

1949
NEW ZEALAND

DEPARTMENT OF LABOUR AND EMPLOYMENT

(REPORT OF THE) FOR THE YEAR ENDED 31st MARCH, 1949

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

Department of Labour and Employment,

Wellington, 31st May, 1949.

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, 1949.

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 year ended on 31st March, 1949, has again been a period marked by great buoyancy in employment in New Zealand. In some larger industrial countries, however, the same period has been marked by rising levels of unemployment and by other features indicative of at least some loss of buoyancy in the economic situation as a whole. This has been a subject of comment by various overseas authorities, and, while official sources in the countries concerned have not indicated any great anxiety over the position, the United Nations Sub-Commission on Employment and Economic Stability has drawn attention to it and stressed the need for preparedness.

(2) During the twelve months New Zealand's labour force (inclusive of working proprietors) has shown a further expansion from 707,600 in October, 1947, to 717,500 in October, 1948. Increases in the labour force derive from natural increase—*i.e.*, excess of inflow at age fifteen over outflow through retirements or deaths—from immigration, and from increased numbers changing from leisure status to working status. There is evidence that a proportion of the increase recorded has come from the last-mentioned source. (The continuing infiltration of manufacturing industries into smaller centres would contribute to this effect.) Between October, 1947, and October, 1948, the estimated size and distribution of the labour force has changed as follows:—

		October, 1947. (000's.)	October, 1948. (000's.)
(a) Primary industry		173.0	172.7
(b) Secondary industry		218.0	221.6
(c) Transport and communication		67.7	70.7
(d) Distribution and finance		110.2	112.0
(e) Public administration and professional		88.2	89.9
(f) Domestic and personal services		41.4	42.5
Total, in industry		698.5	709.4
(e) Armed Forces		9.0	8.0
(f) Unemployment		0.1	0.1
Total, labour force		707.6	717.5

(Revised figures, including 1945 census data for Maoris.)

(3) It will be seen that, over the twelve months, secondary industries (which include building and construction) made an advance of 3.6 thousands, whereas the four subdivisions of tertiary industries taken together made an advance of 7.6 thousands. On the other hand, primary industries lost slightly, the loss being attributable to the farming industry. In farming, however, the peaks of seasonal fluctuations do not always coincide from year to year, and little significance can be attached to a small change in total taken by itself. Nevertheless, the long-range trend in farming throughout the world has been for increasing levels of farm production to be achieved side by side with steadily decreasing employment of manual labour. This is the effect of increasing mechanization, and New Zealand is no exception to the general pattern.

(4) Concurrently with these expansions in the labour force there has been some easing in the demand for labour, although the shortage remains acute, particularly in the industrial centres. Vacancies recorded by employers in their half-yearly returns, which stood at 29,087 in October, 1947, had reduced to 26,638 in October, 1948. The same downward trend has been seen in vacancies notified month by month, which declined from 25,900 at the end of March, 1948, to 21,168 at the end of March, 1949.

The distribution of vacancies geographically was as follows :—

VACANCIES RECORDED IN HALF-YEARLY RETURNS, OCTOBER, 1948

	Male Vacancies.	Female Vacancies.
Auckland	3,483 (3,557)	3,349 (3,547)
Wellington-Lower Hutt	3,999 (4,947)	3,030 (3,473)
Christchurch	1,150 (1,329)	1,378 (1,767)
Dunedin	1,079 (1,061)	1,504 (1,868)
Twenty-two other districts	5,008 (4,985)	2,658 (2,553)
Total	14,719 (15,879)	11,919 (13,208)

(October, 1947, figures shown in parentheses.)

The following table shows the incidence of the above vacancies to total surveyed labour force :—

VACANCIES RECORDED IN HALF-YEARLY RETURNS, OCTOBER, 1948, AS PERCENTAGES OF LABOUR FORCE COVERED BY RETURNS

	Males.	Females.
Auckland	4·8	11·0
Wellington-Lower Hutt	7·7	13·7
Christchurch	3·1	8·9
Dunedin	4·4	15·5
Other districts	3·9	6·0
New Zealand	4·6	9·8

Vacancies notified by employers to the National Employment Service for filling (as distinct from vacancies shown by all employers in their half-yearly returns) are set out in Table I of the Appendix to this report. These figures reflect approximately the same relative distribution over industry as those recorded in half-yearly returns. From them it will be seen that a majority of the vacancies occur in secondary industries.

(5) Unemployment during the twelve months has continued at an insignificant figure. Disengaged persons enrolling for employment with the National Employment Service totalled 27,171 for the year (19,823 males and 7,348 females). Nevertheless, the highest number remaining unplaced at the end of any month was 141 in June. This mid-winter figure comprised 133 males and 8 females.

(6) In the expansion of secondary industries the greatest gain was made in the building and construction industry, where the surveyed labour force moved from 37,333 in October, 1947, to 39,321 in October, 1948, half of this increase occurring in the house-construction sector. In manufacturing industries—i.e., secondary industries excluding building and construction—the aggregate labour force moved from 146,115 in October, 1947, to 148,408 in October, 1948. The following table shows the movement in the main groups :—

SURVEYED LABOUR FORCE IN MAIN MANUFACTURING GROUPS

	October, 1947.	October, 1948.	Gain.
Food, drink, and tobacco (excluding seasonal)	14,960	15,219	259
Textiles, leather, and clothing	35,428	35,799	371
Building materials and furnishings	18,664	19,424	760
Engineering and metal working	47,794	48,365	971
Other manufacturing	21,164	20,863	301 (loss)
Power and water-supply	8,505	8,738	233

Amongst individual industries vehicle and cycle repair showed the only appreciable gain in labour force over the twelve months, moving from 12,842 to 13,566, a gain of 724. The next largest gains were in woollen and knitting mills (296); brick, tile, and stoneware (262); builders' woodwork (183); town sawmilling (170); pottery and glass (147); paper and pulp manufacture (132); and clothing and tobacco manufacture (both with gains of 105). These gains are small. On the other hand, nine industries showed reductions over the twelve months as follows :—

SURVEYED LABOUR FORCE IN MANUFACTURING INDUSTRIES SHOWING REDUCTIONS

	October, 1947.	October, 1948.	Reduction.
Bread-baking	3,432	3,355	77
Beverages	3,032	2,983	49
Tanneries and woolscouring	1,658	1,531	127
Leather goods	1,234	1,017	217
Electrical manufacture	4,990	4,821	169
Vehicle and aircraft manufacture	3,492	3,376	116
Chemicals and by-products	5,689	5,588	101
Rubber	1,923	1,677	246
Miscellaneous manufacture	2,022	1,920	102

(7) The tertiary industries made the most substantial gains in labour force during the twelve months, the more important gains being as follows :—

SURVEYED LABOUR FORCE IN SELECTED TERTIARY INDUSTRIES

	October, 1947.	October, 1948.	Gain.
Rail transport	21,260	21,734	474
Post and telegraph	14,835	16,052	1,217
Wholesale and retail trade	72,818	75,142	2,324
Hospitals	18,238	18,790	552
Education	17,615	18,347	732
Government Administration*	17,789	18,413	624
Hotels and catering	16,666	17,329	663
Insurance, banking, and financial	11,435	11,749	314

* Excludes non-tertiary activities such as coal-mining, forestry, sawmilling, building, and construction and engineering workshops, and also hospitals, education, road and rail transport, post and telegraph, insurance, and banking.

(8) In primary industries gains were recorded in bush sawmills (6,179 in October, 1947, and 6,811 in October, 1948) and in forestry (2,029 to 2,301 over the same period). Coal-mining moved forward from 5,527 to 5,761.

