatives	14
Physio-therapists	2	Coal-miners	79
Trained maternity nurses	9	Cable-jointers	4
Footwear operatives	6	Tradesmen for State hydro-electric construction projects	43
Clothing operatives	39	Sheet-metal workers	5
General factory workers	20	Coppersmiths and other engineering tradesmen	3
Printing operatives	3	Fitters and turners	61
Woollen-mill operatives	12	Floor-moulders	16
		Blacksmiths	3
		Boilermakers	22
	695		606

* This category is a recent addition to the scheme.

SECTION 3.—INDUSTRIAL RELATIONS

(a) The Court of Arbitration

The work of the Court in making awards and in approving (for economic stabilization purposes) of industrial agreements may be summarized as follows :—

	Year ended 31st March,	
	1947.	1948.
Awards made	155	163
Industrial agreements approved	47	70
Amendments to existing awards or industrial agreements	30	472
Apprenticeship orders made	11	..
Amendments to existing apprenticeship orders	27	4
Miscellaneous (interpretations, enforcements, &c.) ..	54	52

There were in force on 31st March, 1948, 575 awards and industrial agreements. This figure shows a decrease of 8 on the total of 583 at 31st March, 1947.

(b) Conciliation Commissioners

The work performed by the three Conciliation Commissioners may be summarized as follows :—

Disputes where complete agreement reached	89
Disputes where substantial agreement reached	4
Disputes where partial agreement reached	36
Disputes where no agreement reached	1
Disputes where sittings were not complete or had been adjourned ..	12
Disputes where claims were withdrawn	3
Meetings of disputes committees set up under provisions of awards	45
Other conferences, &c.	16

(c) Registration of Industrial Associations and Unions

In previous years, reports (H.—11) of the Department of Labour have included as an Appendix a return showing the number of affiliated unions in each industrial association and the number of members in each industrial union. This return for the year ended 31st December, 1947, has been separately printed and copies are available from the Department or from the Government Printer. The following figures summarize this return :—

	31st December, 1946.		31st December, 1947.	
	Number.	Membership.	Number.	Membership.
Employers' associations	23	150	21	148
Employers' unions	275	16,033	278	16,922
Workers' associations	35	181	35	185
Workers' unions	377	247,498	373	260,379

The increase in membership in workers' unions has occurred mainly in engineering (3,200), railways (1,004), clerical workers (966 in Wellington and 544 in Auckland), freezing works (880 in Wellington and 459 in Auckland), tailoresses (717 in Auckland), and shop-assistants (440 in Wellington and 401 in Auckland).

(d) *Labour Disputes Investigation Act, 1913*

During the year 11 agreements were filed under this Act. On 31st March, 1948, 11 such agreements were in force. This number represents a decline from the 15 agreements in force twelve months previously.

(e) *Industrial Disputes*

The 113 industrial disturbances during the year were distributed among the various industries for duration as follows :—

Industry.	Up to One Day.	More than One Day and up to Three Days.	More than Three Days and up to Ten Days.	Over Ten Days.	Go-slow.	Total.
Coal-mining	23	4	8	..	1	36
Meat-freezing	11	3	2	2	3	21
Shipping—						
Watersiders	9	3	..	2	..	14
Seamen	1	2	1	..	..	4
Transport (including airways)	5	2	1	..	..	8
Engineering	3	..	1	2	1	7
Building and allied trades ..	..	4	..	1	1	6
Others	8	4	3	1	1	17
Total	60	22	16	8	7	113

(f) *Minimum Wage-rates fixed by Awards and Industrial Agreements*

(1) The Court of Arbitration during the year considered an application by the New Zealand Federated Furniture and Related Trades' Industrial Association of Workers under Regulation 39B of the Economic Stabilization Emergency Regulations for a pronouncement specifying standard rates of wages and for an amendment of the New Zealand Furniture Trade Employees' award, the main amendment sought being the addition of 6d. an hour to the rates of wage.

(2) The decision of the Court (1947 Awards 1345) surveyed the voluminous submissions of the parties at length. It concluded by making a standard wage pronouncement, saying that standard minimum rates for adult male workers would, in future, be—

Skilled workers	..	3s. 7d. per hour.
Semi-skilled workers	..	3s. 2½d. to 3s. 5¼d. an hour.
Unskilled workers	..	3s. 1½d. an hour.

(3) Standard rates for juniors were to be increased proportionately, and those for women were to be such as to bring them to a level 10s. a week above those provided for in the amendments of awards and industrial agreements which followed the 1945 pronouncement.

(4) It was emphasized that this decision did not amount to a general wage order and that each award would have to be considered, in turn, on its merits. The appropriate amendments were subsequently made by the Court either of its own volition or after hearing the parties and dated from the 1st October, 1947.

(5) Table XIII gives the minima now in force in a number of trades. Where there is no Dominion award in force, Wellington rates have been taken. It is to be noted that the new rates include the cost-of-living bonuses which previously had to be added to the award rates.

(g) Amendments to Legislation

(1) The Industrial Conciliation and Arbitration Act, 1947, contains two important new provisions.

(2) The first is that the Governor-General is empowered to appoint Deputy Judges of the Court of Arbitration, which may now delegate any of its functions, jurisdiction, or powers to a Deputy Judge, and the Deputy Judge has power to exercise them. He may also act as Judge of the Court. Any party affected by a decision of a Deputy Judge may appeal from the decision to the Court. The three following persons have been appointed Deputy Judges: D. J. Dalgleish, Esq.; O. G. Stevens, Esq.; and W. F. Stilwell, Esq.

(3) The second change instituted by this amendment is that there is now deemed to be inserted in the rules of every industrial union of workers (or employers) a provision that if the members of the union are concerned in a dispute and there is a proposal that there shall be a strike (or lockout), no such strike (or lockout) shall take place until the question of whether it shall take place has been submitted to a secret ballot of those members who would be affected.

(4) If a strike or lockout takes place without the secret ballot having been held, the Registrar of Industrial Unions may proceed to conduct a ballot. To enable this to be done, unions must make all necessary information available to the Registrar. The taking of a ballot does not make a strike legal.

(5) Two amendments have been made to the Strike and Lockout Emergency Regulations 1939 (Statutory Regulation, Serial numbers 1947/160 and 1948/30). The main effect of these measures is to make the decision of a "tribunal" set up under the regulations final and binding on all persons directly affected by the dispute, and to provide that such a decision may be retroactive. All decisions must now be filed with the Clerk of Awards and are being published in the "Book of Awards." The second amendment is a machinery measure concerned with the collection of penalties imposed for breaches of the regulations.

SECTION 4.—INDUSTRIAL WELFARE

(a) Factories Act, 1946

(1) The Factories Act, 1946, came into force on 1st April, 1947, and this report covers its first year of operation. Its provisions were outlined in the annual report of the Department of Labour for the year ended 31st March, 1947, and it is only necessary to repeat here that the Act brings New Zealand factory legislation into line with the Imperial Act of 1937, and that its passing marked an important event in the history of the industrial legislation of this country. The Factories Act has always been the basic instrument for the regulation of working-conditions. The machinery set up by the Industrial Conciliation and Arbitration Act has produced awards which could not prescribe for factory workers conditions less favourable than those in the Act. Since many awards cover a combination of factory and non-factory workers, the Factories Act provisions have been extended to the latter almost automatically and the same extension has proceeded further through the medium of awards entirely devoted to non-factory employment.

(2) The figures for registered factories (Tables IX and X) were taken this year after the re-registration which began on 1st February, 1948. They thus represent the state of the factory register at 31st March, 1948, the altered date of registration enabling more up-to-date figures to be presented.

(3) The total number of registered factories at 31st March, 1948, was 19,102, an increase of 811, or 4·4 per cent., on last year's total of 18,291. The expansion of manufacturing industry is thus being maintained, although the increase is not so marked as that seen last year (6·4 per cent.).

(4) The total number of factory workers was 162,802, an increase of 9,846, or 6·4 per cent., on the previous year's total of 152,956, but whereas last year the increase in total employees of 7·9 per cent. comprised a decrease in the number of females engaged and an increase in the number of males, this year both groups have increased.

(5) Details of the distribution of units by the numbers of persons employed are shown in a somewhat different form. The following table indicates the position :—

Year ended 31st March,				Number of Factories employing Number of Workers shown.			
				Two or Less.	Three to Five.	Six to Ten.	Eleven and above.
1947	..	..	..	7,825	5,762	2,186	2,578
1948	..	..	..	8,049	5,763	2,817	2,664
Increase	..	..	..	224	1	631	86

(6) The increase in the latter year is apparent in each group, and while the increase in the "two or less" group points to the establishing of new and small units, the great increase in the "six to ten" group may well indicate a growth in the average size of factories. Further evidence of this trend is found in the fact that the number of factory workers has increased proportionately more than the number of factories.

(7) *Juveniles in Factories.*—The number of certificates of fitness issued under section 37 of the Factories Act, 1946, to enable young persons under sixteen years of age to be employed in factories shows no great difference from the previous year. The totals were 2,227 for 1946-47 and 2,244 for 1947-48. Details for the latter year are as follows :—

	Number of Certificates issued to Persons aged					
	Fourteen and under Fifteen.		Fifteen and under Sixteen.		Totals.	
	Boys.	Girls.	Boys.	Girls.	Boys.	Girls.
Certificates issued for period of school holidays	11	5	31	6	42	11
Other certificates issued	38	22	999	1,132	1,037	1,154
Totals	49	27	1,030	1,138	1,079	1,165

(8) When the number of certificates issued for the period of the school holidays is deducted from the total, the "other" certificates—*i.e.*, those in respect of permanent employment—show an increase (from 2,038 to 2,191) of 7·5 per cent. over the previous year. The tendency for factory employment to absorb an increasing number of juveniles is apparently being maintained.

(9) *Hygiene, Health, and Welfare in Factories.*—The little that can be said here of hygiene, health, and welfare conditions in factories is by no means commensurate with the importance of the subject or with the position it occupies in the work of the Department.

(10) There is again ample evidence available of attention being paid by employers to amenities for factory workers. New and improved cafeterias, nursing and medical facilities, music in workrooms, and provision for such things as tennis and basketball

courts are among the more noteworthy of these. The widespread tendency to improvement is symptomatic of the shortage of labour, and there have been instances of employers appealing to the Department for assistance in obtaining materials for the provision of these attractions.

(11) In the less spectacular but more important spheres of heating, lighting, ventilation, and sanitation the provisions of the Act have been enforced wherever non-compliance was found. The number of requisitions for improvement for the year under review was 1,538. This represents an increase of nearly 75 per cent. over the previous year and indicates to some extent the over-all change which the 1946 Act has instituted. Difficulty is experienced in securing quick compliance with requisitions where building-materials are involved, and dissatisfaction has been expressed by organizations of workers at the consequent delays in enforcement. This dissatisfaction is felt just as strongly within the Department, but in view of present shortages and the requirements of the housing programme it is inevitable that requisitions for improvement wait their turn for the allocation of supplies.

(12) *Accidents in Factories.*—The preliminary figures of accidents in factories show that during the calendar year 1947 there were 6,749 accidents, an increase of 5·7 per cent. on the total of 6,388 for the previous year. It is to be noted that the number of factory workers increased by 6·4 per cent. during the two years mentioned.

There were 8 fatal accidents in factories during 1947 :—

A worker engaged in salting skins was electrocuted when he accidentally came into contact with a live wire on a defective switchboard.

A worker at a chemical-works engaged in drying bags on a roof fell through a skylight on to a concrete floor and died as a result of shock following the injuries he had sustained.

A worker who had descended an iron ladder inside a large bin at a lime-works to try to make the material "run" more easily was buried when it suddenly fell on him.

A worker in a sawmill while, apparently, endeavouring to clear sawdust out of a pit had his foot caught in the spiral conveyor. He was immediately removed to hospital and operated upon, but died the next day from "heart failure due to paralysis of respiratory centre following anaesthesia."

A worker employed alone at a stone-crushing plant died from multiple injuries received when he became caught in the belting which transmitted power from a Diesel engine.

A worker engaged in shunting railway trucks loaded with rock phosphate on the private siding of a fertilizer-works was crushed between a truck and the framework of a "tipping" mechanism for emptying the trucks.

A night worker at a brewery was found drowned in the bottom of a vat which he had been cleaning out with water. It was not possible to determine precisely how his death occurred.

A worker in a fertilizer-works died as a result of falling from a ladder on to a concrete floor.

(13) *Overtime, Outwork, and Modification Orders in relation to Factories.*—The Factories Act, 1946, introduced new features into the authorization of overtime work by Inspectors of Factories. In respect of children under the age of sixteen years there is now a total prohibition of work during overtime hours. Permits to work during extended hours are still required for women. The Department's records of overtime work authorized will thus no longer contain reference to boys. Figures for the year under review are—

Total Hours Overtime authorized for Women.	Number of Women in respect of whom Overtime authorized.	Hours authorized for Women in Excess of Statutory Maximum of Ninety Hours.	Number of Women in respect of whom Excess Overtime authorized.
669,509 $\frac{1}{4}$	15,013	126,585	2,006

The total overtime authorized shows a substantial decrease on previous years, and it may be assumed that this decrease is not entirely due to the prohibition on the work of children, and that the trend apparent since the termination of hostilities has been maintained. The number of women working overtime in excess of the statutory maximum of ninety hours has declined to 2,006 from 2,703 for the previous year.

(14) It was demonstrated in the last annual report of the Department of Labour that the shortage of female factory workers which has been apparent since the end of the war had resulted in an increased demand for the services of "outworkers." In spite of the Department's refusal during the 1947-48 year to issue licences to a considerable number of applicants (for such reasons as unsatisfactory premises and failure to show any reason why ordinary factory work could not be undertaken), the number of licensed outworkers has increased. During the year ended 31st March, 1948, 784 licences were issued, compared with 629 in the previous year. These were distributed as follows:—

District.*	Number of Licences issued in Trades shown.				Totals, 1947-48.	Totals, 1946-47.
	Clothing.	Fancy Goods.	Footwear and Leatherwork.	Other.		
Auckland	356	6	46	9	417	378
Hamilton	2	..	..	..	2	2
Tauranga	..	..	..	..	..	3
Gisborne	1	..	..	..	1	..
Napier	2	2	..	..	4	7
Hastings	..	..	..	4	4	..
Wanganui	1	..	..	..	1	..
Palmerston North ..	4	..	..	..	4	..
Lower Hutt	21	..	..	1	22	} 108
Wellington	132	..	..	5	137	
Christchurch	113	..	3	22	148	103
Timaru	4	..	5	..	9	2
Oamaru	..	..	..	..	..	3
Dunedin	28	..	3	2	33	17
Invercargill	2	..	..	..	2	6
Dominion	666	8	57	53	784	629

* With the amalgamation of the two Departments now constituting the Department of Labour and Employment, district boundaries are not strictly comparable for the two years.

(15) Since the end of the war there has been a series of repeals of the Modification Orders. These Orders were issued when the Act reduced hours to forty a week in 1936, and subsequently to provide for lower rates for Sunday and holiday work performed in certain continuous-process industries where it was "impracticable" to impose the full provisions of the forty-hour week. The effect of the repeals has been to do away with special provisions for the industries concerned and full rates are now obligatory. The views of all organizations affected by each proposed repeal were obtained and considered, and this meant that the process of repealing the Orders was not complete at the end of the period under review. It is anticipated, however, that the Factories Act, 1946, Modification Order 1948, referred to in paragraph (16) below, will be the only surviving Order when this report appears.

(16) *Government Factories.*—The Factories Act, 1946, binds the Crown, and Government factory employees are ensured the same conditions as apply in industry. The Factories Act, 1946, Modification Order 1948 was made to enable a long-standing arrangement to be continued in the Railways Department. The holiday provisions of the Act were modified for this Department (with the agreement of the railways workers' organizations) to enable a factory worker to accept a day off duty on pay at a subsequent date to be agreed upon between that worker and his employer in lieu of the payment at the ordinary rate for the holiday to which he would otherwise be entitled.

(17) Since the overtime and holiday provisions of the Act apply only to defined "factory workers" there were many instances of workers in the same Department being entitled to different rates of overtime and different payment for work done on

holidays, and to rectify this position these provisions were applied by the Government to the Public Service generally. This extension of the principles of the Act by administrative decision is comparable with the way in which the same principles have been extended by the Court of Arbitration in its awards to employments outside the scope of the Act. It is an instance of the great importance of this basic industrial statute.

(b) *Shops and Offices Act, 1921-22*

(1) Material derived from the Department's *Half-yearly Survey of Employment* (covering employers of two or more persons) has been used in conjunction with the activities of Inspectors to arrive at this year's estimate of the number of shops and offices. In the absence of any registration procedure comparable to that under the Factories Act, however, it is only possible to make an estimate of the total numbers, and the following figures should be regarded accordingly:—

Shops with assistants	15,900
Number of assistants—	
Male	28,900
Female	30,000
Total	58,900
Shops without assistants	12,800
Offices	8,700
Office-assistants—	
Male	11,000
Female	15,800
Total	26,800

(2) The Shops and Offices Act is an old and well-known measure and its administration rarely involves more than routine enforcement and advice. It is of interest, however, that the wide powers given to the Court of Arbitration by the 1945 Amendment to incorporate hours of opening and closing in awards and to require the closing of shops during the whole of one working-day have resulted in complete Saturday closing in a number of trades throughout the Dominion. An interesting legal action is pending which, it is hoped, will decide the question of whether overtime is payable under the Grocers' Assistants' award when assistants are worked on Saturdays, the occupier of the shop having obtained exemption from a Magistrate from the Saturday-closing provision of the award.

(3) The Department authorizes the working of overtime in shops, but it is provided in the Shops and Offices Act that overtime work in shops shall be limited to certain types of work not being the sale of goods—*e.g.*, stocktaking. The intention to work overtime in hotels and restaurants must be notified to the Inspector of Factories. During the year overtime as follows has been worked:—

Total Hours of Overtime notified.	Number of Workers in respect of whom Overtime notified.		
	Males.	Females.	Total.
74,173½	1,944	2,703	4,647

(4) *The Sale of Motor-spirits.*—The Shops and Offices Act, 1921–22, in the interests of consumers, virtually excluded the sale of motor-spirits from closing-hour provisions. In 1939, however, there was apparent among motor-spirit retailers a desire to discontinue Sunday sales. When motor-spirits were rationed at the outbreak of war a movement to restrict hours took shape, and in October, 1939, two organizations of garage-proprietors and petrol resellers asked for regulations which would restrict hours, enforce Sunday closing, but provide for urgent sales. There were many objections and difficulties, but they were at length overcome, and after a series of conferences of all interested parties—including representatives of the trade, of consumers, of the workers' organization, and the Oil Fuel Controller—unanimity was reached and the Oil Fuel Retail Hours Emergency Regulations 1940 were gazetted on 2nd May, 1940.

(5) These regulations provided for a requisition procedure (similar to that of the Shops and Offices Act) by which a majority of resellers in a district could requisition the Minister of Labour to apply specified hours of opening and closing to the district.

(6) Subsequent amendment of the regulations made provision for applications for exemption from such opening and closing hours to be made by resellers on the grounds of hardship.

(7) The requisition procedure proved unsatisfactory and from 1st July, 1942, the Oil Fuel Retail Hours Emergency Regulations 1942 came into operation in the place of the 1940 regulations. These imposed uniform hours for retail sale throughout New Zealand and introduced the "Register of Emergency Sales"—a record of each emergency sale outside the specified hours.

(8) These regulations, with minor amendments, remained in force during the remainder of the war and for a short time afterwards. The relaxation of restrictions on the supply of petrol brought representations for the removal of the regulations in 1946, but complete removal was not acceptable to the resellers or to the organizations of workers in the trade. It was undoubtedly desirable to have wartime emergency measures revoked as quickly as possible, but both employers and workers in the trade desired the retention of some sort of control and it was further necessary to protect the interests of the consuming public.

(9) The method adopted to deal with the situation comprised the amending of the Shops and Offices Act (Shops and Offices Amendment Act, 1946, section 4) to provide that regulations might be made prescribing the days on which and the hours during which premises might be open for the sale of motor-spirits, petrol, or motor accessories. Draft regulations were then prepared by the Department and submitted to a conference of interested organizations—namely, the New Zealand Retail Motor Trade Association (Inc.), the New Zealand (North Island) Motor Union (Inc.), the New Zealand (South Island) Motor Union (Inc.), the New Zealand Farmers' Union (Inc.), and the New Zealand Engineering and Related Trades' Industrial Union of Workers.

(10) All parties agreed upon the provisions of the draft regulations with minor amendments, with the exception of one of the motor unions which objected to two of the items proposed for entry in the Register of Urgent Sales. It was agreed that the regulations should operate for a trial period of six months, after which a further conference should consider their operation and the necessity for the entries in the Register.