(9) Apart from the large share taken by wholesale and retail trade and the relatively small gains of manufacturing industries, the pattern of labour force expansion has followed closely the lines of greatest national need. Forestry, bush sawmilling, and building and construction have all continued to move forward steadily. The serious post-war staffing deficiencies in essential transport and communications are being overtaken. Hospital staffing has made relatively slower progress, but the gains have nevertheless been appreciable. Education services, which also suffered from serious post-war staffing deficiencies, show an appreciable improvement.

(10) Of the total increase of 10.9 thousands in the labour force in industry—*i.e.*, excluding Armed Forces and unemployment—9.0 thousands were males. The female labour force thus remained almost static throughout the period. Manufacturing industries as a whole suffered a reduction of 116 in female labour force. The following table shows how the different manufacturing groups were affected :—

FEMALE SURVEYED LABOUR FORCE IN MAIN MANUFACTURING GROUPS

	October, 1947.	October, 1948.	Gain.
Food, drink, and tobacco	5,066	5,128	62
Textiles, leather, and clothing	21,665	21,950	285
Building materials and furnishings	1,060	1,039	21 (loss)
Engineering and metal working	3,907	3,799	108 (loss)
Other manufacturing	6,170	5,827	343 (loss)
Power and water supply	559	568	9

In the non-manufacturing field, gains of over a hundred females were recorded in the following industries :—

Industry.	Gain in Females.
Wholesale and retail trade	507
Hotels and catering	406
Post and telegraph	367
Hospitals	348
Government Administration*	206
Laundries	181
Education	145
Banking and finance	136

* See footnote to paragraph (7) above.

(11) Average rates of labour turnover—*i.e.*, terminations of employment as a percentage of number of persons employed—have remained high at 18 per cent. per six months for males and 27 per cent. per six months for females for the six months ending on 15th October, 1948. While turnover of labour is undoubtedly influenced by the prevailing keen competition for labour, much of it is attributable to causes within the places of work. In the same industrial centre, for instance, three factories of comparable sizes and turning out the same type of product showed labour turnover rates of 19 per cent., 23 per cent., and 52 per cent. respectively. Since they all suffer to much the same degree from the effects of labour shortages in the locality it is evident that other factors must be sought to explain the difference between the factories with the lower rates and the factory with 52 per cent. The Department invites employers to call at its district offices and check their rates of labour turnover against average rates in the same industry and locality. By this means an employer may obtain an indication of the extent to which causes within his workplace may be contributing to labour turnover. Employers have, however, been slow to avail themselves of this opportunity despite the high costs and economic waste which many of them are suffering through excessive turnover rates. Amongst the relatively few cases where information and assistance have been sought some remarkable results have, however, been achieved. (In one modern, well-equipped factory, for example, a considerable number of in-plant causes were discovered once the problem was brought under attack. As a result of attention to these the rate of labour turnover was cut in half.) The information now available on labour turnover emphasizes the fact that there is great scope for reducing this problem by appropriate action within the workplace itself.

(12) The weekly pay-out in wages and salaries was £2,971,469 to 427,348 persons in surveyed industries in October, 1947. By October, 1948, this had risen to £3,239,908, paid out to 438,480 persons. These figures represent an average weekly pay-out (which includes overtime and covers males, females, and juveniles) of £6 19s. in October, 1947, and of £7 7s. 9d. in October, 1948.

(13) Manufacturing industry has continued to spread into secondary centres and smaller towns. The Department maintains an up-to-date record of each town and city with a population of 1,000 or more, the record including industries already operating, numbers employed, labour available, seasonal surges in labour force, school rolls and school-leavers, local transport facilities, and other information. There has continued to be a fairly steady stream of inquiries for this information from manufacturers, including overseas firms interested in the possibilities of establishing in New Zealand.

(14) Taken as a whole, the employment characteristics of the twelve months under review give a picture of continuing buoyancy accompanied by a gradual easing in the acuteness of the labour shortage in most districts. There have been appreciable improvements in the staffing of key industries, while the seasonal industries in the 1948-49 season have, in the main, been fully manned. The latter industries have found labour more readily available than in past seasons. The acute shortage of labour in the main industrial centres, particularly of female labour, is likely to continue, although there are signs of easement in most districts apart from Wellington and Lower Hutt. In some localities, however, the position is much easier, and there is scope for new industries in such localities. Attention is particularly drawn to centres of Maori population, where the availability of labour is expanding more rapidly and where there is a steadily increasing outflow of Maori school leavers of good ability.

(15) It can again be emphasized, however, that increasing efficiencies in industry are equally important with increasing labour force as factors in achieving higher levels of production. The loss accruing from excessive labour turnover has already been mentioned. It is considerable, and much of it clearly springs from in-plant causes. The loss accruing from industrial accidents and sickness is of major proportions. Industrial discontents are likewise a major cause of loss of production. At least a proportion of these spring from the same causes as labour turnover—deficiencies in working conditions and shortcomings in the handling of personnel problems. The reduction of labour turnover, the development of a greater and more concerted safety-consciousness, and the improvement of industrial relations add up to industrial morale. Morale, in its turn, is a factor of personal relationships, interests, and loyalties and can only be developed satisfactorily on the basis of some adequate sort of “get-together” concerning common interests and objectives. The labour force will not achieve its best without a high industrial morale.

SECTION 2—CURRENT CHARACTERISTICS OF INDUSTRIAL WELFARE AND INDUSTRIAL RELATIONS

(1) The number of factories in New Zealand and the number of persons employed in factories both continue to increase. Factories increased by 598 to reach a total of 19,700 at 31st March, 1949. Employment in factories then covered 128,348 males and 36,336 females. Almost two-thirds of factories and factory workers are in the North Island.

(2) This growth in factories and factory employment is steadily increasing the responsibilities of the Department in its administration of the Factories Act. In particular, much of the work lies in the smaller factories and, while factories employing up to twenty workers employ in the aggregate less than half of the persons employed in factories, they nevertheless form a majority of factories in number. This necessarily increases the incidence of inspection work.

(3) In the field of industrial welfare the year's activities reflect a steady forward movement in physical conditions. This is partly a result of increased inspection activity made possible as a result of staff additions and training. Factory inspections totalled 13,037, as compared with 7,955 in the previous year. The forward movement in physical conditions is also, however, attributable in part to the voluntary adoption of higher standards by a proportion of factory managements and a gradually widening appreciation of the effect of good conditions on working morale and output. This improvement can be expected to accelerate as shortages of building materials are overcome. Nevertheless, there remain too many factories which are unsuitably housed and where the scope for improvement is greatly restricted for this reason.

(4) While the need for new or altered premises is an urgent one in many cases, a considerable proportion of factories could, however, greatly improve existing conditions by more attention to lighting, heating, interior painting, general cleanliness, and good housekeeping. This criticism applies particularly to many of the smaller factories, but also to a proportion of larger ones. In such physical conditions, however, a number of progressive firms are setting a good lead, both by introducing overseas advances and by experimenting for themselves. It is becoming more customary for managements and also for architects and ventilating engineers to consult with the Department on plans and changes in plans for factories.

(5) In the non-physical conditions of work there has been less evidence in New Zealand of an application of the important advances being made overseas. This reflects itself particularly in the field of accident prevention, where there is far too little realization of the achievements possible through training in safety, the use of safety committees, promotion of safety-consciousness amongst workers, and similar measures. Loss of time through accidents is many times greater than through industrial disputes (950,908 days in 1946, as compared with 30,393 days lost by industrial disputes). Figures detailed elsewhere in this report (Tables XV and XVI of Appendix) give no grounds for complacency in this matter.