(11) The regulations, issued as the Motor-spirits Retail Hours Regulations 1946 (Serial number 1946/201), came into force on 1st December, 1946. They were similar to the Emergency Regulations and provided hours for sale as follows:—

On four days of the week	Between 7.30 a.m. and 6 p.m.
On the day of the late night	Between 7.30 a.m. and 8 p.m.
On the half-holiday	Between 7.30 a.m. and noon.
Sundays, Christmas Day, Good Friday, Anzac Day	No sale all day.
Other holidays	Between 8 a.m. and 11 a.m.
On Christmas Eve and on the Thursday before Good Friday	Up to 11 p.m.

(12) There is also provision for the establishment, by agreement between the motor unions and the resellers, of emergency stations to conduct sales in urgent cases outside the specified hours.

(13) A further conference was held in June, 1947, in accordance with the understanding previously reached. Certain amendments to the regulations were proposed, but no agreement was reached, and before any change could be made the Oil Fuel Controller, as a consequence of the world-wide petrol shortage, took measures to ration oil fuel through the retailers and, among other things, issued the Motor-spirits Week-end Sales Restriction Notice 1947. This notice prohibited, from 15th November, 1947, sales on Saturdays and Sundays except in certain specified emergencies. These restrictions were in addition to those imposed by the existing regulations.

(14) *Amendment to the Shops and Offices Act.*—Section 63 of the Statutes Amendment Act, 1947, amended the minimum-wages provisions of the Shops and Offices Act to provide a minimum commencing rate of £1 2s. 6d. a week, with half-yearly increments on the agreed rate of not less than 5s. a week until the payment is £2 12s. 6d. a week. This amendment was to restore the equality of Factories Act and Shops and Offices Act scales which was disturbed by an amendment incorporated in the Factories Act, 1946.

(c) *Agricultural Workers Act, 1936*

(1) During the year the rates of wages specified by the various Wage-fixation and Extension Orders have been increased for every type of employment except market-gardening. Section 31 of the Finance (No. 2) Act, 1947, amended the Agricultural Workers Act, 1936, from 1st November, 1947, to allow the rate of allowance for board and lodging (where these are not provided), which has been specified as 17s. 6d. a week by section 14 (4) of the principal Act, to be altered from time to time by Order in Council. The Agricultural Workers Wage-fixation Order 1947, in addition to increasing the rates of wages for dairy-farm workers, increased the board and lodging allowance to £1 a week for a short period, and then to £1 5s. a week on and from 1st August, 1947. The Agricultural Workers (Farms and Stations) Extension Order 1947 contained a similar increase.

(2) The prevailing rates are set out below :—

Class.	Rate for Adult Worker.	Date from which payable.	Authorizing Measure.	Reference in Statutory Regulations Series.
Dairy-farms ..	£5 6s. 6d. per week (plus board and lodging)*	1/11/46	The Agricultural Workers Wage-fixation Order 1947	1947/174
Farms and stations	£4 15s. per week (plus board and lodging)†	1/11/47	The Agricultural Workers (Farms and Stations) Extension Order 1947	1947/207
Orchards ..	Male, £6 7s. 6d. per week, 3s. 1½d. per hour; female, £4 2s. per week, 2s. 1½d. per hour	17/11/47	The Agricultural Workers (Orchardists) Extension Order (No. 2) 1947	1947/208
Tobacco ..	Male, 3s. 1½d. per hour; female, 2s. per hour	1/11/47	The Agricultural Workers (Tobacco-growers) Extension Order (No. 2) 1947	1947/206
Market gardens (elsewhere than in Auckland district)	Male, £5 17s. 6d. per week, 2s. 9d. per hour‡; female, £3 15s. per week	1/9/46	The Agricultural Workers Extension Order 1947	1947/31

* Board and lodging allowance, where these not provided, £1 a week until 31st July, 1947, thereafter £1 5s. a week.
† Board and lodging allowance, £1 5s. a week from 10th December, 1947.
‡ Subject to the provisions of the Minimum Wage Act, 1945, which now provides a minimum hourly rate of 3s.

(3) Reference to Table XVI will show that inspections of agricultural accommodation have been maintained in numbers, the totals for the past three years being 233, 230, and 232 in that order. Table XXII shows that these inspections have resulted in 52 requisitions for improvement being served during the past year, compared with 53 for 1946-47 and 68 for 1945-46. Inspectors report favourably on the observance of the accommodation provisions, although here again improvements are to some extent dependent on conditions of supply.

(4) The following table shows the under-rate workers' permits issued during the year under the Agricultural Workers Act, 1936, and the reasons for their issue :—

Type of Work.	Part-time Work.		Inexperience.		Disability.		Other Reasons.		
	M.	F.	M.	F.	M.	F.	M.	F.	Details.
Dairy-farms ..	9	151	6	1	61	4	3	..	10 old age and 2 mentally deficient.
Farms and stations ..	2	..	8	..	73	1	8	1	
Market gardens ..	..	..	..	..	3	..	..	..	
Orchards ..	..	..	..	..	2	..	..	..	..
Totals, 1947-48	11	151	14	1	139	5	11	1	..
Totals, 1946-47	3	132	15	4	171	5	7	..	..

Total number of permits : 1947-48, 333 ; 1946-47, 337.

(d) *Bush Workers Act, 1945*

(1) The inspections required by this Act were extended during the year under review to cover the greater part of New Zealand. General inspections of bush undertakings for the year number 692, compared with 130 for the previous year.

(2) Requisitions for improvements issued during the year may be compared with those for the previous year in the following table :—

Requirements.	Requisitions issued.	
	1946-47.	1947-48.
To fit canopies to logging tractors or repair existing canopies	26	35
To supply first-aid appliances	24	166
To protect machinery, fit guards, &c.	15	44
To repair bridges	7	41
To repair tramways or roads	1	4
To improve ropes, blocks, &c.	1	..
Requirements in respect of working methods, rigging, dangerous trees, &c.	..	11
To repair rolling-stock	..	5
Totals	74	277

(3) During the calendar year 1947 there were 498 accidents to bush workers notified to the Department, including 10 fatal accidents. The causes of the fatal accidents were : falling trees or branches (6), rolling logs (2), the overturning of a logging tractor (1), and the crushing of a locomotive brakeman between a locomotive and a loaded truck (1).

(e) Scaffolding and Excavation Act, 1922

(1) During the year 3,916 notices of intention to erect buildings and scaffolding and to commence excavations were received. This compares with 4,050 for the previous year. Reference to Table XVI will show that the number of inspections made has continued to increase, the figures for the last three years being 6,842, 8,484, and 10,384 respectively.

(2) Preliminary figures disclose that there were 85 scaffolding accidents during the year. Details are set out in Tables XVA and XVB.

(3) Details of the fatal accidents within the purview of the Scaffolding and Excavation Act which have occurred during the year are as follows :—

A painter working on his own account was painting a steep roof when the cross-head of the roof-ladder he was using slipped off the ridge and he fell to the ground, receiving fatal injuries.

A worker employed on a scaffolding painting the inside of a large petrol-tank fell to the floor of the tank and died from the resulting head injuries.

(f) Servants' Registry Offices Act, 1908

The decline in the number of registrations of servants' registry offices has continued. From 110 in 1936-37 the number has declined to 16 at 31st March, 1948. This Department's employment activities are no doubt responsible for the decline. The Department is under a responsibility to inspect all servants' registry offices and generally to exercise supervision over their activities.

(g) Annual Holidays Act, 1944

(1) Most employers and workers throughout the Dominion are now familiar with the requirements of the Act and no major difficulties have been experienced in its administration. Employers generally have accepted the principle of annual holidays with pay.

(2) A majority of business establishments again closed down for at least two weeks over the Christmas-New Year period. These were mainly manufacturing industries and the close-down caused no apparent disruption in the provision of services to the public. Inspectors report that apparently fewer retail establishments than last year closed down for the whole period, the greater number operating with skeleton staffs in order to provide essential services. It was evident that passenger-transport services, hotels, tea-rooms, and restaurants were taxed to capacity, most people (employers and workers alike) preferring to take their holidays at this time of the year, but being prepared to accept some inconvenience as a result.

(3) Special inquiries by officers of the Department regarding the use of holiday cards in respect of short-term employment revealed adverse criticism of the system. Employers generally object to the inconvenience entailed in obtaining stamps and entering cards. Most workers prefer payment in cash and sometimes refuse to accept payment by way of stamps affixed to holiday cards. There is also a tendency, no doubt encouraged by the attitude of the workers, for employers to pay in cash instead of stamps, but the extent of this practice cannot be ascertained.

(4) The following table shows the number of holiday cards surrendered and the amount paid out by the Post and Telegraph Department for the year ended 31st March, 1948 :—

Period.	Number of Transactions during Period.	Amount paid out during Period.
1947		
April	2,824	£ 4,358 10 6
May	3,011	4,480 2 0
June	2,848	4,373 9 7
July	2,772	4,342 13 9
August	3,349	5,872 7 6
September	3,569	5,544 17 7
October	3,380	5,283 11 7
November	2,802	4,479 14 0
December	4,530	6,640 4 9
1948		
January	4,353	6,213 4 2
February	3,762	5,414 0 10
March	3,612	5,425 13 10
Totals for year ending 31st March, 1948	40,812	62,428 10 1
Totals for year ending 31st March, 1947	33,977	53,533 17 11

(5) Reference was made in the annual report of the Department of Labour for 1947 to the difficulty of defining "ordinary pay" and to the fact that guidance might have to come from the Courts.

(6) During the year under review an important decision applying the decision in *Moon v. Kent Bakeries, Ltd.* (46 Awards 770) was recorded. This was *N.Z. Refrigerating Co., Ltd. v. Blanchard* (1947 Awards 2817), in which the Supreme Court had before it a case in which work had to be continuous for twenty-four hours a day over seven days a week. The individual worker's hours and times of working varied according to a roster covering a four-weekly period, and the award provided for penalty payments for work performed on Saturdays and Sundays and an additional payment for work performed on "night shifts."

The Court held that the shift allowances and the penalty payments were not "overtime," but formed part of the worker's ordinary pay for the particular weeks in which they were payable, and that "ordinary pay" for the holiday period under the Annual Holidays Act was the average of the ordinary pay over the four-weekly period.

(7) Section 4 of the Statutes Amendment Act, 1947, amended the principal Act so that where any worker is dismissed and re-employed within one month his employment is deemed to be continuous for the purposes of the Annual Holidays Act unless an Inspector of Factories certifies in writing that the employer had acted in good faith and not for the purpose of evading any obligation imposed by the Act. There is a right of appeal to the Court of Arbitration against any such determination of an Inspector.

(8) Section 5 of the Statutes Amendment Act, 1947, makes it an offence under section 13 of the principal Act to buy at a discount any holiday card to which an uncanceled stamp is affixed.

(h) *Minimum Wage Act, 1945*

(1) This Act, providing for minimum rates of wages for all persons of twenty-one years and upwards (with certain limited exceptions), has, at the end of the year under review, been in operation for two years. It was intended to provide a universal

minimum wage, a minimum below which not only could wages fixed through other channels not fall, but which extended also to workers—*e.g.*, domestic servants—not otherwise covered by industrial legislation fixing wages.

(2) The rates as originally fixed were amended from 1st December, 1947, to the following :—

Male workers	3s. an hour or £1 4s. a day or £5 15s. a week.
Female workers	1s. 11d. an hour or 15s. 4d. a day or £3 13s. a week.

After two years of administration of this piece of legislation it is now possible to say that it has been well received and well observed by employers. During the year ended 31st March, 1947, it was necessary to issue warnings for non-compliance in 371 instances (compared with 4,146 and 1,531 for awards and the Factories Act respectively) and no proceedings were instituted for breaches. During the year ended 31st March, 1948, warnings totalled 99, and in 1 case proceedings were commenced but subsequently withdrawn. This is a very satisfactory record for legislation of such wide application.

(3) The following tables show the under-rate workers' permits which have been issued during the two years under this Act :—

MALES

Type of Work.	Health Deficiency.		Inex- perience.	Old Age.	Other Reasons.	Totals.
	Mental.	Physical.				
Agricultural	5	25	2	28	1	61
Work as caretaker, attendant, liftman, &c.	..	8	..	20	1	29
Industrial	5	27	6	11	1	50
Clerical	..	6	7	8	..	21
Domestic	2	12	15	..	..	29
Miscellaneous	1	2	..	2	1	6
Totals	13	80	30	69	4	196

FEMALES

Type of Work.	Health Deficiency.		Inex- perience.	Old Age.	Part-time Work.	Totals.
	Mental.	Physical.				
Agricultural	..	1	..	..	24	25
Industrial	..	1	10	2	1	14
Shop and clerical	..	3	3	..	1	7
Domestic	4	14	2	8	1	29
Other	..	..	1	..	..	1
Totals	4	19	16	10	27	76

SECTION 5.—APPRENTICESHIP

(a) Administrative Developments

The changes brought about by the Apprentices Amendment Act, 1946, began to take effect during the twelve months under review in this report. A Commissioner of Apprenticeship, Mr. H. C. McQueen, was appointed and took up his duties in June. The first four District Commissioners were also appointed during the year at Auckland,

Wellington, Christchurch, and Dunedin. The effects of these appointments are already such as to justify one of the recommendations of the Commission of Inquiry into Apprenticeship and Related Matters (1944)—the recommendation that officers should be appointed, “whose function it is to take the initiative.”

NOTE.—The areas administered by the District Commissioners comprise the following departmental districts :—

Auckland : Whangarei, Auckland, Hamilton, Taumarunui, Paeroa, Tauranga, Rotorua, and Gisborne.
 Wellington : Napier, Hastings, New Plymouth, Wanganui, Palmerston North, Masterton, Lower Hutt, Wellington, Blenheim, and Nelson.
 Christchurch : Westport, Greymouth, Christchurch, Ashburton, and Timaru.
 Dunedin : Oamaru, Dunedin, and Invercargill.

(b) *New Zealand Apprenticeship Committees*

(1) New Zealand Apprenticeship Committees have now been set up in twelve industries or groups of industries. They are motor trades, plumbing and gasfitting, baking and pastrycooking, furniture trades, mechanical dentistry, watchmaking and jewellery-manufacturing, &c., painting and decorating, printing and photo-engraving, shipwrighting and coopering, clothing and bespoke tailoring, electrical trades, and boot trades. All but the last three of the Committees have met at least once, and meetings for these three have been arranged. Applications for New Zealand apprenticeship orders have been made to the Court of Arbitration by the Motor Trade, Plumbing and Gasfitting, and Baking and Pastrycooking Committees. In addition, draft apprenticeship orders have been prepared for watchmaking, &c., and painting and decorating, and applications for these orders are pending.

(2) The Committees are giving a good deal of attention to the question of the education of apprentices. The Bakers' Committee, for example, has recommended the establishment of schools for bakers' and pastrycooks' apprentices, and has provided in its recommendations to the Court that apprentices should be released in normal working-hours for attendance at such schools for periods of not less than a week at a time, and not more than four weeks in a year, with their wages for the time required paid by their employers.

(c) *Local Apprenticeship Committees*

(1) At 31st March there were 171 local Apprenticeship Committees in existence, of which 163 were active, in the sense that they had met during the past twelve months. The District Commissioners are *ex officio* chairman of all local Committees in their district but they have delegated their duties to other officers of the Department in places outside the four main centres. Almost half of the local Committees are in such towns.

(2) The carrying-out of one duty laid upon the local Committees by the Amendment Act of 1946—that of deciding whether or not an employer should be allowed to engage an apprentice—is being expedited by means of sub-committees appointed by local Committees to deal with applications as soon as possible after their receipt. Although a good deal of publicity has been given to the requirement of “prior consent” as it is conveniently known, there are still some employers who are not aware of it or who ignore it, and it has already been necessary to institute Court proceedings against some such employers. The danger of harm being done to a boy's career through his (and often his parents') mistaken belief that he is properly apprenticed is too great to allow of any neglect of the statutory requirement that the consent of the appropriate local Committee must be obtained before the contract is entered into.

(3) It is fitting that a tribute should be paid to the unremitting attention members of many local Committees give voluntarily to their duties. Many members have a record of service going back for nearly twenty years (in a few cases more than twenty years). Their services have rarely been publicly recognized; yet upon them rests the major task of the administration of apprenticeship. Now that they have full-time executive officers to assist them some of their tasks have been eased, but others, it must be confessed, have been added to them. Charged as they will be with the on-the-spot administration of New Zealand apprenticeship orders, they are an essential part of apprenticeship in New Zealand and admirable examples of democracy in practice.

(d) Statistics of Apprentices

(1) Details of the numbers of apprenticeship contracts in force at 31st March, 1948, and of the numbers of new contracts entered into during the twelve months up to that date are given in Table XIV in the Appendix to this report. The number of apprentices whose contracts are suspended while they are in the Armed Forces has now declined to 317. Excluding these apprentices, there were actually 12,818 apprenticeship contracts in force on 31st March, a decrease of 59 on last year's figures. The number of new contracts entered into is 3,396, the highest number recorded since 1935. Of the new contracts, 933 were in the building trades.

(2) Although it can safely be said that recruitment to the skilled trades is in general very satisfactory, there are particular trades in which the needs of industry are by no means being met by the very limited number of lads willing to enter upon apprenticeships in them. Such essential trades as moulding, boilermaking, blacksmithing, and saddlery are poorly supplied with entrants, and others, like baking and hairdressing are far from getting all the recruits they need.

(e) Lodging-allowances for Apprentices

The Amendment Act of 1946 made provision, in section 22, for the payment of lodging-allowances to apprentices obliged to live away from home to learn a trade. The Apprentices Regulations 1947 which were in the main concerned with the forms and procedure required for the administration of the statutes, included a scale of payments of lodging-allowances. These range from £65 a year for apprentices receiving up to 23 per cent. of journeymen's wages to £10 a year to those receiving between 53 per cent. and 59 per cent. In the three months during which these allowances have been payable (since 1st January, 1948), 241 have been authorized.

(f) Adult Apprenticeships

(1) Persons over eighteen years of age desiring to enter upon contracts of apprenticeship are able, if they wish, to apply for special contracts, to which the provisions of the relevant apprenticeship order do not necessarily apply. The Court of Arbitration must give its approval to any such proposal for a special contract.

(2) During the twelve months there were 113 special contracts approved by the Court. It is to be expected that, as the numbers of men whom the 1939-45 war deprived of opportunity to learn a trade decline, the number of adult apprenticeships will shrink, for only quite "special" circumstances will warrant application for apprenticeships being made by adults.

SECTION 6.—HOME AID SERVICE

(a) Administrative Developments

(1) The activities of the Home Aid Service were expanded during this financial year. The assistance rendered in homes has proved to be most acceptable, particularly in those cases where the housewife is incapacitated due to maternity or sickness or where there are a number of young children and there is sickness in the home. Most householders who have had occasion to employ a Home Aid have reported favourably on the quality of the work done. The Aids employed in the Service have again proved themselves to be most willing and adaptable workers who are capable of accepting responsibility for all household duties. The conditions of employment are better, and the status aimed at for the Service is higher than can be normally associated with private domestic work, but the general shortage of female labour nevertheless provides the Department with many difficulties in recruiting the number of Aids necessary to meet the insistent demand for the Service. Notwithstanding the recruitment of a considerable number of new Aids from the Department's immigration scheme, it has remained necessary to restrict the availability of Aids mainly to cases of an emergency nature.

(2) The establishment of Home Aid hostels in two main centres has to a certain extent overcome one of the main difficulties experienced in recruiting sufficient staff for the Service. The hostels are used extensively as training centres for girls joining the Service who require training to qualify as certificate-holders. The courses include instruction in all phases of household duties, plain cooking, care and management of children, marketing, budgeting, and selecting of household goods.

(3) Recent increases in the award rates payable to female workers in industry generally have been applied to the Home Aid Service, and these increases have in turn been reflected in the charge for the services of a Home Aid, which is now fixed at 2s. 3d. an hour. There is adequate provision for a reduction in this charge if payment in full would involve hardship, and reductions have been made in a number of deserving cases.