(6) Similarly in other reflexes of the non-physical conditions of work, particularly labour turnover, there is evidence of inadequate attention to important but less tangible factors which contribute to high morale such as efficient training of workers, well-trained supervisory staffs, attention to personnel problems, and appropriate forms of "get-together" between workers and managements. In these matters New Zealand continues to lag considerably behind up-to-date overseas practice. In its Training Within Industry activities and its Personnel Advisory Service (discussed elsewhere in this report), as well as through its Inspectors, the Department is nevertheless gradually winning a widening interest in this field.

(7) Although industrial stoppages attract considerable publicity wherever they occur, the year under review has not been a bad one in this respect, either as compared with other years or as compared with overseas. Disputes have been localized and mostly of very short duration. They have been dealt with firmly, but with regard to the achievement of better understanding and improved relations after the dispute. Over the great bulk of the industrial field the relations between workers' and employers' organizations have been good. Conciliation Commissioners have brought the parties to complete agreement in 131 cases, as compared with 89 in the previous year. No agreement was reached in only two cases. Meetings of disputes committees set up under the provisions of awards numbered only 24, as compared with 45 in the previous year.

(8) Before the close of the period under review the Court of Arbitration was asked to make a pronouncement specifying standard rates of wages. The Court's decision, issued on 12th April, is referred to in Section 4 of this report.

(9) In general, the activities of the Industrial Welfare and Industrial Relations Divisions of the Department over the past year reflect a scene in which social and economic changes are still taking place. Industry is still expanding, labour shortage

continues though easing gradually, higher standards of welfare for the worker are being set though shortages are in some cases thwarting their immediate full achievement. There is a general realization that standards of living can be raised only by increasing the productivity of the economy as a whole. In achieving this goal the maintenance of orderly and just measures in the resolution of industrial conflicts together with the provision of healthy and safe conditions of work and the building of high morale are of importance.

PART II—DEPARTMENTAL ACTIVITIES

SECTION 1—EMPLOYMENT

(a) *Placements*

(1) The necessity for a placement service has been dictated by different circumstances during the last couple of decades. During the early 1930's there was a large body of unemployed in New Zealand, and the placement service fulfilled the primary function of finding employment for many of these displaced workers. During the post-war period the changed economy of the country has been characterized by an acute shortage of labour. This has required every effort being directed to reducing to a minimum the time-lag caused by workers moving from one job to another and to effecting the best utilization of available labour. The Department's placement service has been particularly successful in locating suitable employment for workers promptly after enrolment, and its facilities are available to all job-seekers—i.e., to those already unemployed and to those already engaged who seek more suitable employment.

(2) During the year ended 31st March, 1949, no less than 20,995 job-seekers of both types were found employment by the Department. These placements comprised 14,686 men and 6,309 women. In very few cases was the delay between enrolment and actual placement in employment longer than a day or so. The speed with which placement of workers is carried out can be gauged from the fact that, while there were 20,995 placements effected during the year, there remained only 38 persons currently enrolled for employment at 31st March, 1949. To industry this efficiency means a minimum loss in production, and to the worker it means a minimum loss in earnings.

(3) Lord Beveridge, in his *Full Employment in a Free Society*, page 128, has suggested that, even under full employment, minimum seasonal and frictional unemployment can be expected to affect as much as 3 per cent. of the labour force at any given point of time. This would mean a permanent loss of 3 per cent. of the country's labour force or, in other words, an equivalent decrease in the production of industry and in the aggregate of workers' incomes. Such a proportion of the labour force would, in New Zealand, amount to over 20,000 workers. Of the total of workers affected by seasonal and frictional changes in employment (whether or not Lord Beveridge's estimate is accepted) only 38 were registered as unemployed on 31st March, a figure which reflects the success of the Department in its placement activities.

(4) The 14,686 placements of men during the year included those of 313 who were semi-employable or who were over sixty years of age. The finding of employment for these semi-employables and persons over sixty presents one of the most difficult problems of the placement service. The placement of 313 of these workers during the year by the Department has been a most worth-while aspect of its activities. Not only have they been removed as a charge on the Social Security Fund, but, in spite of their handicaps, each individual worker included has been given new confidence in his capability for performing useful work for industry and for the community.

(5) During the last year, as in the past years, the Department has also made every effort to cope with the seasonal demands of fruit, hop, and tobacco growers, as well as meat freezing, dairy factories, and other seasonal industries. Table IV of the Appendix shows the industries in which placements were made during the year, and shows the measure of success attained in satisfying the labour needs of these seasonal industries.

Considerable success was also attained in meeting the heavy labour demands of the building industry, which received a proportion of total placements during the year greater than that of any other industry—viz., 13.3 per cent. of all placements made.

(b) *Hostels and Camps*

(1) Under the Employment Act, 1945, this Department is empowered to establish, maintain, and operate hostels and other residential or boarding establishments for workers. One of the Department's main functions is to provide an adequate supply of labour for industry and to promote the best use of available labour.

(2) During the last few years the shortage of labour, acute throughout the country, has been accentuated in the main industrial areas. Lack of accommodation remains a most important factor in the inability to maintain full quotas of labour in these areas. In spite of the handicap of restricted building materials and the paramount importance of housing construction, combined with the non-availability of suitable vacant properties for purchase, progress has been maintained in providing additional accommodation for all five types of workers concerned, viz.—

- (i) Workers in selected industries.
- (ii) Immigrant workers.
- (iii) Miners.
- (iv) Junior staff of the Public Service, male and female.
- (v) Home aids.

(3) Though considerable success has been attained in securing private accommodation for migrants on arrival it is nevertheless imperative, at least in the four main centres, that hostel accommodation be also available there to cope with the large drafts now arriving regularly. Additional provision urgently required for males in Wellington, Auckland, and Dunedin, and for both males and females in Lower Hutt to cope with the drafts expected late in 1949, is now being planned.

(4) The male workers' camps set up during the war years still provide much-needed accommodation for 1,250 workers employed in selected industries in the three main industrial areas of Auckland, Wellington, and Hutt Valley, and continue to enable the Department to maintain a reasonably adequate supply of labour for the more important industries in those centres. Considerable improvement in the amenities in these camps are urgently desirable and will be carried out when conditions in the building industry permit.

(5) Two hostels for miners which were in process of establishment a year ago have since been opened—i.e., at Huntly and Granity. Two further ones at Ohura and Ohai are nearing completion and will be opened early in the next financial year, while three more—i.e., at Granity, Blackball, and Denniston—are at present being planned. Accommodation is provided for both immigrant and local labour and has been effective in maintaining a high level of production in this important industry.

(6) Hostel accommodation for junior cadets and shorthand-typists in the Public Service continues essential to maintain recruitment and plays an important part in the training schemes instituted for junior officers. The need for considerable expansion of this class of accommodation is pressing, and plans for extensions to existing hostels in Wellington and Christchurch and for an additional one in the Hutt Valley are completed. Two other hostels purchased in Wellington will be opened shortly.

(7) Hostels are also maintained in Auckland and Wellington to accommodate 24 locally-recruited and immigrant home aids.

(8) Thanks are due to the Y.W.C.A. for the co-operation and assistance given the Department in continuing to operate successfully, on the Department's behalf, women's wartime hostels for industrial workers in Wellington and the Hutt Valley respectively. As with the male workers' camps, much-needed accommodation is provided in these hostels for 370 women employed in selected industries of prime importance.