(b) Activities for the Twelve Months

(1) The following table summarizes the activities of the Service for the twelve months ended 31st March, 1948 :—

ACTIVITIES OF THE HOME AID SERVICE FOR THE YEAR ENDED 31ST MARCH, 1948

Month.	Number of Aids employed.	Details of Cases serviced during Period.			
		Maternity.	Sickness.	Other.	Total.
April, 1947	54	122	166	11	299
May, 1947	50	124	169	20	313
June, 1947	51	116	149	15	280
July, 1947	50	88	144	10	242
August, 1947	51	56	91	14	161
September, 1947	53	77	114	1	192
October, 1947	55	88	108	..	196
November, 1947	55	97	94	2	193
December, 1947	57	66	106	1	173
January, 1948	53	73	92	11	176
February, 1948	68	79	92	..	171
March, 1948	60	107	143	3	253
Totals	..	1,093	1,468	88	2,649

(2) The duration of the individual engagement of Aids for the 2,649 cases set out in the above table was as follows :—

Under one week	..	..	..	2,051
One week and under two weeks	..	..	..	392
Two weeks and under three weeks	..	..	..	174
Three weeks and over	..	..	..	32
Total	..	..	..	2,649

SECTION 7.—PERSONNEL ADVISORY SERVICE

(1) It is proposed that a small, well-qualified staff located in the main centres of population should be maintained to give advice and carry out investigations on personnel problems at the request of firms, organizations, Government Departments, &c. To this end, Mr. J. R. Jennings, who has had considerable experience of work in this field in Great Britain, has been appointed to organize such a service, and took up his appointment in January, 1948.

(2) This Personnel Advisory Service plans to give industry assistance in overcoming the day-to-day problems that arise, including problems regarding recruitment and selection of staff, problems of absenteeism and abnormally high turnover, supervisory and staff training problems, and the numerous difficulties which centre round particular conditions of work as they affect individuals. Investigations into improvements in matters such as methods, layout, and organization will also be undertaken in their relationship to the human factor.

(3) Overseas experience has shown that very considerable contributions to efficiency and output can be made through an adequately expert attention to the multiplicity of small and not always obvious things which affect the individual in performing his work. It will necessarily be some months before the Personnel Advisory Service will be ready to meet requests from industry, but at that point it is hoped, through it, to make a very real contribution to New Zealand industry.

SECTION 8.—TRAINING WITHIN INDUSTRY FOR SUPERVISORS (T.W.I.)

(a) *Purpose and Methods.*

(1) The Training Within Industry for Supervisors scheme (commonly known as T.W.I.) is being sponsored in New Zealand by the Department of Labour and Employment. For this purpose Miss E. Huntington was appointed to the Department in 1947 after having undergone special training in England.

(2) The scheme, which originated in the United States of America during the war years and has spread to Great Britain, Canada, South America, and many other countries, was brought into being by practical industrialists to meet the needs of industry, and here, as overseas, the Government is sponsoring the scheme as an aid to industry.

(3) The scheme aims at developing the skill of any supervisor, and the term "supervisor" is used to represent any one in an organization who has the responsibility of directing the work of others. The scheme is therefore directed to a wide range of supervision, extending from the newly appointed charge hand upwards to senior executives.

(4) The basic theory of T.W.I. is that supervisors at all levels have five essential needs. The first two (*Knowledge of the Work* and *Knowledge of Responsibilities*) are, of course, peculiar to individual concerns and may vary considerably from one establishment to another, but the three remaining supervisory skills have universal application and are dealt with in three separate programmes, viz. :—

Skill in Instructing (the Job Instruction Programme).

Skill in Leading (the Job Relations Programme).

Skill in Improving Methods (the Job Methods Programme).

(5) The Job Instruction Programme deals with the fundamental skills involved in imparting instruction so that it is clear, complete, and logical, properly broken down into appropriate stages, and presented to the learner under conditions which will enable him to reach full competence quickly with interest and without unnecessary effort and errors. It helps supervisors to develop well-trained workers and so to reduce waste of time, effort, and materials in correcting mistakes and redoing work, and to reduce damage to equipment and accidents.

The Job Relations Programme aids supervisors in handling human problems. It develops an understanding of individuals in the working force.

The Job Methods Programme helps supervisors to make the best use of available man-power, material, and machines.

(b) *Organization and Development.*

(1) T.W.I. is essentially "on the job" training. Each programme involves attendance at five two-hour sessions held on consecutive days during working-hours. Supervisors meet in a conference group of not more than ten at the direction of management and under the guidance of a trained leader. The training is centered on demonstrations and problems drawn from their own experience.

(2) T.W.I. is offered only to managements and for the training of their supervisory staffs. It is presented in three stages : firstly, appreciation, or giving top management full understanding of the scheme and what it can do for their particular firm ; secondly, training of all executives and supervisors by the ten-hour programmes ; thirdly, follow up or integration of T.W.I. methods into operating procedures.

(3) To assist this integration it has been agreed, in consultation with industry, that firms should, as far as possible, undertake their own training in T.W.I. techniques. The Department, therefore, is training representatives of firms and other Departments as T.W.I. Trainers or Group Leaders. These Group Leaders will in turn undertake the training of all supervisors within their own establishments. Where this is not possible, it is encouraging firms to combine to obtain T.W.I. training through associations of which they are members. Officers of the Department, known as District T.W.I. Trainers, will in future be available to train supervisors in cases where the appointment of firm's Trainers is not justified and the services of an association Trainer are not available. The chief function of the Department in sponsoring T.W.I. is, however, to develop and co-ordinate the scheme and to introduce it in new fields and to new firms.

(4) During the period under review twenty-three Job Instruction Programmes were conducted, and in these 217 supervisors were trained. An experimental twenty-hour integration course was held for twelve firms and departmental representatives. In addition, 3 firm's Trainers and 3 District Trainers were trained in the presentation of the Job Instruction Programme by a forty-hour course. Seven Job Relations Programmes were conducted during the period, and in these 64 supervisors were trained. At present the Department is concentrating on launching the Job Instruction Programme in Wellington and Auckland.

SECTION 9.—INTERNATIONAL LABOUR ORGANIZATION

(1) The report of the Government delegates to the Thirtieth Session of the International Labour Conference has already been presented as parliamentary paper A-7, 1947. The conventions and recommendations adopted by the Conference are given below :—

(i) *Convention concerning Social Policy in Non-metropolitan Territories.*—The provisions of the convention cover a wide field and deal with such matters as the provision of financial and technical assistance to the local administrations; improvements in the fields of public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage-earners and independent producers, the protection of migrant workers, social security, standards of public services, and general production.

(ii) *Convention concerning the Right of Association and the Settlement of Labour Disputes in Non-metropolitan Territories.*—The principal provisions are as follows : the rights of employers and employed to associate for all lawful purposes are to be guaranteed; all practicable steps are to be taken to assure to representative trade-unions the right to conclude collective agreements; procedures for the investigation of labour disputes are to be as simple and as expeditious as possible; employers and workers are to be encouraged to avoid disputes, and suitable machinery for the settlement of disputes between employers and workers is to be set up as rapidly as possible, representatives of employers and workers to be associated where practicable, and in any case in equal numbers and on equal terms, in the operation of such machinery. A further provision envisages the appointment of public officers to investigate and to promote the conciliation of disputes.

(iii) *Convention concerning Labour Inspectorates in Non-metropolitan Territories.*—The convention provides that labour inspection services shall be established in territories where such services do not already exist. Workers and their representatives shall be afforded every facility for communicating with the Inspectors. The functions to be exercised by Labour Inspectors are defined, and their obligation not to disclose confidential information which may come to their knowledge in the course of their duties is stated.

(iv) *Convention concerning the Application of International Labour Standards to Non-metropolitan Territories.*—This convention provides for the application to non-metropolitan territories of a number of general conventions.

(v) *Convention concerning the Maximum Length of Contracts of Employment of Indigenous Workers.*—The principal provision stipulates that the maximum of service for employment under contract not involving a long and expensive journey is not to exceed twelve months if the worker is not accompanied by his family or two years if he is so accompanied, and where a long and expensive journey is involved the maximum period is not to exceed two years if the worker is not accompanied by his family or three years if he is so accompanied. The permissible exceptions are stated.

(vi) *Convention concerning Labour Inspection in Industry and Commerce.*—The convention applies to workplaces in respect of which legal provisions relating to conditions of work are enforceable by Labour Inspectors. It provides for a centrally controlled system of inspection, and covers the functions and powers of the inspectorate.

(vii) *Recommendation concerning Labour Inspection.*—The recommendation deals with the preventive duties of labour inspectorates to examine plans for new establishments and processes of production in order to determine their effects on the health and safety of workers; with methods of collaboration between the inspection service and employers and workers with regard to questions of health and safety; with the functions of Labour Inspectors in industrial disputes; and with the details of the information which should be included in the published annual reports on the work of inspection service.

(viii) *Recommendation concerning Labour Inspection in Mining and Transport Industries.*—This recommendation provides that Governments should apply appropriate systems of labour inspection to mining and transport industries.

(2) Regional conferences of the American States members of the International Labour Organization have been held at which industrial problems common to the countries of the American continent were discussed. A proposal to hold a similar conference of Asian countries has been repeatedly put forward, it being recognized that eastern countries have industrial problems differing in many ways from those of western countries. The Governing Body of the Organization decided at its ninety-eighth Session (Montreal, May, 1946) to hold a Preparatory Asian Regional Conference at New Delhi in October, 1947, to be followed by the First Asian Regional Conference

in China in 1948. As a State politically and geographically concerned in Far Eastern affairs, New Zealand was invited to attend, and the New Zealand delegation to the Conference held at New Delhi from 27th October, 1947, to 8th November, 1947, was as follows :—

Government delegates—

Mr. E. B. Taylor, Assistant Secretary of Labour.

Mr. L. S. Dixon, Research Officer, Department of Labour and Employment.

Employers' delegate—

Mr. J. R. Hanlon, Assistant Secretary, New Zealand Employers' Federation.

Workers' delegate—

Mr. A. B. Grant, Secretary of the Canterbury Trades Council.

The following items were on the agenda :—

- I. Problems of Social Security.
- II. Labour Policy in General, including the Enforcement of Labour Measures.
- III. Programme of Action over a period of Years for the Enforcement of Social Standards embodied in the Conventions and Recommendations adopted by the International Labour Conference, but not yet ratified by the Countries concerned.
- IV. The General Economic Background of Social Policy, including Problems of Industrialization.
- V. Report of the Director-General.

Owing to the preparatory nature of the Conference the decisions reached were not expressed in the form of conventions and recommendations. The following resolutions were passed :—

- (a) Resolution concerning the Intensification of the Asian Work of the International Labour Organization.
- (b) Resolution concerning Labour Standards in Japan.
- (c) Resolution concerning Tripartite Organizations and other Appropriate Arrangements.
- (d) Resolution concerning Increased Production.
- (e) Resolution concerning Seafarers.
- (f) Resolution concerning the Economic Policies necessary for the Attainment in Asia of the Social Objectives of the International Labour Organization.
- (g) Resolution concerning Industrial Development in Japan.
- (h) Resolution concerning Representation of Agricultural and Cottage Industry Workers.
- (i) Resolution concerning the Placing of I.L.O. Conventions and Recommendations before the National Legislatures.
- (j) Resolution on Social Security.
- (k) Resolutions on Labour Policy.
- (l) Resolution concerning Programmes of Action (for Progressive Application of Existing International Labour Standards).
- (m) Resolution concerning Statistics.

(3) The Governing Body of the I.L.O. decided at its one hundred and second Session to reconstitute the Correspondence Committee on Social Insurance, which had been set up in earlier years in order that the office might have available for consultation in case of need a body of experts who would be in touch with its work on social insurance and competent to advise it on any problems which might arise. The new Committee

comprises twenty-two experts on social insurance in general and six experts on actuarial questions. The New Zealand Government has been asked to nominate a representative and Mr. B. F. Waters, Chairman, Social Security Commission, and Secretary of War Pensions, has been chosen.

(4) The Thirty-first Session of the International Labour Conference will open in San Francisco on 17th June, 1948. The agenda is as follows:—

- I. Director-General's Report.
- II. Financial and Budgetary Questions.
- III. Reports on Application of Conventions.
- IV. Employment Service Organization (second discussion) and Revision of the Convention concerning Fee-charging Employment Agencies, 1933.
- V. Vocational Guidance (first discussion).
- VI. Wages—
 - (a) General Report (preliminary discussion).
 - (b) Fair Wages Clause in Public Contracts (first discussion).
 - (c) Protection of Wages (first discussion).
- VII. Freedom of Association and Protection of the right to organize (single discussion).
- VIII. Application of the Principles of the right to organize and to bargain collectively, Collective Agreements, Conciliation and Arbitration, and Co-operation between Public Authorities and Employers' and Workers' Organizations (first discussion).
- IX. Partial Revision of the Night Work (Women) Convention, 1919, and of the Night Work (Women) Convention (Revised), 1934.
- X. Partial revision of the Night Work of Young Persons (Industry) Convention 1919.
- XI. Substitution for the Provisions of the Night Work (Women) Convention (Revised), 1934, and of the Night Work of Young Persons (Industry) Convention, 1919, contained in the Schedule to the Labour Standards (Non-metropolitan Territories) Convention, 1947, of the Corresponding Provisions of the Revising Conventions now proposed.
- XII. Privileges and Immunities of the International Labour Organization.

SECTION 10.—OTHER STATUTES

(a) *Rent Legislation*

(1) The Fair Rents Act, 1936, and the rents sections of the Economic Stabilization Emergency Regulations 1942 have continued to occupy an important place in the work of the Department.

(2) The Fair Rents Amendment Act, 1947, contained in Part I a number of amendments to the Act making for better administration and wider application. Among these may be mentioned a provision to ensure that the basic rent of a dwellinghouse is not affected by variations in tenancy concerned with the letting of furniture or by subletting. In addition, the keeping of a tenancy register required by the Economic Stabilization Emergency Regulations 1942 was incorporated into the Fair Rents Act by this amendment. The acceptance of fines or premiums in consideration of the granting of tenancies or renewals of tenancies is made unlawful, as is the charging of a sum in excess of the fair selling-value of furniture and effects.

(3) Part II of the Amendment Act was devoted to the letting of unoccupied houses. Briefly, local authorities may require the owners of unoccupied houses to let them, and if the owner does not do this the house may be let by the State Advances Corporation. The rent in such cases is to be paid to the owner.

(4) The following table shows the work done during the year under the rents legislation :—

	Auckland.	Wellington.	Christ-church.	Dunedin.	Other Districts.	Totals.
Agreements on fair rent—						
Approved	1,214	241	267	132	671	2,525
Not approved	16	43	48	13	103	223
Cases where Court proceedings for fixation of fair rent involved—						
Owner's application ..	278	31	82	29	152	572
Tenant's application ..	35	255	20	3	50	363
Cases where demand for increased rent settled without reference to Court (other than agreed increases)	963	729	250	106	304	2,352
Tenant represented in eviction proceedings or notices to quit involving Court proceedings	187	210	80	29	91	597
Notice to quit abandoned or withdrawn upon Inspector's intervention	42	303	6	9	68	428
Total of applications	2,735	1,812	753	321	1,439	7,060*
Agreements submitted to Inspectors under Economic Stabilization Regulations 1942—						
Approved	519	282	220	189	636	1,846
Not approved	4	36	50	12	90	192

* An increase of 18 per cent. over last year's total of 6,935.

(b) *Weights and Measures Act, 1928*

(1) The following table shows the verification and reverification work carried out on weights and measures and weighing and measuring instruments :—

Article.	1946-47.		1947-48.	
	Submitted.	Rejected or adjusted.	Submitted	Rejected or adjusted.
Weights	35,340	7,685	33,548	7,601
Measures	4,799	125	5,570	180
Weighing-instruments	23,786	3,065	22,635	2,825
Measuring-instruments	3,999	880	4,553	981
Milk and oil bottles	2,337,259	46,075	2,127,539	27,306

(2) Inspection work covering the requirements of the regulations as to net weight and standard weight of packages, the sale of firewood, coke, and coal, and the provisions relating to the weight of bread was carried out as follows :—

	1946-47.	1947-48.
Number of packages checked	19,200	31,446
Found incorrect	2,417	2,622
Bags of coal checked	807	877
Found incorrect	178	196
Loaves of bread checked	8,607	10,076
Found incorrect	1,308	1,597

(3) *New Appliances*.—Twenty-five appliances presenting novel features were dealt with during the year. Of this number 17 were approved, 6 are under review, and 2 were rejected as unsuitable for use for trade. In three cases modifications to the original design of patterns submitted were found necessary.

Details are :—

Approved—

- A semi-self-indicating and price-computing counter scale of 15 lb. capacity.
- A self-indicating milk-tank scale of 3,500 lb. capacity.
- A self-indicating counter platform scale of 28 lb. capacity.
- A self-indicating and price-computing counter scale of 24 lb. capacity.
- A steelyard platform scale of 500 lb. capacity.
- A coal-scale of 140 lb. capacity fitted with a new type of check link.
- An automatic weighing-machine of 1 lb. capacity.
- A volumetric weighing and filling machine of 8 cwt. capacity.
- A liquid-flow meter for the measurement of lubricating-oils of 5-pint capacity.
- A dual-purpose liquid-flow meter for large bulk and predetermined automatic deliveries.
- A length-measuring instrument for the measurement of bolts of various woollen materials.
- Four flow-meters intended for use for retail purposes on petrol service stations.

In addition, two self-indicating machines of 2 lb. capacity were approved on behalf of the Post and Telegraph Department.

Under review—

- A self-indicating dial platform scale of 6,250 lb. capacity.
- A steelyard platform scale of 1,000 lb. capacity.
- A spring-balance of 100 lb. capacity.
- A liquid-flow meter for the measurement of lubricating-oils.
- A liquid-flow meter for large bulk deliveries.
- A length-measuring instrument for the measurement of bolts of fabric.

Rejected—

- A liquid-flow meter for the measurement of lubricating-oils.
- A volumetric weighing and filling machine of 252 lb. capacity.

(4) *Work done for Fijian Administration*.—During the year a set of standards of weight and measure were adjusted and verified on behalf of the Fijian Administration, the work involving certain measures for the protection of the standards from the effect of a tropical climate. Already complete are the—

- Adjustment and verification of four sets of weights, 56 lb. to 4 dr.
- Verification of four sets of measures, 4 gallons to 1 gill.
- Verification of 14 troy weights, 10 dwt. to 3 gr.
- Verification of one yard measuring-rod.
- Verification of one flat yard measure.

Not completed at the end of the year was the adjustment and verification of four yard end measures.

(c) *Workers' Compensation Act, 1922*

(1) *The Compensation Court*.—The Compensation Court heard and determined 205 cases during the year ended 31st March, 1948.

(2) *Workers' Compensation Amendment Act, 1947*.—With the passing of this Act wide changes were instituted in the provisions for compensation for accident arising out of and in the course of employment. The amending Act is somewhat complicated and the following account of the changes which it introduced is in summary form and much condensed.

(3) Part I of the Act is devoted to employers' indemnity. Its central feature (section 11) provides that the Government Accident Insurance Office (the Accident Branch of the State Fire Insurance Office) is to indemnify every employer in respect of liability under the Workers' Compensation Act, the Deaths by Accident Compensation Act, the Coal-mines Act, the Mining Act, the Law Reform Act, 1936, and liability at common law in respect of death or injury to a worker.

(4) Indemnity is stated in absolute terms and is not dependent on payment of a premium. Employers are, however, required, in consideration of the indemnity, to pay the requisite premium.

(5) There are machinery clauses dealing with the application of the Act, exemptions from its operation (applying to local authorities, Government Departments, Education Boards, and, on conditions, to certain insurers of a co-operative or mutual nature), financial arrangements, and administration. It is also provided that employers shall deliver wage statements to be used as a basis for assessing premiums, and there are administrative provisions dealing with these statements.

(6) The settlement of claims and conduct of proceedings is put into the hands of the Government Accident Insurance Office.

(7) The Government Accident Insurance Office is empowered to conduct research into the causes, incidence, and methods of prevention of accidents, injuries and diseases in respect of which compensation may become payable, and is also authorized to arrange occupational training for seriously disabled workers.

(8) Persons employed by insurance companies at the passing of the Act are made eligible for appointment, under certain conditions, to positions in the State Fire Insurance Office.

(9) Part I comes into operation on 1st April, 1949.

(10) Part II of the Act is devoted to amendments as to compensation.

(11) The amount of compensation payable in respect of the death of a worker is increased from 208 times the weekly earnings or £500, whichever is the larger, with a maximum of £1,000, to 250 times the weekly earnings or £750, whichever is the larger, with a maximum of £1,500. Weekly or lump-sum payments or damages on a common-law action paid to a worker prior to his death are not to be taken into account except to the extent to which they and compensation payable on death would exceed £1,750.

(12) In the event of the incapacity of a worker, lump-sum payments are to be computed at 3 per cent. and not, as at present, 5 per cent. compound interest. Lump-sum payments will thus be increased. The weekly payments are increased from 66 $\frac{2}{3}$ per cent. of the worker's weekly earnings, with a maximum of £4 10s. a week for not more than six years, with a total maximum of £1,000 to 75 per cent. of the weekly earnings, with maxima of £5 10s. a week and a total of £1,500, the six-yearly limitation for weekly payments being removed.

(13) In deciding on weekly earnings, the rates paid by the Minimum Wage Act, 1945, are to be used in certain cases—*e.g.*, that of a share farmer—instead of, as at present, the basic rate of wages fixed under the Industrial Conciliation and Arbitration Amendment Act, 1936.

(14) Sums paid to a worker to cover special expenses entailed by the nature of his employment are not to be taken into account in ascertaining weekly earnings.

(15) In the event of permanent physical injuries, lump sums based on £1,500 are to be paid according to the percentages set out in the Second Schedule to the principal Act. This replaces the present basis of a maximum of £1,000 with a six-year limitation. Where permanent physical injury is suffered and is estimated by a medical referee, having regard to the "Schedule" injuries, as being not less than 10 per cent. of total incapacity, it is now to be treated as a "Schedule" injury of the percentage fixed by the medical referee. Compensation up to £250 may be paid during total incapacity due to illness resulting from a Schedule injury or one treated as a Schedule injury without affecting the lump-sum payment (based on £1,500). The Schedule itself is amended by eliminating the distinction previously made between right and left arms and hands and the fingers of such hands.

(16) The Industrial Diseases Order is eliminated and compensation is now to be paid in respect of any disease contracted in the course of employment and due to the nature of the employment. Special provision is, however, made for miners' phthisis.

(17) The right to compensation is extended to any member of the crew of a New Zealand aircraft, notwithstanding that the accident happens outside New Zealand. The Workers' Compensation Amendment Act, 1943, made provision for the payment of compensation for accidents occurring while a worker was travelling to or from his work by means of transport, *other than a public passenger transport service*, if the employer had provided the transport or authorized its use. This section is rewritten to provide for compensation also where the means of transport is a public passenger transport service if the employer has provided it primarily for the carriage of his employees or if the employer arranged with the worker or his union for his transport by that means of transport and was responsible for payment, or part-payment, of the worker's fare.

(18) Provision is made for the provision of an artificial limb, hand, foot, or eye to be at the expense of the employer, together with its maintenance for three years. The employer's maximum liability is £50 or the *first* cost of the appliance, whichever is the greater.

(19) An employer is now responsible to see that an injured worker is conveyed to hospital or to a doctor and then to his home or a hospital, or to his home for medical attention.

(20) Part II of the Amendment Act operates from 1st April, 1948, in respect of accidents occurring on or after that date.

(21) Part III of the Amendment Act contains a number of minor amendments.

SECTION 11.—STAFF

(a) *Amalgamation of Departments*

(1) Although the Labour Department and National Employment Service were officially merged under the name "Department of Labour and Employment" from 1st April, 1947, the task of actual amalgamation extended beyond that date by some months. During that period a great deal of attention was given to determining the joint staff establishment required throughout the Dominion, to advertising approximately 250 controlling and sectional positions and making appointments to these positions, and to the acquisition or remodelling of adequate office accommodation for the combined staffs in each district. The task of making all appointments above the basic grade was completed by the beginning of July, 1947, and within the ensuing few months success in physically merging the local offices in each centre was achieved, although in some instances with makeshift and inconvenient arrangements.

(2) It is pleasing to record that staffs in the districts and in Head Office have combined very smoothly and have settled down well to their joint responsibilities. District Controlling Officers and their assistants, appointed from different Departments, have co-operated fully with one another and have assisted staff to gain a measure of knowledge of both sides of the Department's work. This has been aided by courses of lectures given in district offices, by notes supplied by Head Office on the administration of various phases of the Department's activities, and by short courses of instruction conducted in Head Office for Controlling and Sub-controlling Officers, most of whom have come from district offices. Other training measures for junior staff have been undertaken by the Personnel and Staff Training Officer, who has also visited every centre to discuss and assist in meeting personnel problems.

(b) Inspection Staff

Part of the purpose underlying the amalgamation of the two Departments was the desire to combine, as far as practicable, the activities of Contact Officers of the National Employment Service with the work of the Inspectors of Factories of the Labour Department. Since inspection work had the most pressing demands, the first step in almost every district has been to transfer Contact Officers (either wholly or part-time) to inspection work, and particular attention has been given to their training as Factory Inspectors by formal lectures on industrial legislation and awards and by actual inspection assignments. The necessity to divert experienced Inspectors to undertake this training programme and the inexperience of staff new to the work has temporarily affected the number of inspections carried out to some extent, but it is expected that the wisdom of this policy will shortly be evident.

(c) Other Staff Developments

(1) There has been a transfer of 261 temporary officers to the permanent staff in accordance with the new policy of the Public Service Commission. This leaves only 75 temporary officers as at 31st March, 1948, compared with 346 at 1st April, 1947. This number will be further reduced as from 1st April, 1948.

(2) The decision to set up a Personnel Advisory Service and the appointment from overseas of a well-qualified officer to develop this is referred to elsewhere. Staff requirements for such a Service are under consideration.

(3) The extension of immigration activities has made necessary the increase of staff seconded to London from New Zealand from 2 to 10, an expansion of the Head Office immigration staff, and the setting-up of small immigration sections in the four principal district offices.

(4) The increase in the number of hostels and camps administered by the Department has required an increase in the hostels' staff (supervisory and domestic) from 44 to 137, an addition of 93.

(5) The strength of the Home Aid Service has risen slightly from 59 to 60, and has been kept at this figure only by the recruitment of immigrant Aids from Britain. It is a matter for regret that the Department's endeavours to extend the operation of the Service beyond the four main centres has not met with the success hoped for. The turnover of Aids has continued to be high, the appointments for the year totalling 67 and the resignations 66.

(6) Notwithstanding these developments, the staff of the Department has increased by only 98, from 799 in the two Departments as at 1st April, 1947, to 897 in the combined Department at 31st March, 1948.

(7) The following tables analyse the staff employed at the date of this report :—

LOCATION OF STAFF EMPLOYED AS AT 31ST MARCH, 1948

—	Males.	Females.	Total.
Head Office	97	41	138
District offices	401	141	542
Camps and hostels, including domestic staff (but excluding caterers' staffs and staffs of hostels operated by Y.W.C.A.)	72	65	137
Home Aids	..	60	60
Secondments to London	9	1	10
Courts and tribunals	4	6	10
Totals	583	314	897

GROUP ANALYSIS OF STAFF EMPLOYED AS AT 31ST MARCH, 1948

Nature of Work.	Males.	Females.	Total.
Inspectors of Factories and Contact Officers	99	6	105*
Inspectors of Weights and Measures ..	20	..	20*
Inspectors of Scaffolding	8	..	8*
Fair rents	16	..	16*
Apprenticeship	16	..	16*
Surveys, statistics, returns	28	7	35*
Research and investigation	13	..	13
Accounts and stores	55	6	61*
Shorthand-typists	1	97	98
Records	35	25	60*
Immigration—			
Total London staff	18	22	40†
Total New Zealand staff	17	1	18
Home Aids	..	60	60
Hostels—			
Supervisory	13	18	31
Domestic, cooking, and cleaning ..	59	47	106
Administrative, supervisory, and general clerical, including placement and employ- ment staff	194	46	240
Totals	592	335	927†

* Includes only officers engaged substantially full time on these duties.
in Great Britain (30).

† Includes immigration staff recruited

SECTION 12.—FINANCE AND EXPENDITURE

(a) *Vote "Labour and Employment" (£798,097 Net)*

(1) Expenditure by the Department of Labour and Employment is subject to annual appropriation by Parliament in terms of the Public Revenues Act, 1926, and provision is made for this expenditure to be met from the Consolidated Fund under vote "Labour and Employment." This vote is divided into five subdivisions, set out below. The figures shown against the total vote above and the amount against each subdivision is the net expenditure in each case after the sums received by the Department under the Treasury revenue item "Departmental receipts" have been deducted.

(2) *Subdivision I: Administration (£359,817 Net).*—As this is the first year's expenditure recorded under this vote for the administration expenses of the combined National Employment Service and Department of Labour, the net expenditure of £359,817 can only be compared with the totals of vote "National Employment Service"

and vote "Labour" for the previous year. This total was £364,716 net, and it will be seen that there was a reduction of £4,899. It is interesting to note that although there was a reduction of only £4,899 in the totals of administration expenses there was a saving of £13,554 in the total salaries as compared with the previous totals of the salaries for the two Departments.

(3) *Subdivision II: Employment (£180,991 Net).*—The main items of expenditure under this subdivision were—

(i) Accommodation for workers (camps and hostels, including Public Service but excluding immigration hostels)—

	£	£
Capital expenditure	96,627	
Less capital receipts	1,698	
Net capital expenditure		94,929
Operational expenditure	104,510	
Less board receipts	114,093	
Cash working surplus		9,583
Net capital and operational expenditure		£85,346

The cash working surplus of £9,583 is accounted for mainly by the fact that an adjustment for an amount of £8,298 which was wrongly credited to War Expenses Account during the year ended 31st March, 1947, was not cleared through Treasury until the year ending 31st March, 1948.

(ii) Home Aid Service—

	£	£
Capital cost of hostels, including equipment		1,559
Hostel-operating costs	1,699	
Less board receipts	830	
Cash working deficit		869
Operating-expenses for Home Aid Service (excluding hostel expenses)	11,600	
Less payments by householders	7,669	
Net operation charges (excluding hostels)		3,931
Net capital and operational expenditure		£6,359

The excess of £3,931 of operational expenses (excluding hostel costs) over payments by householders for services rendered is accounted for mainly by reductions in charges for necessitous cases.

(iii) Promotion of Employment: Details of employment promotion expenditure are shown in the following table. It will be noted that the expenditure for 1947–48 was £88,740, compared with £98,328 in the previous year, a reduction of £9,588:—

	Year ended 31st March, 1948.	Year ended 31st March, 1947.
	£	£
Scheme 13	76,442	93,312
Subsidized training in industry	176	21
Subsidized training for shearers	281	..
Youths' farm settlement	1,112	1,140
Insurance of workers	13	..
Separation allowances	5,636	2,356
Travelling-expenses of workers	4,351	1,484
Allowances to apprentices	722	..
Miscellaneous	7	15
	88,740	98,328

(4) *Subdivision III: Immigration (£215,415 Net).*—The main items of expenditure under the subdivision were—

	£	£
(i) Passage-money for immigrants	151,207	
Less payments	4,085	
Net payments for passage-money	—	147,122
(ii) Accommodation for immigrants—		
Capital expenditure	36,587	
Less capital recoveries	47	
Net capital cost	—	36,540
Operational expenditure	6,757	
Less board receipts	4,770	
Cash working deficit	—	1,987
(iii) Reconversion of "Atlantis" from hospital ship to an immigrant ship		17,500
(iv) Salaries and expenses, High Commissioner's Office		10,537
(v) Other expenses		1,729
Net cost of immigration		<u>£215,415</u>

(5) *Subdivision IV: Industrial Courts, Tribunals, Committees, &c. (£19,130 Net).*—The expenditure under this heading covers the expenses of the Arbitration and Compensation Courts, Conciliation Commissioners, and Emergency Disputes Committees. Salaries accounted for £8,260 of the above figure, and the balance of £10,870 was expended on allowances and expenses.

(6) *Subdivision V: Waterfront Control (£22,744 Net).*—The main item under this section is a grant of £17,079 towards the expenses of the Waterfront Commission.

(b) *War Expenses Account (Civil), (£5,718)*

The expenditure incurred under the main items of the National Service Department's section of War Expenses Account is shown in the table following. The expenditure brought to charge under this heading covered outstanding claims as at 31st March, 1947:—

WAR EXPENSES ACCOUNT: STATEMENT SHOWING EXPENDITURE DURING YEAR ENDED 31ST MARCH, 1948, AND PROCEEDS FROM SALE OF SURPLUS ASSETS DURING THE SAME PERIOD

	Year ended 31st March, 1948.	
	Expenditure.	Sale of Surplus Assets.
	£	£
Administration expenses		2,906
Defaulters' detention camps	Cr. 4,190*	31,256
Emergency Fire Service	75	26,797
Emergency Precaution Scheme	191	3,901
Industrial mobilization	9,574	574
Women's Land Service	71	4,383
Women's War Service Auxiliary	Cr. 3*	..
	5,718	69,817

* Recoupment on account of expenditure in previous years.

PART III.—DISTRICT ACTIVITIES

Whangarei District

Male employment in this district is largely centred on farming and other extractive industries, building and construction, transport, and shops and other servicing industries. There is a rather restricted range of manufacturing industries. The employment position is good. There were 205 notified vacancies, male and female, unsatisfied at 31st March, 1948, as compared with 76 at 31st March, 1947.

There is evidence of an increase in the numbers of Maoris employed in more permanent occupations of a skilled or semi-skilled nature in urban areas, and more could obtain such employment if accommodation were available. Although local industry has shown some tendency to expand, greater development and a wider variety of industries are desirable throughout this district. It is one of the districts where reserves of labour are still available for new industries.

During the year the Waro Coal-mine worked out and was closed in September, 1947, but employees numbering 60 were re-engaged within a few weeks by the State-owned Kamo Mine.

Male notified vacancies at 31st March, 1948, were 139, including 10 for dairy-farming, 15 for building and construction, 65 for rail transport, and 22 for the Post and Telegraph Department. Female notified vacancies were 66, of which 31 (15 nurses) were required for hospitals. Notified vacancies at 31st March, 1947, were 38 males and 38 females.

Auckland District

The shortage of labour in this district has remained particularly acute over the past twelve months. Vacancies for male employees notified to the Department have risen from 2,584 at 31st March, 1947, to 2,625 at 31st March, 1948. The increased demand has been for juvenile workers, the number of notified vacancies for males and females having risen from 751 at 31st March, 1947, to 898 at 31st March, 1948. Vacancies for skilled male workers have fallen by 54 to 664 at 31st March, 1948.

The number of female vacancies, 2,419, is 515 fewer than at 31st March, 1947.

The position in some of the more important industries is briefly reviewed below:—

Engineering and Metal-working Group.—This group has been very active over the past twelve months, though output has been somewhat restricted by shortages. Notified male vacancies have fallen from 862 at the end of March, 1947, to 720 at March, 1948. Vacancies at the Railways Workshops at Otahuhu totalled 290, including 198 skilled, 24 semi-skilled, and 68 unskilled. The total of vacancies at 31st March, 1947, was 371.

Building and Construction.—There has been considerable activity during the year in both State and private building. Notified vacancies total only 61, but it is believed that many more tradesmen could be absorbed.

Freezing-works.—It was not possible to meet peak demands for labour in full, but the three works in the district were nevertheless able to cope satisfactorily with all stock brought in.

Fertilizer-works, Tanneries, &c.—These industries have been difficult to man owing to the uncongenial nature of the work, and a high turnover rate has offset recruitment. Although 122 men were placed in the fertilizer and by-product works by this Department, vacancies rose from 82 at 1st April, 1947, to 131 at 31st March, 1948.

Brickworks.—A production bonus instituted by one unit in this district has stabilized the labour position and substantially increased the output of bricks. Vacancies dropped from 60 at 1st April, 1947, to 19 at 31st March, 1948, primarily due to the reduction of turnover.

Clothing and Footwear Manufacturing.—Both these industries are still very short of experienced staff. Female notified vacancies in the clothing industry fell during the year from 1,387 to 796. Vacancies for 156 females existed in footwear-factories at the end of the year, compared with 200 at the beginning of the year.

Other Industries.—While the industries mentioned above show particular shortages, almost all manufacturing industries in the Auckland urban area have again been affected by labour shortages. The staffing of hospitals has been difficult; 610 female vacancies were notified at 31st March, 1948, including 61 in mental hospitals and 186 nurses for general hospitals. Considerable shortages for male workers are shown by the Post and Telegraph and Railways Departments.

Incentive-bonus schemes are operating in a number of factories in Auckland City, and the interest in such schemes is evidenced by twenty-one new applications approved during the current year by the Wages Commissioner.

Hamilton District

This district covers one of the most closely settled farming areas in New Zealand and is noteworthy for the number of smaller towns which are developing. Some of the principal industries stem from this farming activity. At the height of their seasons, dairy factories require nearly 650 men and freezing-works more than 700. In the Huntly area, coal-mining absorbs about 1,650 men and brickworks approximately 100, while elsewhere sawmills, potteries, and lime, serpentine, and fertilizer works operate. Building and construction employs over 2,500 males and the engineering and metal-working group over 1,200. Nearly 1,000 staff are employed in the construction of the hydro-electricity plant at Maraetai.

Locally notified vacancies for male labour increased from 370 at 31st March, 1947, to 629 at 31st March, 1948, the greatest numbers now being required by coal-mining (73) and building and construction (161). The Railways and Post and Telegraph Departments both require additional staff. Female vacancies at 31st March, 1948, totalled 96, compared with 133 at the end of the previous year; of these, 49 were required for hospital work.

Taumarunui District

Nearly 1,200 men in this district are engaged in bush sawmilling, coal-mining, and the transport industries (particularly Railways). Building and construction and a very limited range of secondary industries provide most of the remaining avenues of employment for the male worker. Only limited avenues of employment are open to female workers and only about 550 women are recorded for this district in employment surveys of general industries and building and construction.

The total of male notified vacancies at 31st March, 1948, was 134, including 55 skilled workers, as compared with 111 at 31st March, 1947. Bush sawmilling required 30 workers, including 20 skilled men. Female notified vacancies were 34, of which 14 were required for hospital work.

Paeroa District

Dairy and other farming and gold-mining are the chief primary industries in this district. Other extractive industries of importance are forestry, bush sawmilling, and quarrying. The main seasonal work is in dairy factories, which require at the peak of the season about 300 men. In the off season these employees are employed principally on farms.

The most important secondary industries are the engineering group, employing about 440 men, and building and construction, absorbing over 450. Secondary industry in Thames is expanding and the expansion is expected to continue.

Female workers find employment mainly in hospitals, servicing industries, and in clothing, footwear, electrical, and toy manufacture. Lack of both accommodation and transport facilities are reported as affecting the full use of female labour in the district.

Notified male vacancies rose from 92 at 31st March, 1947, to 114 at 31st March, 1948, including 74 skilled, 28 unskilled, and 12 juvenile. These vacancies were principally in the engineering and metals industry, which required 57 men, all skilled. As in all other districts, the Railways and Post and Telegraph Departments require men. Gold-mining at Waihi showed 8 vacancies.

Female notified vacancies were 63, as compared with 60 at the 31st March, 1947. Clothing-manufacture showed 40 vacancies and hospitals 19.

Tauranga District

Dairy-farming, timber-production, and citrus and small fruit (mainly sub-tropical) are the chief industries in this district. Since the war the district has expanded rapidly, particularly in and about the towns, where fruit-growing is leading to intensive cultivation and closer settlement. The number of new secondary units is also increasing. Mills established in the ranges parallel to the coast produce both exotic and indigenous timbers, continuity in this industry being ensured by extensive re-forestation.

The principal avenues of industrial employment are bush sawmilling, forestry, and building and construction. Female workers are employed principally in servicing industries; at 15th October, 1947, out of a total of 791 women employees in units surveyed, 602 were employed in distribution and finance, domestic and personal services, and administration and professional work, 110 of these being employed in hospitals.

Male vacancies notified at 31st March, 1948, were 75. Of these, 16 were in forestry, while others were recorded in the Post and Telegraph Department, in building and construction, in the Railways Department, and in the brickmaking industry. There is also reported to be a demand for young single farm workers, very few of whom are offering, and for single timber-workers and tradesmen for motor and general engineering. Female vacancies notified totalled only 11.

Rotorua District

Apart from farming, this district employs about 2,200 men in sawmilling and afforestation, nearly 1,000 in building and construction, about 850 in manufacturing industries, and more than 600 in transport and communication. Female labour is employed principally in servicing industries, about 1,600 out of 2,000 being employed in distribution and finance, domestic and personal services, and administration and professional work. At 15th October, 1947, 426 females were employed in hospitals.

Public-works activity has absorbed surplus male labour that appeared likely to become a problem in more remote areas. Single men have been encouraged to take employment away from their homes, and again this year about 70 young Maori men took employment in dairy factories in Taranaki. There is a need for industrial development to widen local employment opportunities for both the present male adult Maori workers and the ever increasing number of Maori youths.

Notified male vacancies at 31st March, 1948, totalled 119, as compared with 113 at 31st March, 1947. Bush sawmilling required 26 workers. Vacancies in this industry at 31st March, 1947, were 40, and although there has been an easing off in the demand for bush sawmill workers, men with any degree of skill are still sought after.

Female notified vacancies totalled 35 (39 at 31st March, 1947), of whom 15 were required by hospitals and 14 by hotels.