(9) The resident capacity of the various hostels and camps operating at 31st March, 1949, is set out below (hostels established since 31st March, 1948, are asterisked):—

Camps and Hostels.				District.		Capacity.	
Industrial workers' camps (males)—						M.	F.
Waikaraka Park	..	..	..	Auckland	..	340	..
Mangere (Maoris)	..	..	..	"	..	110	..
Hataitai	..	..	..	Wellington	..	200	..
Winter Show	..	..	..	"	..	200	..
Petone	..	..	..	Hutt Valley	..	400	..
Industrial workers' hostels (female)—							
Hanson's Lane	..	..	..	Christchurch	..	..	33
Orient	} Operated by Y.W.C.A.	..	..	Wellington	..	..	90
Woburn				Hutt Valley	..	..	280
Immigration hostels—							
St. Kilda	..	..	..	Dunedin	..	150	..
Wigram (combined)	..	..	..	Christchurch	..	120	160
Fort Dorset	..	..	..	Wellington	..	104	..
"	..	..	..	"	..	..	192
North Head	..	..	..	Auckland	..	140	..
Narrow Neck	..	..	..	"	..	..	138
Public Service hostels—							
Oriental Bay	..	..	..	Wellington	..	98	..
Hobson Street	..	..	..	"	..	..	55
117 Tinakori Road	..	..	..	"	..	..	21
Mechanics Bay (operated by Post and Telegraph Department. Public Service allocation, 24 beds)	..	..	..	Auckland	..	24	..
Home aid hostels—							
146 Dominion Road	..	..	..	Auckland	..	..	10
175 Vivian Street	..	..	..	Wellington	..	..	12
Miners' hostels—							
Reefton	..	..	..	West Coast	..	50	..
*Huntly	..	..	..	Waikato	..	100	..
*Granity	..	..	..	Buller	..	6	..

(c) Training of Shearers

(1) To assist in overcoming the shortage of shearers which became apparent in the post-war years the Department, in conjunction with the New Zealand Wool Board, introduced at the commencement of the 1947–48 season a subsidized scheme to encourage young men to learn the craft of shearing. Finance to meet the cost of subsidies was provided entirely by the New Zealand Wool Board, but the administration of the scheme and the placement of learners was undertaken by the Department through its district officers.

(2) Under the scheme young men accepted for training were taken into the shearing-shed during actual shearing operations and taught shearing by one of the experienced shearers employed. The learner received a flat weekly wage of £5 13s. during the three weeks of the training period. Farmers and shearing contractors engaging approved learners were subsidized to the extent of £3 per man-week, of which the sum of £1 per week was diverted to the experienced shearer instructing the learner.

(3) The scheme met with reasonable success in districts where the shortage of shearers was most acute—viz., Christchurch, Ashburton, Timaru, Oamaru, and Dunedin. Some 75 learners were trained, while an additional 20 passed through classes conducted by technical colleges also subsidized by the New Zealand Wool Board. District reports indicated that, with few exceptions, the learners developed into competent shearers. It is believed that the great majority of these 95 men resumed shearing in the 1948–49 season.

(4) As a need to train shearers was still reported at the commencement of the 1948-49 season it was decided to continue the scheme subject to some amendments to the rates of remuneration and subsidy. The rate of wages to learners was brought into line with the latest Shearers award—i.e., 3s. 8½d. per hour—and the subsidy rate to farmers and contractors was correspondingly increased to £3 12s. per man-week.

(5) The results achieved during the 1948-49 season compared unfavourably, however, with the previous year. A total of only 20 men were trained in farmers' sheds, while 21 subsidized learners attended technical-college classes. The poorer response to the scheme was attributed mainly to the lack of interest by farmers and contractors. Many more young men volunteered for tuition than could be placed. At the same time, reports from districts indicated that little or no shortage of shearers was experienced during the season.

(6) The increase in the number of shearers available was due to several factors, the principal ones including the greater financial incentive to ex-shearers to return to the industry, the influx of a small number of Australian shearers, and the beneficial effect of the subsidized training scheme from the previous year. The primary objective of the scheme appears to have been achieved in that the shortage of shearers for the time being has been alleviated. The future of the scheme will be decided by the Department, the New Zealand Wool Board, and other parties concerned before the commencement of the next season.

(d) Employment Promotion

(1) The necessity for winter employment promotion schemes during the year has been slight. Special schemes were limited to the districts of Wanganui and Timaru.

(2) As usual, forecasts of probable winter employment problems were made by District Officers of this Department. In conjunction with the Ministry of Works, preparations were made to absorb any surplus labour which might become available at the end of the summer season in the few districts where forecasts indicated a need. In only two districts was it necessary to provide specially for winter employment on public works for surplus labour. In two districts a threatened surplus did not eventuate.

(3) In New Plymouth the provision of public-works employment was avoided by the absorption of all surplus labour by the Post and Telegraph Department on its new cable-laying project. In Gisborne plans had been made to provide employment for 200 men who were expected to be without work during the winter of last year. Repair work on the damage done by the severe floods in the district, however, absorbed most of these men, and surplus labour did not become available for the planned public-works schemes.

(4) The Wanganui district was faced with the problem of finding winter employment for some 80 men, and a public-works scheme was opened up to absorb this labour.

(5) In Timaru, as in recent years, the Department faced an employment problem last winter, and special schemes providing employment for the surplus labour were undertaken by local bodies in the district with the aid of subsidies provided by the Department.

(6) The only other employment promotion scheme operating during the past year was Scheme 13. This scheme has been in operation for many years and is used mainly to retain a relatively small number in all-the-year-round employment. These men are for various reasons fit for light work only and are located in districts where the range of employment opportunities for this is limited, and whence, due to domestic circumstances of the individuals concerned, it would be impracticable to transfer them to employment in other districts.

(7) The men on this scheme are allocated to various local bodies for miscellaneous types of work, their wages being subsidized to bring their earnings up to the award rate for the type of work performed. The men continue to be regarded as registered for

employment, and every effort is made by the Department to place them in suitable permanent employment. At the end of March, 1949, there were 203 men on the scheme. Thirty-three of these were single and 170 married, as compared with 41 single and 187 married men employed under this scheme at the end of March, 1948.

(8) Encouragement continues to be given to private employers to employ, on suitable work, persons otherwise only semi-employable. These men, because of physical or other handicaps, are generally unacceptable to employers, and the Department's subsidy during the initial period of training at least until they are capable of reasonable production invariably ensures for these less-fortunate people industrial rehabilitation and their consequent removal as charges on State funds.

(e) *Maori Employment*

(1) Maoris enrolling with the Department for employment during the year have been satisfactorily placed in employment.

(2) In cases where, owing to residence in extremely isolated localities with few employment opportunities, enrolees have not been able to obtain employment locally work has been arranged for them in other places. This has applied more particularly to male Maoris living in parts of the Whangarei, Gisborne, and Rotorua employment districts.

(3) The success achieved by the Department in arranging employment for Maoris can be judged from the fact that only 4 males and no females were enrolled for employment and unplaced as at 31st March, 1949.

(4) The Maori Education and Employment Committee, representative of the Departments of Maori Affairs, Industries and Commerce, Education Department, Ministry of Works, State Forest Service, and this Department has met on three occasions during the year.

(5) The chief aim of the Committee is to ensure the continuing absorption of the Maori race into full employment. The growth of the Maori population in recent years must obviously be followed by a corresponding increase in the numbers leaving school and seeking employment each year. A substantial part of the Maori population is located in remote areas where employment opportunities are limited. The Committee is therefore watching the future employment needs to ensure that work will continue to be available for the increasing numbers seeking employment.

(6) Particular attention has been paid by the Committee to the placement in employment of Maori school-leavers. Arrangements have been made for all schools (primary, post-primary, State, and private) to furnish annually particulars of each individual Maori boy or girl finally leaving school either to enter employment or to remain at home, including comment on employment prospects. Maori Welfare Officers of the Department of Maori Affairs will follow up cases where suitable employment presents a problem and will collaborate with Vocational Guidance Officers of the Education Department and District Officers of this Department in arranging suitable placements.