Gisborne District

Farming (mainly sheep) and related seasonal industries such as freezing-works, wool-scouring, wool-stores, and dairy factories are the most important employing industries. Winter employment presents a special problem as between-season employment is not available in other industries. The surge of seasonal employment amounts to about 600 males.

With heavy male enrolments for employment at the close of the 1946-47 season, considerable effort was needed to prevent winter unemployment. Many men were transferred to Wellington, while others were placed locally on county drainage (about 50) and public-works projects and the erection of a wool-store. This district has urgent need of a greater diversity of industry to promote a better balance between seasonal and non-seasonal activities. Labour is available up the east coast and in other parts of the district, and if accommodation were available in Gisborne could be absorbed into manufacturing and other industrial enterprises in the urban area.

The number of notified male vacancies at 31st March, 1948, was 185 (61 at 31st March, 1947), including 38 men required for sheep-farming, 9 for freezing-works, and 41 for building and construction. Railways also required labour. Female notified vacancies totalled 48, as compared with 68 at the end of the previous year, and included 18 required for domestic services.

Napier District

Secondary industry in this district covers a diversity of employment, but has not shown much expansion during the past year, this being partly attributable to a temporary shortage of premises and difficulties in building. Provision for light and heavy industry on reclaimed land contiguous to a new housing block will, however, facilitate further industrial development, and good opportunities for new industries exist.

Napier is the port for a rich pastoral district, and the seasonal demand for shearers and wool-store employees is of some importance. Over 360 wool-store workers were employed at the peak of the season.

Male notified vacancies at 31st March, 1948, were 139, including 56 skilled and 66 unskilled adults. The figure for 31st March, 1947, was 124. Female vacancies numbered 66, including 25 juveniles, as compared with 117 (50 juveniles) at the end of the previous year. Tobacco-manufacture required 25 women workers, the clothing industry 13, and hospitals 8.

Hastings District

This is also a rich primary producing district requiring a considerable pool of seasonal labour. Favourable climatic conditions ruled throughout the past season and difficulty was experienced in providing sufficient casual labour for fruit-picking at the peak of the season, particularly as no accommodation is, as a general rule, provided by employers. Seasonal industries other than farming absorbed between October, 1947, and January, 1948, an additional 910 male employees, but little or no difficulty was experienced in placing seasonal workers in alternative employment during the winter months.

Secondary industries cover a diversity of employment opportunities and assist substantially in balancing the seasonal surge in employment.

Notified male vacancies numbered 47 at 31st March, 1947, and 187 at 31st March, 1948. This number included 36 skilled and 113 unskilled adults. All types of farming required 54 workers. Female vacancies totalled 25 at 31st March, 1947, and 98 at 31st March, 1948, including 21 vacancies in clothing-manufacture and 48 in hospitals.

New Plymouth District

Although dairy-farming and allied seasonal industries predominate in this area, the district offers a variety of employment opportunities to the male worker in many other occupations. Engineering trades employ over 1,000 men and building and construction about 900.

During the past winter the seasonal outflow of labour (approximating 800 men) was satisfactorily absorbed in alternative employment. Cable-laying projects carried out by the Post and Telegraph Department and Public Works Department undertakings have assisted materially.

Shortage of labour for dairy factories was not as acute as in the 1946-47 season and again it was possible to alleviate the position by recruiting Maori workers from the Rotorua district. The freezing industry was threatened with an acute labour shortage during the early part of the season, but this was overcome to some extent by the provision of temporary accommodation. The view has been expressed that the problem of seasonal labour for freezing-works will not be overcome until the industry provides permanent accommodation for a minimum of 100 men.

Vacancies for males totalled 195 at 31st March, 1948, as compared with 175 at the end of the previous year. Freezing-works required 20 men, fertilizer-works 18, and engineering 20, while both the Railways and the Post and Telegraph Department were in need of men. Female notified vacancies were 95 (180 at 31st March, 1947) of which 15 existed in the clothing-manufacturing industry and 49 in hospitals (including 34 nurses).

Wanganui District

There is a good range of industrial activity in this district. Seasonal industries other than farming include freezing-works, dairy factories, and wool-stores, and between 15th October, 1947, and 15th January, 1948, these absorbed some 670 additional male workers. Secondary industries are well represented and provide a wide scope for employment in engineering and metal-working (about 850 male workers), building and construction (over 1,000), and in woollen-mills, fertilizer-works, furniture-making and woodworking, printing, clothing and footwear factories, town sawmilling, tanneries, &c. A match-manufacturing company is to commence operations shortly.

Vacancies for male workers at 31st March, 1948, totalled 343, as compared with 167 at 31st March, 1947. These included 114 skilled workers and 149 unskilled (51 and 81 respectively at 31st March, 1947). Freezing-works required 14 workers, woollen-mills 12, engineering and metals 13, and building and construction 21, while Railways also had substantial vacancies. Youths are experiencing difficulty in finding positions as apprentices in the engineering, furniture, and plumbing trades, largely due to the shortage of journeymen.

Female notified vacancies were 217 (as compared with 94 at 31st March, 1947), including 121 required for clothing-manufacture, 24 for hotels, and 41 for hospitals (25 nurses).

Palmerston North District

Industrial expansion in this district has been maintained during the year and there is now more scope for employment of Maori labour, particularly in the Otaki and Dannevirke areas.

The two freezing-works in the district have been fully manned during the season and record killings have been made at both works. Accommodation was provided for an increased number of workers, and this assisted materially in providing a full labour quota. No difficulty was experienced by dairy factories in obtaining an adequate supply of labour, but production dropped earlier than usual in the season owing to the exceptionally dry weather.

Male notified vacancies at 31st March, 1948, were 246, including 61 skilled and 112 unskilled, as compared with 159 at 31st March, 1947, including the same number of skilled and 76 unskilled persons required. Apart from Railways and Post and Telegraph, the principal shortages of labour are in building and construction (20), engineering and metals (12), and builders' woodwork (13). Female notified vacancies were 184 (228 at 31st March, 1947), including 67 females required by clothing-manufacture, 39 by other textiles, and 25 by hospitals.

Masterton District

This district, with predominant sheep- and dairy-farming activities and related seasonal industries, experiences considerable fluctuations in employment. Between August and December, 1947, the numbers employed in dairy factories rose from 102 to 220, and the numbers engaged in the freezing industry rose from 286 in October, 1947, to 662 in February, 1948. Despite this, the number of disengaged persons enrolled for employment, which reached its highest point in July, stood at 9 only in that month. Both industries were adequately staffed throughout the season.

Notified male vacancies at 31st March, 1948, numbered 47. Female vacancies at 31st March, 1948, were recorded as being 31, of which 6 were in clothing-manufacture and 23 in hospitals (including vacancies for 13 nurses). Notified vacancies at 31st March, 1947, were 12 for males and 22 for females.

Lower Hutt District

Over the last decade, concentration of heavy and medium industry in this district has increased to a remarkable extent. To-day further development is being retarded or inhibited altogether by shortages of labour, materials, and premises.

The Department's camps and hostels in the locality, by providing accommodation for 400 men and 300 women from other districts, have given substantial assistance to the more important industries.

Notified male vacancies at 31st March, 1948, were 1,311, as compared with 1,679 at 31st March, 1947. Vacancies for skilled workers were 584, unskilled 681, and juveniles 46. The greatest number of male vacancies unsatisfied at the end of any month during the year was 1,798 in June, 1947. There were 824 vacancies reported in the engineering group at 31st March, 1948, of which 750 (including 361 skilled workers) were required for the Railways Workshops. It should be noted that there are major units under construction not yet ready to commence whose requirements will aggravate the present position.

Female notified vacancies at 31st March, 1947, were 659; at 31st March, 1948, the number was 421. These were scattered over a wide variety of industries, the largest numbers being tobacco-manufacture 143, woollen and knitting mills 53, clothing-manufacture 46, and footwear 40.

Wellington District

The labour-supply position in this district has become still more acute over the past twelve months, and vacancies, male and female, recorded at 31st March, 1948, are more than 1,000 in excess of those notified at 31st March, 1947. Once again there were no disengaged persons, male or female, enrolled with the Department at the end of the year.

All persons enrolling with the Department have been afforded ample opportunities of employment, and placements were effected with the minimum possible delay. Employers in this district have found it necessary to fill their labour requirements with men and women from categories not normally acceptable, and Government-assisted immigrants have been welcomed by the employers to whom they have been allocated.

The number of recorded male vacancies fell from 2,919 in July, 1947, to 2,669 in October, but rose steadily thereafter to a peak of 3,193 in February, 1948, being 3,190 at 31st March. The number at 31st March, 1947, was 2,372. Female notified vacancies rose slowly throughout the year, with slight decreases in June and October, 1947, to a peak of 3,541 in January, 1948. At 31st March, 1948, they totalled 3,503, as compared with 3,247 at 31st March, 1947. Male vacancies at 31st March, 1948, included 1,272 skilled men (937 at 31st March, 1947), 1,068 unskilled (994), and 850 juveniles (441). Vacancies for skilled female workers at 31st March, 1948, totalled 1,383, as compared with 1,367 at 31st March, 1947, and for unskilled 1,268, as compared with 1,379 at the end of the previous year. Female juvenile vacancies, previously 501, were 852 at 31st March, 1948. It should again be emphasized that these figures and those for the contiguous area of Lower Hutt demonstrate an intense competition for labour in these areas.

Engineering and Metal-working Group.—The number of male notified vacancies in this group of industries has fallen slightly from 711 at 31st March, 1947, to 656 at 31st March, 1948. This number includes 251 in general engineering (339 at 31st March, 1947), 66 in electrical manufacture (128), 216 in the manufacture and repair of ships, engines, &c. (104), and 118 in vehicle and cycle manufacture and repair (126).

Building and Construction Industry.—After reaching a peak of 441 in June, 1947, notified male vacancies fell to 266 in November, but by 31st March, 1948, had risen again to 348. At 30th June, 1946, there were 436 vacancies and at 31st March, 1947, 384.

Printing, Bookbinding, &c., Industries.—Notified vacancies at 31st March, 1948, were male 191, female 202, as compared with 157 and 231 respectively at 31st March, 1947.

Clothing-manufacture.—At 31st March, 1947, vacancies for women workers in this industry were 932. By 31st March, 1948, the number had risen to 1,104.

Hospitals.—Female vacancies reached a peak of 283 in June, 1947 (46 mental-hospital nurses and 63 general nurses), but fell to 228 at 31st March, 1948, including 47 for mental hospitals and 50 nurses and 131 other hospital workers.

Wholesale and Retail Trades.—Female notified vacancies rose over the year from 199 to 268 and male vacancies from 235 at 31st March, 1947, to 282 at 31st March, 1948.

Blenheim District

This district is essentially a primary producing area. Nevertheless, nearly 2,700 males and about 1,000 females are employed in secondary and tertiary industries. Manufacturing industries employ 590 males and 230 females; building and construction, 630 males; service industries, 580 males and 700 females. Seasonal fluctuations in employment are fairly marked, since the various phases of farming operations, work on orchards and in packing-sheds, freezing-works, grain and wool stores, dairy factories, a linen-flax factory, and whaling result in varying demands being received from month to month each year. The employment position was kept well in hand and the number of disengaged male workers enrolled with the Department rose no higher than 13 at 30th June, 1947.

Male notified vacancies showed a steady rise from 23 at 31st March, 1947, to 115 at 31st March, 1948, of which 30 were required for farming of various kinds. Little variation occurred in female vacancies, which fell from 78 at 31st March, 1947, to 68 at 31st March, 1948. Of these, 38 (including 34 nurses) were required by hospitals.

Nelson District

This district depends largely on seasonal labour to harvest fruit, hops, raspberries, and tobacco and to perform the processing and canning dependent thereon. Over 2,000 workers have been recruited through the Department's district office this season, adequately meeting the demand.

During the period, the temporary dam at the Cobb River hydro project was successfully completed, the Department aiding materially in the procurement of staff for this.

No person has been thrown out of employment through shortages of materials, which have, in the main, been of a temporary nature; and there are no registered unemployed, ample opportunities existing for the absorption of both skilled and unskilled labour.

Male vacancies rose from 137 at 31st March, 1947, to 218 at 31st March, 1948. Of these, 76 were required for building and construction, 23 for wholesale and retail trades, and 19 for bush sawmilling. Female vacancies at 31st March, 1948, were 152, as compared with 109 at 31st March, 1947, including vacancies for 15 clothing workers, 31 hotel and catering, and 52 hospital workers (43 for mental hospitals).

Westport District

Coal-mining, employing almost 900 men, is a major industry in this district. Road and rail transport, bush sawmilling, building, engineering (principally Railways Workshops), and servicing industries each employ smaller numbers of workers. The district offers opportunities for light secondary industries offering male employment of less arduous types, for which labour would be readily available. For female workers retail shops, hospitals, offices, hotels and restaurants, and a hosiery-factory provide most of the employment offering.

The efforts of the Department to build up the coal-mining labour force have to some extent been nullified by the poor and limited accommodation for single men in mining townships. It is hoped that the erection of hostels at Denniston and Granity will help materially. A temporary hostel opened at Granity on 24th March, 1948, has only a limited capacity, but this will be increased by the building of hutments. There were 19 notified vacancies at 31st March, 1948, as compared with 22 at 31st March, 1947.

Although every effort was made to provide labour for bush sawmilling, vacancies (all for skilled men) were 20 at 31st March, 1948. Several homes for mill workers are being erected under the sawmill accommodation improvement scheme in order to attract experienced workers back to the industry.

The total male notified vacancies for the district at 31st March, 1948, was 90 (72 at 31st March, 1947). In addition to those mentioned above, there were vacancies in the railways. Female vacancies were 26 at 31st March, 1947, and 25 at 31st March, 1948. Of these, 11 were in hospitals, 9 of them being for nurses.

Greymouth District

With the bulk of the male labour force in the district engaged in the sawmilling and coal-mining industries, the chief demand is for men of a reasonably high standard of physical fitness.

The sawmilling industry employs some 870 men, and notified vacancies totalled 26 at 31st March, 1948. Part of the demand has been met by immigrant labour, but insufficient accommodation close to the mills is having a detrimental effect in filling vacancies. As in the case of Westport, this should be alleviated by the erection of houses under the sawmill accommodation improvement scheme.

In the coal-mining industry, employing nearly 1,600 men, immigrant labour has been used to fill vacancies for inexperienced men, particularly in the Reefton area, where the erection of a hostel has assisted with the accommodation problem. At 31st March, 1948, vacancies totalled 27, chiefly for experienced men. With further development of the Reefton coalfields the demand, particularly for unskilled labour, will increase.

Total male notified vacancies for the district at 31st March, 1948, were 191, as compared with 135 at 31st March, 1947. Apart from mining and milling, the principal demand for labour is from the Railways Department.

Female notified vacancies at 31st March, 1948, were 93, as compared with 81 at 31st March, 1947. Vacancies were chiefly in hotels and catering (21) and hospitals (56, including 23 for mental hospitals and 27 nurses for general hospitals).

Christchurch District

Christchurch is the centre both of a large and important farming area and of a wide range of secondary and tertiary industries. Almost all branches of manufacture are represented, including town sawmilling, furniture-making, flour-milling, rubber-ware industry, manufacture of vehicles, engineering, printing, tanneries, while women workers find employment in woollen and knitting mills, clothing-factories, footwear-manufacture, and a great diversity of other industries.

Male notified vacancies rose during the year from 1,060 at 31st March, 1947, to 1,534 at 31st March, 1948. The former included 343 skilled and 416 unskilled vacancies, and the latter 546 skilled and 528 unskilled. Notified female vacancies altered little, being 2,215 at 31st March, 1947, and 2,290 at 31st March, 1948; but the increasing shortage of skilled labour in relation to demand has been even more pronounced. Whereas the 1947 figure included 377 skilled vacancies and 981 unskilled, the 1948 figure included 1,038 skilled and 490 unskilled.

The position in some of the larger industries is now referred to :—

Engineering Industry.—The number of notified male vacancies has remained fairly constant, being 282 (including 106 skilled men and 101 unskilled) at 31st March, 1947, and 287 (including 163 skilled workers) at 31st March, 1948. The greatest requirements are in general engineering, where 189 vacancies exist. There were also vacancies for 46 female workers, including 29 in general engineering. The number of workers required by Railway Workshops at 31st March, 1948, numbered 20, all unskilled.

Building and Construction.—Again the number of vacancies recorded remains fairly stable, being 177 at 31st March, 1948, as compared with 186 at 31st March, 1947. Of these vacancies, 135 are for tradesmen.

Farming.—No heavy demands were received for farm labour during the year. The peak was reached in November, 1947, when 56 vacancies were notified, including 16 for sheep-farming, 5 for dairy-farming, and 35 for other types of farming.

Freezing-works.—Freezing-works in the district were adequately staffed throughout the season and in February only 6 notified vacancies remained unsatisfied.

Clothing and Footwear Manufacture.—Once again clothing-manufacture recorded the heaviest notified vacancies of any industry in the district, its requirement being 743 female workers and 52 males. The female vacancies included 590 skilled workers. Female notified vacancies at 31st March, 1947, totalled 886. Vacancies in footwear-manufacture were 177 at 31st March, 1947, and rose slightly to 185 at 31st March, 1948, including 79 skilled workers. Male vacancies in the industry numbered 39.

Ashburton District

The principal demands for labour in this district come from farming and seasonal industries, and only a limited number of workers are required by secondary and servicing industries. The number of notified male vacancies reached a peak in July, 1947, when it was 130. Under the influence of seasonal factors the number rose again to 122 in January, 1948 (as compared with 113 at 31st January, 1947), but eased off again to 81 by March, 1948.

Woollen and knitting mills, shops and offices, hospitals, hotels, and catering establishments afford the main scope of employment for women workers in the district. Notified vacancies at 31st March, 1948, totalled 126, of whom 109 were required for the woollen-mills. Of the vacancies in woollen-mills, 40 were for skilled workers.

Farming vacancies for males rose to 79 on 31st January, 1948, but fell again to 16 at 31st March, 1948. The peak number for the previous year was 65 at 31st January, 1947. At the peak of the season some 250 men were employed at the freezing-works, while the number of male notified vacancies for this industry was 8 in December, 1947, and 9 in January, 1948.

Timaru District

The South Canterbury district is largely devoted to farming activities. These are predominantly agricultural, including wheat, flax, and seed growing, but sheep-farming is important in the back country. Many of the secondary industries in the district are closely related to farming, and include flour-milling, seed-cleaning, wool sorting and processing, manufacture of cereal foods, linen-flax processing, and meat-freezing. One milling firm operates a macaroni-factory, and during the year a factory has been established for the processing of fish-livers and the extraction of oils.

Male vacancies at 31st March, 1948, were 136, as compared with 219 at 31st March, 1947, and were found mainly in farming, meat-freezing, and railways. No great difficulty was experienced by the freezing-works in obtaining labour, the number of vacancies reported at 31st January being 3 and at 28th February 13, as against some 680 workers then employed in the industry.

The main avenues of employment for female workers are servicing industries, woollen-mills, footwear, glove and clothing factories, biscuit-manufacture, and pottery-works. The number of vacancies notified at 31st March, 1948, was 89, as compared with 128 at 31st March, 1947. There were 30 vacancies for women in knitting and woollen mills and 10 in hotel and catering businesses.

Oamaru District

The greater part of male labour in this district is engaged in farming, woollen-mills, engineering and metal working, wool and grain stores, and flour-mills. Freezing-works and two rabbit-exporting companies engage approximately 270 workers at the peak of the season. The position in the freezing-works has been the most satisfactory for many years, both chains being fully manned throughout the season.

There is no serious shortage of labour, other than tradesmen, in the district, and the labour requirements of farmers are usually satisfied by the Department. There is a shortage of shearers, but it is hoped that the shearers' training scheme will help to overcome this within the next few seasons.

The shortage of living-accommodation in Oamaru is having a detrimental effect in the filling of vacancies for skilled labour. Male vacancies at 31st March, 1948, were 87, including 10 required for farming, 15 for building and construction, and several for the Railways Department. The number of vacancies at 31st March, 1947, was 70. Female notified vacancies at 31st March, 1948, were 97 (103 at 31st March, 1947), including 46 required by woollen and knitting mills and 28 for clothing-manufacture.

There is a profit-sharing scheme in operation at a limeworks in the district. All parties, employer and employees, participate on a regular basis, and the result has been increased output.

Dunedin District

Apart from the numerous employment opportunities available in the wide range of industrial undertakings centreing mainly around the Dunedin urban area, this district also includes extensive pastoral, fruit, and mixed farming areas in Central and South Otago. Shortages of labour were, however, confined largely to secondary and servicing industries.

Male employment in seasonal industries, including meat-freezing, canning and preserving, dairy factories, and wool-stores rose from 538 at 31st August, 1947, to a peak of 1,177 at the end of February, 1948. The number of men employed at 31st March, 1948, was 1,170 and the number of notified vacancies in the first three mentioned industries was then only 6. The largest number of male workers enrolled for employment at the end of any month was 5 at 31st October, 1947.

Male notified vacancies totalled 1,082 at 31st March, 1947, and 1,215 at 31st March, 1948. Vacancies requiring skilled male workers were 404 at 31st March, 1947, and 417 at 31st March, 1948, while the demand for juvenile workers rose from 264 to 406. Female notified vacancies numbered 1,807 at 31st March, 1948, as compared with 1,818 at 31st March, 1947. The number of female vacancies for skilled workers fell slightly from 394 at 31st March, 1947, to 325 at 31st March, 1948, but the demand for juvenile workers rose from 685 to 821 in the same period.

The position in some of the larger industries is as follows :—

Engineering Industry.—Male notified vacancies in all engineering industries rose from 264 at 31st March, 1947, to 333 at 31st March, 1948. The greatest numbers of vacancies were recorded for general engineering 162, and manufacture of ships, engines, &c., 114. Skilled vacancies numbered 184, as compared with 146 at 31st March, 1947. Railway Workshops required at 31st March, 1948, 14 skilled and 48 unskilled workers.

Building and Construction.—Male vacancies totalled 158 at 31st March, 1947, and rose to 175 at 31st March, 1948. Vacancies for skilled workers in the industry numbered 146 at this date.

Clothing-factories, Woollen-mills, and other Manufacturing Units.—The shortage of 939 female workers in this group of industries at 31st March, 1947, fell during the year to 812 at 31st March, 1948, but the situation is still serious, this number forming over half of the total notified female vacancies for the district. The greatest number of vacancies, 542, were in the clothing trade, while 261 females were required for woollen-mills. Footwear-factories required 40 workers at 31st March, 1948.

Hospitals.—At 31st March, 1948, mental hospitals required 33 women workers and general hospitals 28 nurses and 94 other workers, a total of 155. Corresponding figures for 31st March, 1947, were 55, 164, and 15, totalling 234.

Wholesale and Retail Trade.—Vacancies for females in shops, &c., numbered 118 at the end of March, 1947, and 111 at 31st March, 1948. Vacancies for males were 63 and 77 at these dates.

Invercargill District

In addition to farming and its related seasonal industries, the district offers a wide range of secondary industries, transport, distribution, servicing, and extractive industries such as sawmilling and coal-mining.

Employment in seasonal industries other than farming rose from 495 at the end of August, 1947, to 1,721 at 31st January, 1948. The numbers employed in freezing-works rose from 303 to 1,093, in dairy factories from 183 to 366 and in wool-stores from 15 to 262.

There are over 1,100 males in extractive industries, including 460 in coal-mining and 450 in bush sawmilling; nearly 3,000 in secondary industries, including more than 900 in engineering trades; 800 in building and construction; 1,400 in rail and road transport; and 4,000 in servicing industries, including more than 1,800 in wholesale and retail trades.

Male notified vacancies at 31st March, 1948, numbered 339, comprising 62 skilled, 188 unskilled, and 89 juveniles. These included 14 required for bush sawmilling (9 skilled), 30 for general engineering (18 skilled), 19 for building and construction (5 skilled), and 147 for rail transport. Male vacancies at 31st March, 1947, were 332, comprising 32 skilled men, 268 unskilled, and 32 juveniles.

Female notified vacancies at 31st March, 1948, were 82, of which 14 were required for clothing-manufacture, 17 for wholesale and retail trades, and 22 (no nurses) for hospitals. Female vacancies at 31st March, 1947, totalled 111.

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TABLE I.—INDUSTRIAL CLASSIFICATION OF NOTIFIED VACANCIES REMAINING UNSATISFIED AT QUARTERLY POINTS

Industrial Group.	30th June, 1947.		30th Sept., 1947.		31st Dec., 1947.		31st March, 1948.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
<i>Primary Industry</i>								
Sheep-farming	81	4	121	6	120	7	81	5
Dairy-farming	93	7	197	4	182	3	101	1
Other farming	98	4	168	4	216	11	171	1
Forestry and bush sawmilling ..	396	..	274	..	322	3	237	1
Fishing and trapping	2	..	..	..	3	..	2	..
Coal-mining	183	..	171	..	172	..	129	..
Other mining and quarrying ..	33	..	35	..	27	..	30	..
Primary industry total	886	15	966	14	1,042	24	751	8
<i>Secondary Industry</i>								
<i>Food, Drink, and Tobacco—</i>								
Meat freezing and processing ..	65	106	32	80	317	101	290	63
Dairy factories	15	29	132	13	39	12	21	9
Other food and drink	134	301	119	350	93	312	137	280
Tobacco-manufacture	20	305	31	298	24	223	12	227
Sub-total	234	741	314	741	473	648	460	585
<i>Textiles, Clothing, Leather—</i>								
Woolen and knitting mills	47	639	45	678	46	814	41	807
Clothing-manufacture	162	3,589	139	3,577	214	3,613	204	3,592
Footwear manufacture and repair ..	164	576	142	545	203	566	197	535
Tanneries, fur, and leather goods ..	92	139	67	176	66	178	71	205
Other textiles	42	440	63	383	55	355	96	454
Sub-total	507	5,383	456	5,364	584	5,526	609	5,593
<i>Building - materials and Furnishings—</i>								
Timber-milling and joinery	159	8	182	11	171	5	206	6
Furniture and other wood manufacture	196	55	208	55	200	51	232	49
Brick, pottery, cement	274	6	202	27	242	27	246	27
Sub-total	629	69	592	93	613	83	684	82
<i>Engineering and Metalworking—</i>								
Machinery and metalworking	1,276	370	1,172	400	1,234	357	1,266	348
Ships, engines, vehicles	2,037	21	1,753	23	1,742	35	1,906	32
Sub-total	3,313	391	2,925	423	2,976	392	3,172	380
<i>Other Industry—</i>								
Paper, pulp, and printing	245	557	256	545	321	584	300	536
Other manufacturing	251	414	217	381	240	372	337	366
Sub-total	496	971	473	926	561	956	637	902
<i>Power and Water Supply—</i>								
Sub-total	187	11	157	8	171	26	209	21
<i>Building and Construction—</i>								
Sub-total	1,675	5	1,286	9	1,374	11	1,496	11
Secondary industry total	7,041	7,571	6,203	7,564	6,752	7,642	7,267	7,574
<i>Tertiary Industry</i>								
<i>Transport and Communication—</i>								
Rail transport	2,430	124	2,366	110	2,434	124	2,364	124
Road, water, air transport	93	42	80	42	57	37	74	37
Post and telegraph	974	202	814	182	876	182	770	168
Sub-total	3,497	368	3,260	334	3,367	343	3,708	319
<i>Distribution and Finance—</i>								
Wholesale and retail trade	578	619	540	721	658	691	746	637
Finance and insurance	102	147	126	152	156	162	158	148
Other agencies	141	84	109	100	129	93	99	89
Sub-total	821	850	775	973	943	946	1,003	874

TABLE I.—INDUSTRIAL CLASSIFICATION OF NOTIFIED VACANCIES REMAINING
UNSATISFIED AT QUARTERLY POINTS—*continued*

Industrial Group.	30th June, 1947.		30th Sept., 1947.		31st Dec., 1947.		31st March, 1948.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
Domestic and Personal Services—								
Hotels and restaurants ..	37	453	37	483	69	508	55	562
Personal services, recreation, &c.	110	471	81	501	89	444	132	464
Sub-total	147	924	118	984	158	952	207	1,026
Administration and Professional—								
Hospitals	123	1,290	95	1,220	114	1,957	131	1,761
Medical and hygienic services ..	51	17	47	17	45	22	67	29
Educational, professional, &c. . .	55	144	59	149	70	186	60	211
Government services (n.e.i.) ..	230	278	388	452	463	451	419	387
Local authorities (n.e.i.) ..	103	13	79	13	86	11	69	27
Sub-total	562	1,742	668	1,851	778	2,627	746	2,415
Other Services—								
Sub-total	2	1	2	3	1	3	2	..
Tertiary industry total ..	5,029	3,885	4,823	4,145	5,247	4,871	5,666	4,634
Total, all industries ..	12,956	11,471	11,992	11,723	13,041	12,537	13,684	12,216

TABLE II.—DISENGAGED PERSONS ENROLLED FOR EMPLOYMENT IN DISTRICTS, 1947-48

District.	Males.										Females.			
	30th April, 1947.	31st May, 1947.	30th June, 1947.	31st July, 1947.	31st Aug., 1947.	30th Sept., 1947.	31st Oct., 1947.	30th Nov., 1947.	31st Dec., 1947.	31st March, 1948.	30th June, 1947.	30th Sept., 1947.	31st Dec., 1947.	31st March, 1948.
Whangarei	7	6	7	13	6	7	8	3	8	4	2	3	6	2
Auckland	4	5	5	4	3	2	..	..	..	1	1	4	..	..
Hamilton	1	4	2	..	..	..	..	..	..	2	1	..	..	..
Taumarunui	..	1	1	..	..	..	..	..	..	1	..	..	..	..
Paeoa	..	..	3	..	..	..	..	..	..	..	..	..	..	..
Tauranga	..	..	..	..	1	2	4	..	1	..	..	..	..	..
Rotorua	10	20	8	..	7	3	4	8	2	2	2	3	..	1
Gisborne	1	22	1	2	4	2	3	..	..	..	..	..	..	..
Napier	4	2	4	5	7	7	5	..	..	1	1	..	..	1
Hastings	..	4	3	2	4	13	1	..	2	..	1	..	..	..
New Plymouth	2	1	7	6	4	6	4	1	1	2	..	..	..	..
Wanganui	1	1	9	10	10	4	2	3	1	1	..	..	1	..
Palmerston North	4	3	3	5	6	6	6	2	2	1	..	..	1	..
Masterton	3	1	3	9	3	2	6	..	..	..	2	..	..	..
Lower Hutt	..	..	..	..	..	..	..	..	..	1	..	..	..	1
Wellington	..	6	1	4	..	..	..	4	1	..	..	..	..	..
Blenheim	..	3	13	2	6	7	3	..	..	2	..	..	..	..
Nelson	..	..	..	1	2	..	..	..	..	..	..	..	..	..
Westport	..	4	2	3	3	5	7	5	4	..	..	..	..	..
Greymouth	..	1	2	1	..	1	..	..	1	1	1	..	1	..
Christchurch	7	10	7	3	4	4	2	..	..	1	..	..	..	..
Ashburton	..	..	..	1	1	2	1	1	..	..	..	..	..	..
Timaru	1	2	24	25	18	13	14	3	5	3	8	..	..	..
Oamaru	2	1	3	5	4	3	4	3	2	1	..	..	..	..
Dunedin	2	2	3	2	4	4	5	2	..	..	2	..	..	..
Invercargill	1	2	1	9	4	3	5	3	2	..	..	..	..	..
Dominion	62	99	117	121	101	96	84	38	32	24	12	10	9	5

TABLE IV.—TOTAL PLACEMENTS BY INDUSTRIES, YEAR ENDED 31ST MARCH, 1948

Industrial Group.	Males.	Females.	Total.	Percentage of Total Placements.
<i>Primary Industry</i>				
Sheep-farming	487	7	494	2.4
Dairy-farming	387	22	409	2.0
Other farming	1,415	1,087	2,502	11.9
Forestry and bush sawmilling	897	3	900	4.3
Fishing and trapping	7	1	8	..
Coal-mining	232	..	232	1.1
Other mining and quarrying	48	..	48	0.2
Primary industry total	3,473	1,120	4,593	21.9
<i>Secondary Industry</i>				
<i>Food, Drink, and Tobacco—</i>				
Meat freezing and processing	1,175	13	1,188	5.7
Dairy factories	258	6	264	1.3
Other food and drink	428	73	501	2.4
Tobacco-manufacture	40	29	69	0.3
Sub-total	1,901	121	2,022	9.7
<i>Textiles, Clothing, Leather—</i>				
Woollen and knitting mills	148	29	177	0.8
Clothing-manufacture	65	327	392	2.0
Footwear manufacture and repair	215	38	253	1.2
Tanneries, fur, and leather goods	114	9	123	0.6
Other textiles	116	23	139	0.6
Sub-total	658	426	1,084	5.2
<i>Building-materials and Furnishings—</i>				
Timber-milling and joinery	221	2	223	1.1
Furniture and other wood manufacture	128	9	137	0.6
Bricks, pottery, cement	483	..	483	2.3
Sub-total	832	11	843	4.0
<i>Engineering and Metalworking—</i>				
Machinery and metalworking	1,144	52	1,196	5.7
Ships, engines, vehicles	488	16	504	2.4
Sub-total	1,632	68	1,700	8.1
<i>Other Industry—</i>				
Paper, pulp, and printing	260	76	336	1.6
Other manufacturing	454	36	490	2.3
Sub-total	714	112	826	3.9
<i>Power and Water Supply—</i>				
Sub-total	336	4	340	1.6
<i>Building and Construction—</i>				
Sub-total	2,545	10	2,555	12.2
Secondary industry total	8,618	752	9,370	44.7

TABLE IV.—TOTAL PLACEMENTS BY INDUSTRIES, YEAR ENDED
31ST MARCH, 1948—*continued*

Industrial Group.	Males.	Females.	Total.	Percentage of Total Placements.
<i>Tertiary Industry</i>				
Transport and Communication—				
Rail transport	521	8	529	2.5
Road, water, air transport	453	16	469	2.2
Post and telegraph	192	32	224	1.1
Sub-total	1,166	56	1,222	5.8
Distribution and Finance—				
Wholesale and retail trade	1,730	417	2,147	10.3
Finance and insurance	44	62	106	0.5
Other agencies	119	127	246	1.2
Sub-total	1,893	606	2,499	12.0
Domestic and Personal Services—				
Hotels and restaurants	349	560	909	4.3
Personal services, recreation, &c. ..	258	290	548	2.6
Sub-total	607	850	1,457	6.9
Administration and Professional—				
Hospitals	180	537	717	3.4
Medical and hygienic services	57	25	82	0.4
Educational, professional, &c.	107	133	240	1.1
Government services (n.e.i.)	300	329	629	3.0
Local authorities (n.e.i.)	152	8	160	0.8
Sub-total	796	1,032	1,828	8.7
Other Services—				
Sub-total	1	4	5	..
Tertiary industry total	4,463	2,548	7,011	33.4
Total, all industries	16,554	4,420	20,974	100.0

TABLE V.—DISTRIBUTION OF LABOUR FORCE IN GENERAL INDUSTRIES AT 15TH OCTOBER, 1947

Industrial Group.	Number of Units.	Males.		Females.		Total Payroll Strengths and Working Proprietors.
		Payroll Strength.	Working Proprietors.	Payroll Strength.	Working Proprietors.	
Primary Industry, other than Farming, Hunting, and Fishing—						
Forestry and bush sawmilling ..	384	7,691	320	197	..	8,208
Coal-mining	127	5,327	162	38	..	5,527
Other mining and quarrying ..	122	1,837	57	24	1	1,919
Sub-total	633	14,855	539	259	1	15,654
Food, Drink, and Tobacco, other than Seasonal—						
Food and drink	1,303	8,459	1,029	4,004	342	13,834
Tobacco-manufacture	9	496	..	720	..	1,126
Sub-total	1,312	8,865	1,029	4,724	342	14,960
Textiles, Clothing, Leather—						
Woolen and knitting mills ..	65	2,033	30	2,135	10	4,208
Clothing-manufacture	1,011	2,997	458	14,715	373	18,543
Footwear manufacture and repair	247	3,079	196	2,043	6	5,324
Tanneries, furs, and leather goods	250	2,485	188	833	16	3,522
Other textiles	151	2,219	78	1,517	17	3,831
Sub-total	1,724	12,813	950	21,243	422	35,428
Building-materials and Furnishings—						
Timber-milling and joinery ..	428	5,795	279	225	..	6,299
Furniture and other wood manufacture	582	5,088	503	482	10	6,083
Bricks, pottery, cement	462	5,604	335	340	3	6,282
Sub-total	1,472	16,487	1,117	1,047	13	18,664
Engineering and Metalworking—						
Machinery and metalworking ..	1,631	18,795	1,334	2,581	26	22,736
Ships, engines, vehicles	1,830	22,639	1,719	1,284	16	25,058
Sub-total	3,461	40,834	3,053	3,865	42	47,794
Miscellaneous Manufacture—						
Paper, pulp, and printing	598	7,639	457	3,389	54	11,530
Other	469	6,705	202	2,707	20	9,634
Sub-total	1,067	14,335	659	6,096	74	21,164
Power and Water Supply—						
Sub-total	222	7,940	6	559	..	8,505
Transport and Communication—						
Rail transport	36	19,674	..	1,586	..	21,260
Road, water, air transport ..	1,547	14,106	1,507	1,074	25	16,712
Post and telegraph	489	11,633	..	3,202	..	14,835
Sub-total	2,072	45,413	1,507	5,862	25	52,807
Distribution and Finance—						
Wholesale and retail trade ..	9,141	42,127	6,030	23,361	1,300	72,818
Finance and insurance	895	7,597	72	3,739	27	11,435
Other agencies	1,238	3,414	1,041	2,644	38	7,137
Sub-total	11,274	53,138	7,143	29,744	1,365	91,390
Domestic and Personal Services—						
Hotels and restaurants	2,170	5,053	1,580	9,046	987	16,666
Personal services, recreation, &c.	1,412	4,281	688	3,598	350	8,917
Sub-total	3,582	9,334	2,268	12,644	1,337	25,583
Administration and Professional—						
Hospitals	330	5,003	9	13,068	158	18,238
Medical and hygienic services ..	519	1,983	161	927	16	3,087
Education, professional, &c. ..	1,332	9,623	253	11,864	40	21,780
Government services (n.e.i.) ..	582	12,734	..	5,055	..	17,789
Local authorities (n.e.i.)	328	6,843	..	646	..	7,489
Sub-total	3,091	36,186	423	31,560	214	68,383
Total, all general industries covered	29,910	260,200	18,694	117,603	3,835	400,332

NOTE.—The figures in this table were compiled from the Department's *Half-yearly Survey of Employment*, and exclude workers in farming, seasonal industries, fishing, trapping, and waterfront work. One-man businesses are also excluded. Building and construction figures, also excluded here, are shown in Table VI.