(7) The Committee is also investigating the possibility of facilitating the placement of young Maoris in employment through the establishment of hostels in suitable places. Lack of suitable accommodation in industrial centres where vacancies for juveniles exist severely limits the extent to which young Maoris can avail themselves of the work offering. If suitable arrangements can be made present indications are that the scheme will be introduced by the establishment of one or two small hostels initially. Entrants to the hostels would be carefully selected and spread over a wide range of industry. This step would achieve the twofold purpose of facilitating the absorption of young Maoris into a wide range of employment and alleviating the shortage of juvenile workers in industrial centres.

(8) In the Bay of Plenty - Rotorua district the milling of the extensive softwood forests now reaching maturity and the establishment of a large pulp and paper mill at Murupara, together with consequent development, are confidently expected to bring about a considerable expansion of employment opportunities for the Maori people resident in the area.

(f) Employment Advisory Committees

(1) Details of the origin and functions of Employment Advisory Committees were given in the last annual report of this Department, together with a list of the industries in respect of which such Committees have been set up. The local Committees for all except the laundry industry continued to function during the year. The laundry industry had a Committee in Auckland only, and this Committee went into recess during the year by its own decision. Three National Employment Committees met during the year, covering the printing trades, clothing-manufacturing, and the baking trades. National Committees are called together as the occasion arises. On the request of organizations concerned, further national Committees are in process of establishment.

(2) National Committees are advised of decisions and recommendations of local Committees. Where there is no National Committee for an industry (or where the circumstances do not warrant the calling together of the National Committee) local Committee recommendations with more than local significance are referred for comment to all local Committees in the industry. This has been done on a number of occasions during the year. Minutes of National Committee meetings are made available to all local Committees in the same industry.

(3) Local Employment Advisory Committees have devoted much of their time to assisted immigration matters. In this field they are looked to for advice as to vacancies for immigrants, the allocation of immigrants to the various employers, and applications by immigrants to change their employment. Much valuable work has been done by committees, and it is appropriate to express thanks to their individual members.

SECTION 2—IMMIGRATION

(a) Administration

(1) During the past year 1,528 men and women arrived in New Zealand under the scheme of Government-assisted immigration, while priority passages were arranged for a further 1,843 selected immigrants paying their own fares. There have been no alterations in basic eligibility requirements for assisted immigrants. Such immigrants are required to be residents of the United Kingdom and between the ages of twenty and thirty-five years, although these age-limits may be extended in the case of experienced female factory operatives and females taking up employment in hospitals. All assisted immigrants enter into a contract with the New Zealand Government to engage in approved employment for a period of two years after their arrival in this country. Preference is given to ex-service men and women applicants, for whom free passages are provided, while all others selected are required to contribute £10 towards the cost of their fares. In view of the shortage of accommodation within New Zealand it has been necessary to continue limiting assistance to single persons without dependants. Eligible applicants are selected on the basis of their suitability for employment within a specified list of occupations. In May, 1948, the scheme was extended to cover immigrants in a much wider range of occupations, and applications have since been accepted by the Immigration Branch of the New Zealand High Commissioner's Office for practically all types of productive and servicing work. A nomination scheme has also been introduced to enable persons and firms in New Zealand to nominate for an assisted passage single settlers for whom they can provide accommodation. The same conditions of eligibility apply to nominated immigrants as to other assisted immigrants. Up to the 31st March, 1949, nearly 800 nominations had been received.

(2) Although the measures taken have effectively extended the field of selection, the Immigration Branch of the High Commissioner's Office has experienced considerable difficulty in obtaining adequate numbers of suitable unmarried females and skilled male tradesmen. An indication of the efforts made by the Immigration Branch to obtain suitable immigrants and the difficulties encountered is given in the following table, which summarized the work of the Branch during the past year :—

	Males.	Females.	Total.
Total applications under action at 1st April, 1948, and received during year	8,317	3,025	11,342
Applications lapsed, voluntary withdrawals, persons outside present scope of scheme, unsuitable, &c.	5,052	1,326	6,378
Total sailed (including those in transit) ..	1,434	835	2,269
Total remaining under action, 31st March, 1949 ..	1,831	864	2,695

(3) Of those remaining under action at the end of the year, 1,152 men and women had been interviewed and selected and were awaiting embarkation or medical examination. The extension of occupational categories, together with a vigorous publicity campaign undertaken by the Immigration Branch, had the desired effect of increasing the number of applications received during the year. However, slightly more than half the persons applying for assisted passages have been beyond the present scope of the scheme, or rejected on medical grounds, or have failed to proceed to the final stage of embarkation.

(4) Male applicants considerably outnumber female applicants. Although a number of applications are received from typists and other female clerical workers, women workers in secondary industries and other occupations are generally reluctant to migrate and prefer to retain the close family ties and established social life of their home communities. It is unlikely that greater numbers of female applicants will come forward until it is possible to extend assistance to entire family groups. Particular difficulty has been experienced in obtaining women for hospital work as the British authorities have been exploring every avenue to obtain women for their own hospitals and have recently increased salaries by a considerable amount. Despite this difficulty, more than 200 women arrived in New Zealand under the immigration scheme during the last year to take up work in hospitals.

(5) In the case of males there has been a preponderance of applications from unskilled workers. As such applicants have not usually had previous experience in the specific occupations they might undertake in New Zealand, they are selected on the basis of general suitability and previous experience in allied occupations. Many applications from tradesmen have to be declined because the trade training of the applicant has been too specialized to satisfy the more general requirements of industry in New Zealand. It has been found that the ages of eligible tradesmen applicants generally lie within the range from twenty to twenty-six years. Continued difficulty is anticipated in attracting any large number of applications from tradesmen and women workers until the shortage of accommodation in New Zealand is overtaken and it becomes possible to extend the immigration scheme to cover married persons with families.

(6) Under the general immigration scheme applicants are selected for the various essential productive and servicing occupations in accordance with quotas which are determined by the Government acting in consultation with the Immigration Advisory Council. This Council, which is composed of representatives of the main workers' and employers' organizations and other interested national bodies, was established in 1947 for the express purpose of advising on immigration matters and assisting the Department in implementing immigration policy. A close watch is maintained upon the employment

position in all industries to ensure that new settlers are not selected for any occupations for which it becomes apparent that the labour requirements can be reasonably well met by our own people.

(7) Employment Advisory Committees throughout the country have been of great assistance in arranging matters affecting the employment of new settlers. Workers' and employers' associations within each major industry are represented on these Committees so that they are well equipped to advise upon the opportunities for the absorption of new settlers within their particular industries. Initial placements of new settlers are arranged with the co-operation of Employment Committees, which also advise on applications for transfers to other districts or to alternative employment.

(8) The Immigration Welfare Committees which have been established in the twenty-six centres throughout the country in which this Department has district offices have continued to exercise an interest in the social welfare of all immigrants, whether government-assisted or not. Some of these Welfare Committees have made a particularly valuable contribution to the assimilation of new settlers into the community by arranging private board and accommodation for new settlers within their districts.

(9) Steps have been taken to keep all the bodies mentioned completely informed on all matters affecting immigration by means of a regular newsletter. The general progress of the scheme, difficulties encountered in selection, the shipping position, and all other relevant matters are by this means brought to the notice of those bodies which are associated with the administration of the immigration scheme.

(10) During the year the reconversion to peacetime standards of a number of vessels carrying passengers to New Zealand, and delays in completing new ships under construction, resulted in a loss of over 2,000 berths. It was decided that the "Atlantis" could suitably be further altered to increase her carrying-capacity from 600 to 900 persons, reducing the *per capita* operating costs without unduly decreasing the standard of comfort. By the end of the year the "Atlantis" was recommissioned, and this vessel will now be engaged continuously for a number of years bringing assisted settlers to New Zealand. The arrangement under which Government receives a proportion of berths for selected settlers in commercial vessels is also being continued.