TABLE VI.—ANALYSIS OF BUILDING AND CONSTRUCTION LABOUR FORCE (MALES AND FEMALES) AT 15TH OCTOBER, 1947, BY OCCUPATION AND CLASS OF WORK

Occupation.	State and Rental Houses and Flats.	Local Authority Houses and Flats.	Other Houses and Flats.	Hospitals and Educational Institutions.	Other Government Buildings.	Other Local Authority Buildings.	Industrial Manufacture Storage and Farm Buildings other than Dwellings.	Commercial and other Buildings.	Bridge construction.	Civil and Electrical Engineering for Government.	Other Civil and Electrical Engineering.	Maintenance, Repairing, and Small Jobbing Work.	Not Classified by Class of Work.	Total.
Carpenters	4,124	226	3,240	470	384	124	474	796	10	436	43	829	..	11,156
Plumbers	227	36	413	97	27	11	74	102	..	56	3	804	..	1,850
Bricklayers	204	8	128	8	1	3	42	46	..	13	1	46	..	500
Plasterers	177	19	233	69	24	10	40	119	..	..	..	35	..	726
Painters	687	38	658	150	54	21	109	200	15	56	38	469	..	2,495
Drainlayers	33	5	35	3	2	2	11	4	..	17	12	25	..	149
Electricians	123	17	238	37	18	8	93	101	..	101	81	321	..	1,138
Roof tilers and fixers	125	7	128	5	..	..	26	16	..	..	..	36	..	343
Welders, riveters, and other steel workers	4	10	..	3	..	2	23	29	..	218	39	121	..	449
Concrete-workers	23	..	13	..	7	4	15	19	..	72	10	10	..	173
Bridge carpenters	..	..	..	..	..	..	..	31	32	24	5	6	..	98
Lorry-drivers	50	4	23	14	3	..	10	26	1	347	57	123	..	663
Other machine-drivers	19	..	..	4	6	..	5	7	21	553	79	144	..	838
Tunnellers	..	..	..	..	..	..	..	..	..	279	1	8	..	288
Other, skilled	101	3	30	37	6	14	25	36	..	767	122	195	..	1,336
Other, semi-skilled	100	6	60	28	11	25	20	21	4	1,373	120	363	..	2,131
Labourers	533	39	453	181	143	139	326	408	41	2,221	311	967	..	5,762
Surveyors and other professional	..	..	..	..	..	..	..	..	..	..	..	..	1,616	1,616
Clerical and other commercial	..	..	..	..	..	..	..	..	..	..	..	..	2,242	2,242
Working proprietors	..	..	..	..	..	..	..	..	..	..	..	..	3,380	3,380
Total	6,530	418	5,652	1,106	686	368	1,293	1,961	124	6,533	922	4,502	7,238	37,333

Not classified by class of work

TABLE VII.—MOVEMENTS IN SEASONAL LABOUR FORCE (MALES), APRIL, 1947 TO MARCH, 1948 (EXCLUDING FARMING)

District.	Numbers employed at 15th of Month.											
	April, 1947.	May, 1947.	June, 1947.	July, 1947.	August, 1947.	September, 1947.	October, 1947.	November, 1947.	December, 1947.	January, 1948.	February, 1948.	March, 1948.
Whangarei ..	570	527	502	479	468	501	504	491	515	646	582	585
Auckland ..	3,454	3,746	3,395	3,227	3,120	2,973	2,911	3,245	4,342	4,554	3,977	3,927
Hamilton ..	1,113	982	915	938	942	1,015	989	1,013	1,335	1,350	1,269	1,203
Taurarunui ..	19	19	17	16	18	18	20	20	20	20	19	18
Paeroa ..	219	237	217	181	204	261	279	285	282	284	263	234
Tauranga ..	..	58	50	46	53	56	73	76	82	84	80	77
Rotorua ..	146	97	96	93	97	106	116	120	129	126	124	114
Gisborne ..	983	893	824	712	671	665	665	640	970	1,122	1,040	1,006
Napier ..	277	263	218	91	64	75	123	241	378	331	352	296
Hastings ..	1,285	1,137	1,144	1,033	890	839	851	1,169	1,680	1,766	1,646	1,503
New Plymouth ..	1,365	1,193	1,004	867	937	1,143	1,258	1,295	1,479	1,573	1,586	1,490
Wanganui ..	1,224	1,015	813	706	706	734	698	959	1,281	1,371	1,395	1,276
Palmerston North ..	1,279	1,187	1,069	900	866	929	964	1,014	1,403	1,547	1,444	1,343
Masterton ..	676	612	539	444	427	498	494	527	715	833	848	764
Lower Hutt ..	452	380	321	295	271	261	266	277	507	571	562	531
Wellington ..	897	841	689	596	517	507	527	670	1,066	1,119	1,009	940
Blenheim ..	221	199	189	161	157	159	164	185	233	265	260	250
Nelson ..	264	270	253	225	239	223	218	220	243	276	263	261
Westport ..	19	19	18	19	19	18	25	26	23	23	23	22
Greymouth ..	37	45	43	43	43	42	58	59	48	47	46	46
Christchurch ..	2,020	1,855	1,688	1,237	1,130	1,146	1,165	1,226	1,864	2,135	2,226	2,156
Ashburton ..	282	268	252	128	128	128	130	130	284	313	300	273
Timaru ..	976	908	764	478	410	406	454	454	527	984	1,054	1,009
Oamaru ..	277	268	203	94	93	95	82	79	74	251	301	293
Dunedin ..	1,113	1,036	848	582	538	564	631	682	679	1,144	1,177	1,163
Invercargill ..	1,719	1,475	1,235	562	495	548	628	700	855	1,721	1,852	1,784
Dominion ..	20,887	19,530	17,306	14,153	13,503	13,910	14,293	15,803	21,014	24,456	23,698	22,564

DIAGRAM I.--GRAPH SHOWING MOVEMENT IN SEASONAL LABOUR FORCE (MALES)
FROM APRIL, 1947, TO MARCH, 1948

NUMBERS
EMPLOYED

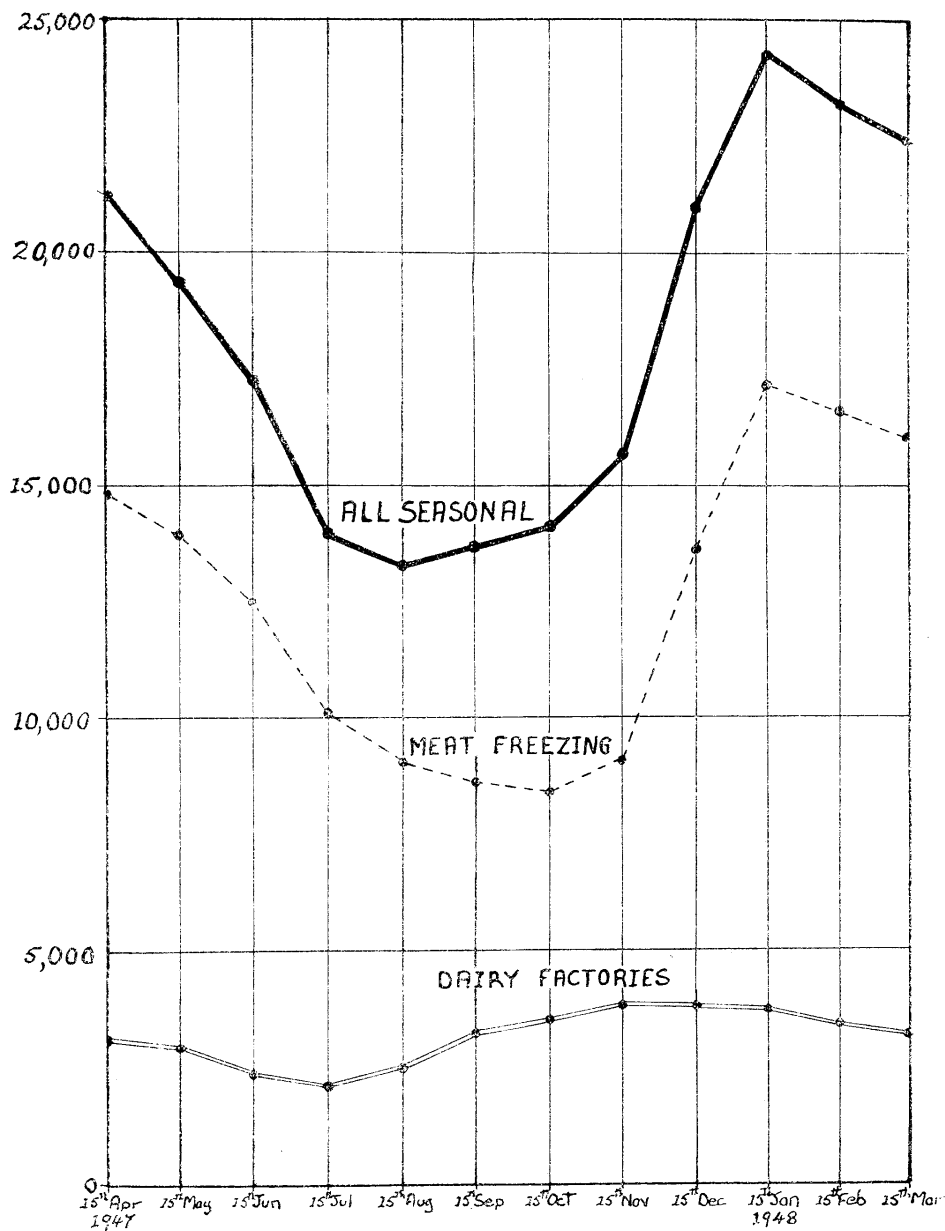


TABLE VIII.—EXTERNAL MIGRATION, YEAR ENDED 31ST MARCH, 1948, BY OCCUPATIONAL GROUPS

Source: Census and Statistics Department

Occupational Group.	Arrivals.			Departures.			Net Gain (+) or Loss (—) for Year.
	Males.	Females.	Total.	Males.	Females.	Total.	
Primary industry ..	420	11	431	204	12	216	+215
Engineering and metalworking ..	629	6	635	217	4	221	+414
Textiles, clothing, leather ..	116	151	267	35	55	90	+177
Building and construction ..	215	..	215	83	1	84	+131
Other secondary industry ..	355	24	379	107	17	124	+255
Transport and communication ..	234	23	257	132	8	140	+117
Commerce and finance ..	280	75	355	219	49	268	+ 87
Clerical and professional ..	785	931	1,716	717	790	1,507	+209
Personal and domestic ..	73	386	459	51	85	136	+323
Other occupations ..	319	64	383	269	38	307	+ 76
Not actively employed ..	1,230	3,218	4,448	774	1,871	2,645	+1,803
Not stated ..	76	27	103	17	13	30	+ 73
Total ..	4,732	4,916	9,648	2,825	2,943	5,768	+3,880

NOTE.—This table includes only “permanent” arrivals and departures—i.e., those who intend to become permanent residents of New Zealand or those who intend to remain absent for one year or more.

TABLE IX.—FACTORIES, BY DISTRICTS AND NUMBER OF WORKERS EMPLOYED (INCLUDING WORKING OCCUPIERS), AT 31ST MARCH, 1948

District.	Number of Registered Factories*	Number of Persons employed, including Working Occupiers.			Number of Factories employing Number of Workers shown.						
		Males.	Females.	Total.	1 or 2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 or more.
Whangarei ..	601	2,941	285	3,226	277	187	94	27	10	2	2
Auckland ..	3,422	29,790	11,197	40,987	1,225	982	522	288	269	84	54
Hamilton ..	1,060	5,304	942	6,246	441	397	143	48	27	10	2
Taumarunui ..	133	876	73	949	52	37	25	9	7	1	1
Paeroa ..	352	1,484	271	1,755	189	117	40	16	5	2	2
Tauranga ..	186	833	107	940	63	82	20	14	8	..	..
Rotorua ..	332	1,759	153	1,912	152	88	52	26	13	..	1
Gisborne ..	497	2,667	324	2,991	222	175	69	17	13	..	3
Napier ..	303	1,361	513	1,874	128	93	62	15	9	2	1
Hastings ..	461	3,379	529	3,908	212	155	69	21	9	2	3
New Plymouth ..	832	4,564	639	5,203	385	258	143	56	25	3	2
Wanganui ..	680	3,797	907	4,704	329	209	86	45	25	3	5
Palmerston North ..	989	5,100	1,139	6,239	450	308	143	55	19	7	4
Masterton ..	388	2,090	286	2,376	175	125	56	22	8	..	1
Lower Hutt ..	510	5,602	1,566	7,168	193	143	79	31	38	10	13
Wellington ..	1,781	11,593	5,357	16,950	691	472	278	188	112	27	23
Blenheim ..	282	1,096	263	1,359	118	101	48	8	5	1	1
Nelson ..	407	2,104	499	2,603	172	150	69	28	10	4	1
Westport ..	111	421	65	486	46	45	21	4	1	..	..
Greymouth ..	317	1,269	210	1,479	156	84	49	18	8	1	..
Christchurch ..	2,147	16,889	5,978	22,858	867	596	294	193	138	36	39
Ashburton ..	191	1,161	192	1,353	94	60	39	9	4	1	2
Timaru ..	522	3,274	687	3,961	236	161	68	31	21	3	6
Oamaru ..	191	1,129	144	1,273	102	50	24	7	5	1	2
Dunedin ..	1,622	10,449	3,891	14,340	760	425	199	107	85	27	19
Invercargill ..	765	5,067	595	5,662	314	263	125	47	37	4	5
Dominion ..	19,102	125,990	36,812	162,802	8,049	5,763	2,817	1,330	911	231	192

NOTES.—(a) Of the 192 factories employing 101 or more, 111 employed 101-200, 41 employed 201-300, and 40 employed 301 or more.

(b) It will be seen that the total number of factories comprised in that portion of the table showing analysis by size exceeds in most districts the “Number of Registered Factories” shown in the first column. The explanation is that, as mentioned on pp. 8-9 of the 1947 report, many factories carry on production which falls into two or more industrial groups. In such cases only one registration is effected and the first column shows registered factories. The columns “1 or 2” to “101 or more” are, however, based on returns which show production units in each industry, where they appear as separate “factories” classified according to the number of workers in that industry.

TABLE X.—FACTORIES, BY INDUSTRIES AND NUMBER OF WORKERS EMPLOYED
(INCLUDING WORKING OCCUPIERS), AT 31ST MARCH, 1948

Industry.	Number of Registered Factories.	Persons employed, including Working Occupiers.			Number of Factories employing Number of Workers shown.						
		Males.	Females	Total.	1 or 2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 or more.*
I. Processes relating to food	3,766	31,262	5,158	36,420	1,687	1,324	423	176	100	21	50
II. Manufacturing of drinks, narcotics, and stimulants	263	2,747	776	3,523	82	94	38	22	17	8	5
III. Processing of animal products (n.e.i.)	354	3,004	886	3,890	155	86	53	28	31	5	8
IV. Processing of vegetable products (n.e.i.)	133	821	143	964	35	44	32	13	7	2	..
V. Working in wood ..	1,597	10,238	162	10,400	556	501	351	151	53	8	4
VI. Working in paper, printing, &c.	473	5,832	2,066	7,898	107	117	100	62	59	19	12
VII. Provision of heat, light, and power	144	1,788	16	1,804	39	40	33	12	18	1	3
VIII. Processing of stone, clay, glass, &c.	756	6,099	235	6,334	184	288	173	61	27	7	6
IX. Working in or on metals	4,674	31,436	1,706	33,142	1,809	1,532	803	289	211	53	27
X. Working in or on precious metals	340	855	71	926	210	104	21	2	4	..	..
XI. Working in rubber ..	131	1,332	239	1,571	50	43	24	10	4	..	4
XII. Making of ammunition, &c.	1	60	51	111	..	..	..	..	..	..	1
XIII. Manufacturing of machine tools, &c.	202	982	152	1,134	91	68	25	12	4	1	1
XIV. Processes relating to carriages, vehicles, &c.	439	4,005	108	4,113	212	127	61	27	12	4	7
XV. Processes relating to ships, boats, and their equipment	79	939	152	1,091	25	21	12	7	12	3	1
XVI. Manufacturing of furniture	1,041	5,606	691	6,297	465	297	163	74	40	11	2
XVII. Processes relating to chemicals and by-products	207	2,191	846	3,037	62	57	34	23	17	9	7
XVIII. Working in textiles ..	155	2,531	2,807	5,338	44	29	28	17	20	5	16
XIX. Manufacturing of apparel	2,659	7,555	17,962	25,517	1,335	480	279	277	212	62	31
XX. Working in fibrous materials	47	872	253	1,125	7	7	13	8	11	2	2
XXI. Personal services ..	664	1,904	1,404	3,308	411	160	42	19	20	7	3
XXII. Miscellaneous ..	977	3,931	928	4,859	483	344	109	40	32	3	2
Total	19,102	125,990	36,812	162,802	8,049	5,763	2,817	1,330	911	231	192

* See footnotes to Table IX.

DIAGRAM II.—FREQUENCY DISTRIBUTION OF FACTORIES ACCORDING TO NUMBERS
EMPLOYED (INCLUDING WORKING OCCUPIERS)

NUMBER OF
FACTORIES

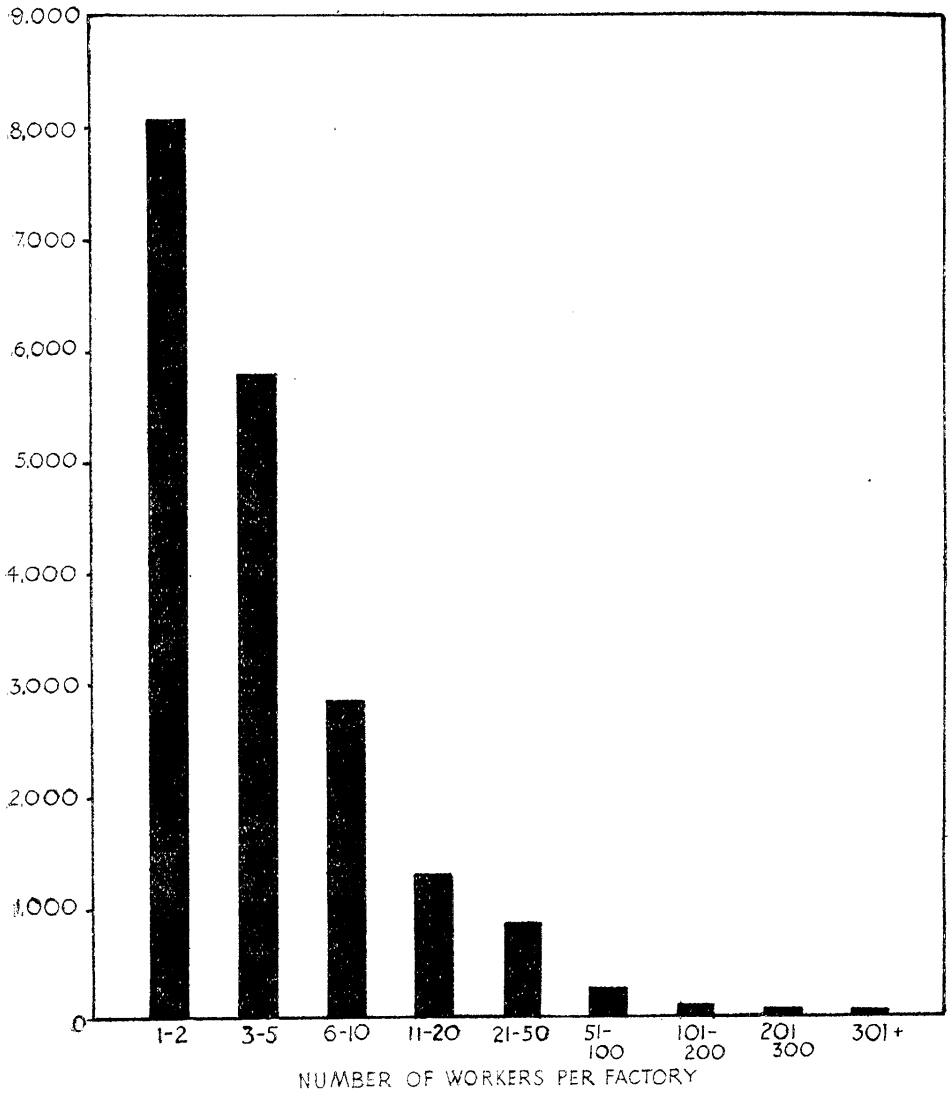


TABLE XI.—ACCIDENTS IN FACTORIES, CALENDAR YEAR 1947, BY AGE-GROUPS*

Age-group.	Number of Accidents.		
	To Males.	To Females.	Total.
Under 16	42	3	45
16 to 20	869	58	927
21 to 24	1,084	50	1,134
25 to 34	1,957	44	2,001
35 to 44	1,435	30	1,465
45 to 54	856	25	881
55 and over	535	14	549
Not stated	154	7	161
Total	6,932	231	7,163

* These are preliminary figures only, and include 413 accidents in "bush undertakings" reported under the Bush Workers Act, 1945. "Factory" accidents numbered 6,750.

TABLE XII.—ACCIDENTS IN FACTORIES, CALENDAR YEAR 1947, BY CAUSE OF ACCIDENT*

Cause.	Number of Accidents.		Percentage Change.
	1946.	1947.	
Fixed machinery	1,161	1,277	+ 10.0
Vehicles	54	126	+133.3
Explosions and fires	190	192	+ 1.0
Poisonous and corrosive substances	170	128	- 24.7
Electricity	12	15	+ 25.0
Fall of persons	460	497	+ 8.0
Stepping on or striking against fixed objects	319	353	+ 10.7
Falling or otherwise moving objects	168	219	+ 30.4
Falls of earth	2	2	..
Handling of objects	2,203	2,366	+ 7.4
Hand-tools	1,353	1,563	+ 15.5
Miscellaneous	296	425	+ 43.6
Total	6,388	7,163	+ 12.1

* These are preliminary figures only. The 1947 figures include 413 accidents in "bush undertakings" reported under the Bush Workers Act, 1945. "Factory" accidents numbered 6,750.

TABLE XIII.—MINIMUM WAGE-RATES IN CERTAIN OCCUPATIONS (31ST MARCH, 1948)

Occupation.	Rate.	Weekly Hours.
Bacon-workers	£6 18s. 9d. to £8 5s. per week ..	40
Bakers	£7 8s. per week	40
Biscuit and confectionery workers—		
Male	£6 5s. to £7 16s. 9d. per week ..	40
Female	£4 4s. per week	40
Boot operatives—		
Male	3s. 6½d. per hour	40
Female	£4 6s. per week	40
Bricklayers	3s. 8½d. per hour	40
Brick, tile, and pottery workers—		
Male	3s. 2½d. to 3s. 7d. per hour ..	40
Female	£4 0s. 9d. per week, Dunedin ..	40
Butchers (retail shops) ..	£7 4s. to £8 5s. per week	40
Canister workers—		
Male	3s. 5¼d. per hour	40
Female	£4 5s. per week	40
Carpenters and joiners ..	3s. 7d. per hour	40
Cleaners and caretakers—		
Male	£6 1s. 9d. to £6 12s. 3d. per week ..	40
Female	£4 0s. 9d. per week	40
Clerical workers—		
Male	£7 2s. 9d. per week	40
Female	£4 11s. 3d. per week	40
Clothing-trade employees—		
Male	£7 1s. per week	40
Female	£4 6s. per week	40
Coachworkers	3s. 7d. per hour	40
Cheese- and butter-factory employees ..	£6 7s. to £7 12s. 2d. per week ..	40
Drivers—		
(a) Motor	£6 14s. 4d. to £7 9s. 1d. per week ..	40
(b) Horse	£6 11s. 3d. per week for one horse, £6 14s. 4d. per week for two horses, and 6d. per day or 2s. 6d. per week extra for each horse above two ..	40
(c) Passenger transport	£7 2s. 9d. per week	40
Electrical workers—		
Tradesmen	3s. 7d. per hour	40
Linesmen	3s. 7d. per hour	40
Engine-drivers, firemen, and greasers—		
Drivers, 1st Class Certificate	£6 19s. 1d. per week	40
Drivers, 2nd Class Certificate	£6 13s. 10d. per week	40
Firemen and greasers	£6 8s. 7d. per week	40
Engineering-trade employees	3s. 2d. to 3s. 10d. per hour	40
Flour-mill employees	3s. 4¾d. to 3s. 10½d. per hour ..	40
Fur-workers—		
Male	£7 6s. 3d. per week	40
Female	£4 0s. 9d. per week	40
Furniture-trade employees—		
Male	3s. 2d. to 3s. 7d. per hour	40
Glove workers—		
Male	£6 15s. 9d. to £7 1s. per week ..	40
Female	£4 0s. 9d. per week	40
Grocer's assistants	£6 18s. 9d. per week	40
Hairdressers—		
Male	£7 per week	40
Female	£5 5s. 5d. per week	40
Labourers	3s. 1½d. to 3s. 6¼d. per hour ..	40
Laundry workers—		
Male	£6 7s. to £7 18s. 6d. per week ..	40
Female	£4 0s. 9d. per week	40
Motor-engineering-trade employees ..	3s. 2½d. to 3s. 9d. per hour	40

TABLE XIII.—MINIMUM WAGE-RATES IN CERTAIN OCCUPATIONS
(31ST MARCH, 1948)—*continued*

Occupation.				Rate.				Weekly Hours.
Painters and decorators	..	..	..	3s. 7d. per hour	..	..	..	40
Plasterers	..	..	..	3s. 8½d. per hour	..	..	..	40
Plumbers	..	..	..	3s. 8½d. per hour	..	..	..	40
Printing-trade employees—								
Typographical section	..	..	..	£6 1s. 9d. to £7 10s. 8d. per week	..	..	..	40
Printing section	..	..	..	£6 1s. 9d. to £7 2s. 9d. per week	..	..	..	40
Rubber-workers—								
Male	..	..	..	£6 1s. 9d. to £7 13s. 3d. per week	..	..	..	40
Female	..	..	..	£4 0s. 9d. per week	..	..	..	40
Shop-assistants—								
Male	..	..	..	£7 4s. per week	..	..	..	40
Female	..	..	..	£4 15s. per week	..	..	..	40
Storeman and packers—								
Wholesale	..	..	..	£6 10s. 6d. per week	..	..	..	40
Oil-stores	..	..	..	£6 10s. 6d. per week	..	..	..	40
Wool, grain, &c., stores	..	..	..	£6 10s. 6d. per week	..	..	..	40
Fruit and produce	..	..	..	£6 10s. 6d. per week	..	..	..	40
Timber-yards and sawmills' employees	..	..	..	3s. 5¼d. to 3s. 11d. per hour	..	..	..	40
Tobacco-workers—								
Male	..	..	..	£6 15s. 9d. per week	..	..	..	40
Female	..	..	..	£4 3s. 5d. per week	..	..	..	40
Tramway employees—								
Drivers	..	..	..	3s. 7d. per hour	..	..	..	40
Conductors (after six months)	..	..	..	3s. 5d. per hour	..	..	..	40
Operators	..	..	..	3s. 8½d. per hour	..	..	..	40
Warehouse employees—								
Male	..	..	..	£7 per week	..	..	..	40
Female	..	..	..	£4 12s. per week	..	..	..	40
Woollen-mills' employees—								
Male	..	..	..	3s. 2d. to 3s. 7d. per hour	..	..	..	40
Female	..	..	..	2s. 1¾d. per hour	..	..	..	40

TABLE XIV.—APPRENTICESHIP CONTRACTS REGISTERED DURING THE YEAR ENDED 31ST MARCH, 1948, AND APPRENTICESHIP CONTRACTS IN FORCE AT 31ST MARCH, 1948

Trade.	Contracts registered.					Number of Apprentices.		
	Auckland Commissioner's District	Wellington Commissioner's District	Christchurch Commissioner's District	Dunedin Commissioner's District	Dominion Total.	Working at Trade.	Serving in Armed Forces	Total.
Baking	20	25	20	13	78	245	9	254
Boat-building	17	6	..	3	26	84	3	87
Boilermaking	2	4	..	4	12	63	4	67
Bootmaking	2	3	..	2	7	145	10	155
Boot-repairing	2	8	7	3	20	70	1	71
Blacksmithing	3	6	1	2	12	33	..	33
Bricklaying	8	3	..	4	15	53	1	54
Carpentering	211	206	102	132	651	2,513	59	2,572
Clothing	29	43	9	13	94	223	5	228
Coachbuilding	74	36	26	31	167	483	11	494
Coopering	..	..	..	..	..	3	..	3
Cycle-working	..	..	1	..	1	1	..	1
Dentistry	8	5	..	1	14	50	2	52
Electrical	87	71	26	46	230	1,030	35	1,065
Engineering	193	155	64	53	465	1,754	37	1,791
Motor engineering	256	260	89	93	698	2,047	53	2,100
Furniture	111	92	46	43	292	1,116	19	1,135
Furriers	..	..	..	..	..	..	..	..
Gardening	..	2	..	..	2	10	1	11
Hairdressing	16	14	3	3	36	108	5	113
Hatmaking	..	..	..	3	3	5	..	5
Jewellery	15	11	7	3	36	146	2	148
Leadlight	2	..	1	1	4	22	..	22
Masonry	..	2	3	..	5	14	1	15
Moulding	5	3	1	2	11	64	9	73
Painting	28	42	16	18	104	393	11	404
Photo-engraving	7	5	2	2	16	62	..	62
Plastering	13	10	6	11	40	138	..	138
Plumbing	36	42	15	24	117	606	17	623
Printing	48	43	28	29	148	698	15	713
Saddlery	8	4	2	1	15	48	1	49
Sail and tent making	..	..	..	..	..	6	1	7
Tailoring	9	6	8	4	27	61	..	61
Tile-laying	..	..	..	..	..	1	..	1
Tinsmithing	19	13	2	13	47	197	5	202
Wicker-working	..	3	..	..	3	9	..	9
Total	1,229	1,123	487	557	3,396	12,501	317	12,818

TABLE XV.A.—SCAFFOLDING ACCIDENTS, BY AGE-GROUPS*

Age-group.	Number of Accidents (Calendar Years).		
	1945.	1946.	1947.
16 to 20	9	10	7
21 to 24	10	..	5
25 to 34	27	16	29
35 to 44	21	8	17
45 to 54	16	10	13
55 and above	16	11	10
Not stated	1	1	4
Total	100	56	85

* These are preliminary figures only.

TABLE XV.B.—SCAFFOLDING ACCIDENTS, BY CAUSE OF ACCIDENT*

Cause.	Number of Accidents (Calendar Years).		
	1945.	1946.	1947.
Fixed machinery	8	5	8
Poisonous or corrosive substances	1	..	..
Fall of persons	24	25	32
Stepping on or striking against fixed objects	8	4	5
Falling or otherwise moving objects	5	5	3
Handling of objects	37	9	27
Hand-tools	16	5	6
Miscellaneous	1	3	4
Total	100	56	85

* These are preliminary figures only.

TABLE XVI.—NUMBER OF INSPECTIONS CARRIED OUT

Authority.	Number of Inspections during Year ended 31st March,		
	1946.	1947.	1948.
Factories Acts, 1921-22 and 1946	7,338	10,976	7,955
Shops and Offices Act, 1921-22—			
Shops	9,569	13,431	9,274
Offices	901	1,697	708
Industrial Conciliation and Arbitration Act, 1925, and awards	1,024	1,601	1,905
Servants' Registry Offices Act, 1908	4	3	7
Agricultural Workers Act, 1936 (Working-conditions)—			
Dairy-farms	91	54	99
Farms and stations	96	110	39
Market gardens	63	20	237
Orchards	39	10	79
Tobacco-farms	..	4	6
Agricultural Workers Act, 1936 (Accommodation)—			
Dairy-farms	38	39	86
Farms and stations	100	156	27
Market gardens	..	7	28
Orchards	10	..	..
Sawmills	78	28	89
Flaxmills	3	..	1
Others	4	..	1
Shearers' Accommodation Act, 1919	283	369	124
Footwear Regulation Act, 1913—			
Establishments	121	324	173
Shipments	69	46	325
Weights and Measures Act, 1925—			
Weighing-machines	*	3,971	2,435
Weights	797	4,202	2,135
Measures	36	159	259
Petrol-pumps	282	758	476
Bread	*	4,444	8,053
Coal	*	517	780
Net weight	*	11,705	28,870
Others	421	..	8
Scaffolding and Excavation Act, 1922	6,842	8,484	10,384
Apprentices Act, 1923	451	892	839
Occupational Re-establishment Emergency Regulations 1940	59	38	..
Annual Holidays Act, 1944	8,105	3,275	1,407
Economic Stabilization Emergency Regulations 1942 ..		3,673	1,114
Others		2,535	3,159

* Included in "Others" under Weights and Measures Act, 1925.

TABLE XVII.—ALLEGED BREACHES OF LEGISLATION (BY EMPLOYERS) INVESTIGATED,
YEAR ENDED 31ST MARCH, 1948

Legislation.	Following Complaints.				Following Inspections.					
	Cases where no Breach disclosed.	Cases resulting in Prosecution.	Cases otherwise disposed of.	Total.	Number of Warnings issued.	Cases where no Breach disclosed.	Cases resulting in Prosecution.	Cases otherwise disposed of.	Total.	Number of Warnings issued.
Agricultural Workers Act, 1936	192	4	318	514	219	..	3	39	42	33
Annual Holidays Act, 1944	103	9	547	659	497	5	2	389	396	374
Apprentices Act, 1923	38	7	223	268	217	..	16	194	210	173
Awards and agreements	1,075	127	2,870	4,072	2,591	41	30	1,618	1,689	1,510
Economic Stabilization Regulations 1942 (wages)	7	4	13	24	13	..	5	159	164	158
Factories Act, 1946	56	13	409	478	391	22	15	2,096	2,133	1,943
Industrial Conciliation and Arbitration Act, 1925	18	6	30	54	25	1	2	309	312	298
Industrial Act, 1927	1	..	..	1	..	..	..	..	..	..
Minimum Wage Act, 1945	23	1	75	99	68	2	1	32	34	30
Occupational Re-establishment Emergency Regulations 1940	1	..	3	4	3	..	..	1	2	..
Scaffolding and Excavation Act, 1922	..	..	4	4	4	..	11	315	326	310
Servants' Registry Offices Act, 1908	..	..	247	1	1	..	..	438	480	421
Shops and Offices Act, 1921-22	34	9	..	290	242	9	33	20	20	14
Spray Painting Regulations 1940	1	..	..	1	37	..	..	390	397	389
Wages Protection and Contractors' Liens Act, 1939	19	1	38	58	44	..	7	45	45	..
Weights and Measures Act, 1925	11	1	32	44	27	..	..	..	307	389
Workers' Compensation Act, 1922	12	..	67	79	66	..	..	..	337	389
Miscellaneous										
Bush Workers Act, 1945	..	..	4	4	4	..	..	152	152	89
Control of Prices Emergency Regulations 1939	19	..	49	68	49	52	..	27	79	..
Footwear Regulation Act, 1913	13	..	2	15	2	34	..	16	50	16
Board of Trade (Footwear Marking) Regulations 1946	..	..	..	..	..	..	..	9	9	9
Lead Process Regulations 1925	..	..	..	13	..	..	..	..	..	..
Motor-spirit (Retail Hours) Regulations 1946	3	9	1	13	1	..	..	1	1	1
Oil Fuel Emergency Regulations 1939	1	..	5	6	5	..	..	1	1	1
Sharemilking Agreements Act, 1937	2	..	7	9	6	..	..	65	67	61
Shearers' Accommodation Act, 1919	5	3	73	81	62	2	6	..	6	..
Strike and Lockout Emergency Regulations 1939	..	2	..	2	..	..	..	..	..	..
Totals	1,634	196	5,018	6,848	4,530	108	131	6,316	6,615	5,899

TABLE XVIII.—ALLEGED BREACHES OF LEGISLATION (BY WORKERS) INVESTIGATED,
YEAR ENDED 31ST MARCH, 1948

Legislation.	Following Complaints.					Following Inspections.				
	Cases where no Breach disclosed.	Cases resulting in Prosecution.	Cases otherwise disposed of.	Total.	Number of Warnings issued.	Cases where no Breach disclosed.	Cases resulting in Prosecution.	Cases otherwise disposed of.	Total.	Number of Warnings issued.
Agricultural Workers Act, 1936 ..	49	10	11	70	2	..	..	..	..	..
Annual Holidays Act, 1944 ..	..	..	5	5	5	..	..	2	2	2
Apprentices Act, 1923 ..	2	11	7	20	6	..	1	..	1	..
Awards and agreements ..	19	40	207	266	183	..	3	22	25	16
Economic Stabilization Emergency Regulations 1942 (wages)	..	..	..	..	..	..	..	10	10	10
Factories Act, 1946 ..	..	..	1	1	1	..	..	..	..	..
Industrial Conciliation and Arbitration Act, 1925	24	1	119	144	87	..	..	65	65	65
Labour Disputes Investigation Act, 1913	..	..	1	1	1	..	..	..	..	..
Minimum Wage Act, 1945 ..	..	..	..	..	..	..	..	1	1	1
Sharemilking Agreements Act, 1937	1	..	..	1	..	..	..	..	..	..
Strike and Lockout Emergency Regulations 1939	..	..	..	..	..	..	4	25	29	..
Totals ..	95	62	351	508	285	..	8	125	133	94

TABLE XIX.—FAIR RENTS ACT AND ECONOMIC STABILIZATION EMERGENCY REGULATIONS (RENTS): ALLEGED BREACHES INVESTIGATED, YEAR ENDED 31ST MARCH, 1948

	Fair Rents Act.		Economic Stabilization Emergency Regulations.	
	1947.	1948.	1947.	1948.
Number where no breach disclosed ..	67	30	11	6
Number resulting in prosecution—				
Charging of fines, premiums, &c. ..	1	..	1	2
Letting or selling within six months ..	2	1	..	..
Rent in excess of fair rent ..	2	7	..	..
Accepting or demanding rents in excess of basic rent ..	..	..	8	2
Number resulting in warning ..	— 5	— 8	— 9	— 4
Number otherwise dealt with ..	162	117	20	13
	226	287	65	43
Totals ..	460	442	105	66

TABLE XX.—PROSECUTIONS TAKEN AND RESULTS, YEAR ENDED 31ST MARCH, 1948

Authority.	Total Number of Cases taken.		Convictions.		Dismissed.		Withdrawals.		Otherwise disposed of.		Total Amount of Fines, excluding Coses.
	E.	W.	E.	W.	E.	W.	E.	W.	E.	W.	
<i>Acts</i>											£ s. d.
Agricultural Workers Act, 1936	7	10	5	9	2	..	..	1	..	..	27 0 0
Annual Holidays Act, 1944	11	..	7	..	3	..	1	..	..	..	10 0 0
Apprentices Act, 1923	23	12	18	11	..	..	2	1	2	..	87 0 0
Awards and agreements	157	43	85	20	28	15	37	7	7	1	182 19 0
Factories Act, 1946	28	..	27	..	1	..	..	..	..	..	70 0 0
Industrial Conciliation and Arbitration Act, 1925	8	1	3	1	4	..	1	..	..	..	17 0 0
Minimum Wage Act, 1945	1	..	..	..	..	..	1	..	..	..	..
Scaffolding and Excavation Act, 1922	11	..	8	..	3	..	..	..	..	..	18 0 0
Shearers' Accommodation Act, 1919	3	..	2	..	1	..	..	..	..	..	4 0 0
Shops and Offices Act, 1921-22	38	..	17	..	..	..	21	..	..	..	23 0 0
Wages Protection and Contractors' Liens Act, 1939	1	..	1	..	..	..	..	..	..	..	1 0 0
Total—1947-48	288	66	173	41	43	15	63	9	9	1	439 19 0
1946-47	238	30	159	22	25	2	45	6	9	..	427 16 0
<i>Regulations</i>											
Economic Stabilization Emergency Regulations (Wages)	9	..	6	..	1	..	..	..	..	..	77 0 0
Occupational Re-establishment Emergency Regulations 1940	1	..	1	..	..	..	..	..	..	..	41 17 5
Motor-spirits (Retail Hours) Regulations 1946	13	..	8	..	4	..	1	..	..	..	9 10 0
Strike and Lockout Emergency Regulations 1939	4	8	1	6	2	1	..	..	..	..	60 0 0
Total—1947-48	27	8	16	6	7	1	3	..	..	..	188 7 5
1946-47	4	..	1	..	3	..	..	..	..	..	41 10 3
Grand Total—1947-48	315	74	189	47	50	16	66	9	9	1	628 6 5
1946-47	242	30	160	22	28	2	45	6	9	..	469 6 3

NOTES.—(a) E = taken against employer; W = taken against worker.

(b) There were 8 prosecutions under the Weights and Measures Act, 1925, during the year ended 31st March, 1948, resulting in 8 convictions. The total amount of the fines was £17 10s.

TABLE XXI.—CIVIL PROCEEDINGS FOR RECOVERY OF WAGES ON BEHALF OF WORKERS.
YEAR ENDED 31ST MARCH, 1948

Authority.	Number of Cases.	Judgment for Plaintiff.	Judgment for Defendant or otherwise disposed of.	Total Amount for which Judgment obtained, excluding Costs.
				£ s. d.
Awards and agreements	54	15	39	1,296 1 3
Annual Holidays Act, 1944	7	3	4	41 6 2
Agricultural Workers Act, 1936	1	1	..	103 14 1
Industrial Conciliation and Arbitration Act, 1925	12	12	..	176 19 3
Total—1947-48	74	31	43	1,618 0 9
1946-47	58	24	34	616 12 1

TABLE XXII.—NUMBER OF REQUISITIONS FOR IMPROVEMENTS SERVED, YEAR ENDED 31ST MARCH, 1948*

Authority.	1946.	1947.	1948.
Agricultural Workers Act, 1936	68	53	52
Awards and industrial agreements	74	75	162
Factories Act, 1946	671	881	1,538
Industrial Conciliation and Arbitration Act, 1925	98	148	133
Lead Process Regulations 1925	..	4	9
Shearers' Accommodation Act, 1919	141	98	90
Scaffolding and Excavation Act, 1923	..	2	2
Shops and Offices Act, 1921-22	95	79	151
Spray Painting Regulations 1940	4	10	4
Total	1,151	1,350	2,141

* Many of these requisitions required improvements in two or more ways, so that the number of "improvements" effected is in excess of the number shown.

TABLE XXIII.—ARREARS OF WAGES PAID AT INSTIGATION OF DEPARTMENT, YEAR ENDED 31ST MARCH, 1948

—	Paid through Department.	Paid directly to Workers.	Total.
	£ s. d.	£ s. d.	£ s. d.
Awards and agreements	18,774 12 6	21,379 15 8	40,154 8 2
Factories Act, 1946	176 4 0	371 1 1	547 5 1
Shops and Offices Act, 1921-22	125 10 5	127 7 9	252 18 2
Agricultural Workers Act, 1936	2,258 10 0	513 14 5	2,772 4 5
Miscellaneous	3,965 0 1	3,447 11 7	7,412 11 8
Total	25,299 17 0	25,839 10 6	51,139 7 6

The total under all heads for year ended 31st March, 1947, was £57,276 16s. 11d.

Approximate Cost of Paper.—Preparation, not given; printing (1,768 copies), £270

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