(11) During the year arrangements have been completed for the introduction of a scheme of child migration. Selected British children between the ages of five and seventeen years will be brought to New Zealand at Government expense and placed with New Zealand families who are anxious to receive them. Guardianship, which is vested in the first instance in the Superintendent of Child Welfare, may be transferred to approved foster-parents after a period of six months. Considerable difficulty has been experienced in obtaining a solution to the legal difficulties created by United Kingdom legislation restricting the emigration of British children for adoption overseas. After a lengthy period of negotiations, agreement has now been reached with the United Kingdom authorities, and it is anticipated that the first party of children will sail for New Zealand in July, 1949. A party of nominated children under the general scheme will sail from England in April. The scheme is being operated in conjunction with the Overseas League, which assists in the selection of suitable children. At the end of March the Immigration Branch in London had received 312 applications from British parents and guardians of child migrants, most of the applications received being on behalf of children within the ten-to-seventeen-year age-group. Over two hundred suitable New Zealand homes have been recommended by the Child Welfare Division for the reception of British children.

(12) New Zealand has been a member State of the International Refugee Organization since its inception and has borne its share of the cost involved in the care and maintenance and resettlement of all those persons under the care of the Organization. During the year arrangements were completed for the selection and admission of some 900 displaced persons to this country.

(13) The initial agreement with the International Refugee Organization provided for the selection of 1,000 displaced persons, of whom 200 were to be unaccompanied children and 300 single women. However, when the New Zealand selection mission commenced operations in Europe it became apparent that these quotas could not be adhered to and some variation in the categories was necessary. The final composition of the draft is expected to be as follows :—

	Total Number of Persons.
130 single women for employment in hospitals, &c.	130
170 single men for heavy work of national importance	170
100 family groups, comprising man and wife with one or two children. Men for heavy work of national importance	320
100 widows with one child	200
80 elderly persons for light employment	80
6 unaccompanied children for adoption	6
Total	906

(14) Although the number of available and suitable orphan children was disappointingly small, the draft will include some 220 accompanied children. The majority of the persons selected are of Baltic origin, although smaller numbers of Ukrainians, Czechs, Poles, and other nationalities are represented in the draft. These displaced persons will be transported in shipping provided by the International Refugee Organization and are scheduled to arrive in New Zealand in June, 1949. On arrival they will proceed to a reception centre which is being established at the Pahiataua camp, where they will be given a basic course of instruction in language, citizenship, and customs to facilitate their assimilation within the new community. Most of the displaced persons selected already have some elementary knowledge of the English language. It is anticipated that these immigrants will spend a minimum period of four weeks in the reception centre.

(b) *Analysis of Immigrants*

(1) A total of 879 males and 649 females arrived in New Zealand under the assisted immigration scheme during the year ended 31st March, 1949. Partly because of the difficulty in obtaining adequate numbers of suitable tradesmen under the assisted immigration scheme, a larger number of the berths available to the New Zealand Government on commercial vessels have been allocated to selected migrants paying their own fares, including family groups. Priority passages are made available to selected married persons only when suitable accommodation is available for them in New Zealand. New settlers who have been granted priority passages include key technical and professional people urgently required for work in New Zealand. Almost half the men and women arriving as selected fare-paying immigrants during the last year have entered secondary industries. Berths for fare-paying immigrants have been allocated as follows during the last year :—

Men	597
Women	703
Children	543
Total	1,843

Details of all permanent arrivals and departures, whether Government-assisted or not, are shown in Table VIII of the Appendix to this report.

(2) A large proportion of male Government-assisted immigrants are employed in sawmilling, coal-mining, and other primary industries and on hydro-electric development schemes, in all of which associated accommodation is available. Similarly the majority

of female immigrants are employed in hospitals and in domestic work where accommodation is also available. For immigrants in other occupations, special immigration hostels, consisting of converted Armed Forces accommodation, have been made available in the four main centres. The following table shows the capacity of these hostels, which provide accommodation for a total of 501 men and 471 women :—

					Males.	Females.
Auckland—						
North Head	..	•	..	..	144	..
Narrow Neck	..	..	..	..	..	138
Wellington—						
Fort Dorset	..	..	..	..	103	179
Christchurch—						
Wigram ..	..	..	..	..	120	154
Dunedin—						
St. Kilda	..	..	..	..	134	..

Approval had been obtained, and by the end of the year under review plans were being prepared, for extending the hostel accommodation for immigrants in Auckland, Wellington, and Dunedin. Satisfactory results have attended an appeal for private board for immigrants engaged in occupations in which accommodation is not provided on the job, and at 31st March, 1949, only 14 per cent. of all Government-assisted immigrants who have arrived in New Zealand were still accommodated in hostels.

(3) Assisted immigrants have been selected for work in a wide range of productive and servicing occupations, and have formed a valuable addition to the labour force of this country. A detailed list, showing the occupations and numbers of assisted immigrants arriving during the past year, appears in Table X of the Appendix to this report. The following table shows more briefly the groups of industries in which assisted immigrants have taken up employment.

INDUSTRIAL DISTRIBUTION OF ASSISTED IMMIGRANTS ARRIVING DURING YEAR ENDED
31ST MARCH, 1949

Industrial Group.					Males.	Females.
Farming ..	..	..	..	..	63	2
Forestry and sawmilling	..	..	..	..	150	..
Coal-mining	..	..	..	..	35	..
Total, primary industry	..	..	..	..	248	2
Textiles, clothing, and leather	..	..	..	..	15	67
Engineering and metals	..	..	..	..	204	4
Printing industry ..	..	..	..	..	11	35
Building and construction	..	..	..	..	66	..
Miscellaneous secondary	..	..	..	..	254	55
Total, secondary industry	..	..	..	..	550	161
Post and telegraph	..	..	..	..	56	2
Domestic and personal services (includes cooks and domestics for hospitals and hostels)	..	..	..	..	3	151
Hospital staff	..	..	..	..	1	229
Other tertiary	..	..	..	..	21	104
Total, tertiary industry	..	..	..	..	81	486
Total, all industries	..	..	..	..	879	649

(4) The following table shows the provinces in which assisted immigrants who arrived in New Zealand during the last year have settled :—

Auckland	..	..	491	Nelson	..	..	31
Hawkes Bay	..	..	40	Westland	..	..	27
Taranaki	..	..	23	Canterbury	..	..	243
Wellington	..	..	485	Otago	..	..	147
Marlborough	..	..	4	Southland	..	..	37

Assisted immigrants are placed in employment in those occupations for which they have been selected and in localities in which accommodation is available. Within these limits, every effort is made to place them in localities for which they have expressed a preference, so that the geographical distribution of immigrants is governed to a certain extent by the preferences of the immigrants themselves.

(5) Arrangements have been made for the admission of 100 Dutch farm workers, and a number of these have now arrived and commenced work in New Zealand. The agreement which was entered into with the Netherlands authorities provides that suitable employment would be found for these new settlers, but that the New Zealand Government would not be responsible either for providing passages or meeting the cost of fares. Negotiations are still proceeding with the Netherlands authorities as restrictions on the movement of currency from that country now make emigration to New Zealand difficult. It is hoped that a satisfactory agreement will shortly be reached as these Dutch settlers have proved particularly suitable, and their services are keenly sought after by farmers throughout this country.

SECTION 3—INDUSTRIAL WELFARE

(a) *Factories Act, 1946*

(1) This report covers the second year of operation of the Factories Act, 1946, the statute that prescribes the minimum conditions of work for the Dominion's 165,000 factory workers. The statute is used also by the Arbitration Court as a basis in setting the minimum conditions in many awards that are not concerned with factory employment, and parts of the Act have also been applied administratively to other workers agreements—for example, to the administration of the Public Service Act, 1912, and similar legislation affecting the Post and Telegraph and Railways Departments.

(2) Tables XI and XII of the Appendix contain the figures of registered factories and number of persons employed in each district and in each major industrial group. (It should be noted that figures in the industrial groups in Table XII are not comparable with those shown in previous years' reports, as the classification has been changed to the international industrial classification adopted by the International Labour Organization in 1943—the same as has been used by the Department in recent years for employment statistics.) The total number of registered factories at 31st March, 1949, was 19,700, compared with 19,102 at 31st March, 1948, an increase of 598. The increase in the number of factory workers over the twelve months was 2,358 males, less a reduction of 476 in females, a net total of 1,882. (In order to keep them comparable with previous years these figures do not include Government-owned factories totalling 324 and employing 11,706 workers (of which 186 are females). Such factories were not subject to registration prior to the passing of the 1946 Act.) It is obvious that the expanding tendencies of the manufacturing industries noted in the reports of recent years is continuing, and, while factory industry generally is unable to satisfy its labour requirements, particularly

for women, it nevertheless has a larger number of employees than at any previous stage in the Dominion's history. The following table reveals the trends in the last twenty years :—

PERSONS EMPLOYED IN REGISTERED FACTORIES (INCLUDING WORKING OCCUPIERS)

Year Ended 31st March.	Persons Employed.			Percentage of Female Workers.	Number of Factories.	Dominion Population.*	Percentage of Population in Factory Employment.
	M.	F.	Total.				
1929 ..	..	..	102,795	..	16,677	1,470,654	7.0
1933 ..	66,803	19,334	86,137	22.4	16,176	1,536,964	5.6
1937 ..	85,513	25,528	111,041	23.0	17,126	1,577,109	7.0
1938 ..	93,955	29,646	123,601	24.0	17,559	1,592,108	7.8
1939 ..	94,812	28,911	123,723	23.3	17,842	1,607,826	7.7
1940 ..	98,156	31,332	129,488	24.2	18,141	1,632,835	7.9
1941 ..	98,616	34,291	132,907	25.8	17,940	1,634,500	8.1
1942 ..	96,978	37,111	134,089	27.7	17,421	1,631,276	8.2
1943 ..	92,468	38,092	130,560	29.2	16,408	1,636,403	8.0
1944 ..	94,354	38,245	132,599	28.8	16,010	1,642,041	8.1
1945 ..	99,558	39,042	138,600	28.2	16,537	1,676,286	8.3
1946 ..	104,089	37,663	141,752	26.6	17,289	1,728,441	8.2
1947 ..	115,529	37,427	152,956	24.5	18,291	1,784,334	8.6
1948 ..	125,990	36,812	162,802	22.6	19,102	1,823,074	8.9
1949 ..	128,348	36,336	164,684	22.1	19,700	1,861,714	8.8

* Population figures taken to nearest date of factory registration from *Abstract of Statistics*.

(3) It may be seen that the percentage of women employed in factories, after increasing to 29.2 in 1943, as a result largely of wartime man-power directions, has declined since and is now at the lowest proportion (22.1 per cent.) since the early 1930's. This trend and the reasons for it were referred to in the 1947 report. It appears also that factories are receiving a reducing share of the women engaged in all types of gainful employment. These proportions further emphasize the gap between the demand for and supply of female labour. The apparent shortage of female labour is accentuated by the heavy demand for goods produced by women, such as clothing, footwear, and food. Nevertheless, the actual number of women employed is still higher than in any pre-war year, while the number of men employed in factories is over 30,000 higher than ten years ago. It will be noted, also, that the number of registered factories, after declining during the war to 16,010 in 1944, the lowest figure for over twenty years, has rapidly increased since then to 19,700, the highest number ever recorded and 1,858 greater than ten years ago.

(4) *Location of Factories.*—The heavy concentration of industry in the North Island is revealed by the following figures :—

	Factories.	Employees.
North Island	12,999	109,151
South Island	6,701	55,533

(5) *Size of Factories.*—It is often stated that the greater part of New Zealand's production is carried on in very small factories, but this is only partly true. Tables XIII and XIV show the number of workers employed in factories of varying sizes, and it will be noted that by far the largest number of factories employ twenty workers or less. These figures tend to over-emphasize the small size of factory units by the inclusion in the definition of "factory" of such establishments as bakehouses, butchers' shops manufacturing their own small-goods, laundries, and other units not usually thought of as factories. Nevertheless, it is correct that factories are preponderantly small, and this fact is important in administering the Factories Act, especially from the viewpoint of

health, welfare, and safety of workers. It is generally recognized that such factories frequently require more State supervision and attention to safeguard the health of working people than would normally be accorded to larger concerns.

(6) On the other hand, the much smaller group of factories employing more than 20 persons is important because of the proportion of factory workers employed in such units. Diagram II in Appendix I sets this out graphically. Ninety-three per cent. of factories employ up to 20 workers, but these factories employ less than 50 per cent. of all workers in factories. The proportion of factories employing more than 20 workers is only 7 per cent., but in these larger factories 54 per cent. of all workers are employed. The group employing 101 or more workers, although comprising only 1 per cent. of all factories, employs 27 per cent. of the workers. The larger factories are therefore much more important from the viewpoint of labour absorption than their numbers would appear to indicate.

(7) There is no typical size of production units in New Zealand. As in other countries, some types of industry can be profitably undertaken in small units and other types in larger units. The complexity of the process and the amount of heavy machinery required are two important factors relating to the size of factories. Moreover, servicing industries must be localized to carry out their functions and therefore cannot be undertaken in large centralized factories, so that these comprise a large number of the smaller units in every district. It is to be expected, therefore, as the figures reveal, that the largest factories are most numerous in the metal-working, clothing, textiles, and food processing industries, while factories in which individual craftsmanship and hand work play a more prominent part are mainly small in size. The three most important industrial groups are food processing (35,618 workers), metal-working (36,109 workers), and clothing-manufacture (34,751 workers). These three groups between them account for 65 per cent. of all factory workers, and 53 per cent. of the number of factories in the Dominion.

(8) *Inspections.*—Table XXI of the Appendix shows the number of inspections made under the various statutes and regulations administered by the Department. Under the Factories Act the inspections carried out were more than 5,000 higher than in the previous year, and were the highest total recorded since 1940–41. The following table shows the figures over the last ten years:—

Year.				Number of Inspections.	Number of Factories.	Percentage Coverage.
1939–40	..	..	..	14,817	18,141	81·7
1940–41	..	..	..	15,654	17,940	87·3
1941–42	..	..	..	12,446	17,421	71·4
1942–43	..	..	..	8,916	16,408	54·3
1943–44	..	..	..	8,011	16,010	50·0
1944–45	..	..	..	8,640	16,537	52·2
1945–46	..	..	..	7,338	17,289	42·4
1946–47	..	..	..	10,976	18,291	60·0
1947–48	..	..	..	7,955	19,102	41·6
1948–49	..	..	..	13,037	19,700	66·2

(9) In interpreting the above figures allowance must be made for the merger of the Department of Labour and the National Employment Service in 1947 which resulted in the slowing-down of factory inspections while staff new to the work was being trained (*vide* the reduction in 1947–48), and for the fact that since that time Inspectors have had additional duties in connection with employment and immigration. The increased number of trained staff available in 1948–49 is reflected in the great increase in total inspections, and it is confidently expected that a coverage as complete as any achieved

before will be possible next year. In the year under review a complete coverage was accomplished in six districts, and 72 to 97 per cent. coverage in ten other districts. Table XXVII shows the great increase in requisitions served by Inspectors. It is considered that an energetic inspection policy will reduce the volume of complaints and breaches and will lead to a better understanding of and compliance with the provisions of the Act. Inspections are being set at a high standard, with particular attention to the safety, health, and welfare of workers, which are regarded as matters of paramount importance. For details of breaches, warnings, complaints, &c., see Tables XXII and XXIII of the Appendix.

(b) *Hygiene, Health, and Welfare in Factories*

(1) In 1944 Dr. J. M. Davidson, M.D, D.P.H., of Ministry of Labour and National Service, London, undertook a representative survey of conditions in New Zealand industry and presented a special report to the Health Department. He said that "an effort should be made to raise the general hygienic and æsthetic standards in factories throughout New Zealand to a level consonant with what is best in current practice elsewhere, to provide greater safety from accidents, and to improve in particular the conditions under which young persons are employed in factories." A large proportion of the new or extended provisions of the Factories Act, 1946, which was based on the British Act of 1937, was designed to assist in achieving these objects, and since the end of the war increasing attention has been given by Inspectors to matters of welfare, hygiene, and general working conditions. It has been noted, also, that many factory managements are alert to these factors, and that, in addition to co-operating very willingly with the Department and promptly endeavouring to comply with requisitions for improvements, they have in many cases voluntarily undertaken alterations with a view to advancing the welfare of their employees, and incidentally of holding and attracting labour. Many employees appreciate fully the importance of a good working environment in promoting satisfactory employer-employee relations, increasing efficiency and output, and creating in employees pride in their work and loyalty to the firm.

(2) *Conditions in New and Old Factories.*—While there is no requirement in the Factories Act that plans of new factories are to be submitted to the Department for checking in regard to compliance with the Act, managements are encouraged to do so, and over seventy plans were submitted during the year. In a number of cases changes in plans in relation to amenities were made on the Department's advice. Architects and ventilating engineers frequently consult the Department concerning proposed new factories and alterations or additions to existing plants. Most modern factories that are being erected contain first-class facilities for the staff, with a standard much higher than the minimum provisions of the Factories Act. Features of some new factory plans submitted include circular wash-troughs, showers, canteens, first-class rest-rooms for women, ambulance rooms, several swimming-baths, and steam heating-pipes set in the concrete floor. An increasing number of factory occupiers are proud of their premises. On the other hand, many older factories are located in unsuitable buildings which cannot be lifted to a high standard without considerable alteration and expense. A number of small new factories have been set up in existing old buildings of an unsuitable type with poor amenities. In some cases registration has had to be withheld. The greatest problem in regard to working conditions is in the small factories, and as these constitute over 90 per cent. of factory premises in New Zealand they will require continuing attention. Many with limited capital cannot afford the extensive alterations required, but would willingly transfer to better accommodation if it were available. Nevertheless, too many have taken existing conditions for granted and have failed to realize the substantial improvements that could be effected at little cost by attention to lighting, heating, interior painting, general cleanliness, good house-keeping, and ventilation. These problems are particularly noted in the larger centres.

(3) *Lighting*.—While much improvement has been noted, the general standard is only fair, there being insufficient light from both natural and artificial sources in many factories and too much glare from unshaded incandescent lamps. The use of fluorescent lamps is being rapidly extended and has met with wide acceptance. It has been noted that such lamps are particularly useful in the elimination of shadows—an important factor in the prevention of accidents. Most new factories have excellent lighting, both by daylight and artificial means, the standard being higher than laid down in lighting codes. The lighting in many factories would be improved by greater attention to the cleaning of windows, lamps, and shades.

(4) *Ventilation*.—The standard is generally satisfactory, and most of the problems arise in connection with the withdrawal of dusts and fumes. Occupiers are co-operative in installing exhaust systems at the Department's request, but the shortage of galvanized iron has prevented or slowed down the installation in some cases. Particular difficulty is being experienced with the dust nuisance in lime and rock-crushing mills and in linen-flax works.

(5) *Sanitation and Cleanliness*.—Here also many improvements have been noted by Inspectors, but the main offenders are the smaller factories, plants located in old buildings, and specific industries where the work is dirty. In some cases the fault lies with the employee rather than the employer. A large percentage of factories have no hot-water installation, but compliance with the requirements of Inspectors is sometimes delayed by electricity restrictions. However, some occupiers tend to use the electricity shortage as an excuse when other heating media would be satisfactory. Particular attention during the year was given to the provision of soap and towels in the engineering industry. In the dairy industry it was found that few dairy factories in Taranaki fully complied with the provisions of section 62, neither hot water nor towels being provided, while employees frequently washed themselves in the tubs used for the cleaning of factory equipment in the absence of (or in some cases, in spite of) the installation of wash-basins. Remedial measures are under action. Inspectors have been careful in administering section 62 while there were shortages in the supply of towelling, but the position is now much easier. A great deal more attention could be paid by occupiers to the provision of proper washing facilities, cleanliness, and housekeeping.

(6) *Provision for Meals*.—Inspectors have given this aspect a good deal of attention. Some factories have first-class canteen and meal-room accommodation. In one case it was noted that a staff library was a part of the dining-room facilities.

(7) *Canteens in Factories*.—Section 69 (6) of the Factories Act provides that where the number of persons employed in a factory and requiring to have meals at the factory exceeds 100, an Inspector may issue a requisition on the occupier requiring him to maintain a canteen at which employees may purchase meals. This does not mean that all factories of that size are required by law to provide a canteen—the initiative is with the Inspector, and he will serve a requisition only if workers are not being satisfactorily provided for either by the employer, or by nearby facilities such as restaurants. A full survey is in progress of all factories in New Zealand employing more than 100 persons to ascertain what meal facilities are provided, and whether canteens, which were essential in wartime overtime conditions, are still found to be necessary. The survey is not yet complete, but preliminary reports indicate that many large factories have made excellent provision for the serving of meals to employees.

During the year the Health (Eatinghouse) Regulations 1948 were gazetted. These are administered generally by the Department of Health, but Factory Inspectors have been instructed to apply the standards contained in Parts III and IV to factory canteens.

(8) *Rest-rooms, Cloak-rooms, Change-rooms*.—More improvements of this nature have been possible during the year. Sometimes it is impossible to provide adequate separate facilities in existing small factories, and compromise arrangements by dividing part of

the existing premises by temporary partitions, screens, or other expedients have had to be accepted. It has been noted that where change-rooms are located at some distance from the workplace workers tend to ignore their use since they prefer to have their clothes handy.

(9) *Heating*.—Inspectors are endeavouring to increase the standard in many factories, but are faced with difficulties caused by the fact that some premises are difficult to heat adequately.

(10) *First-aid Equipment, &c.*—Improvements have been noted by Inspectors in many factories, and in quite a number of the larger plants full-time industrial nurses are now employed. Two difficulties present themselves—first, the proper maintenance of first-aid equipment after installation, a number of cases of depleted or dirty cabinets being found; and, second, the education of the workers (especially men) to use first-aid facilities for minor cuts and abrasions.

(11) *Industrial Diseases*.—Arrangements have been made for the State Fire Insurance Department, which has taken over compensation insurance under the provisions of the Workers' Compensation Act, 1947, to advise the Inspector of Factories whenever a claim for compensation in respect of industrial disease is received. This should enable Inspectors to undertake an early check of working conditions and should overcome what has been a defect in the past—viz., delayed advice or no advice of the occurrence of diseases other than those that are notifiable under the Health Act, 1920. Factory Inspectors indicate that industrial dermatitis in various forms is the most prevalent disease arising from occupational conditions. Carrot dermatitis, which was common during the war years, appears to have disappeared, but there have been a number of cases of peach poisoning in jam and canning factories. The use of protective gloves will probably solve this problem. Several cases of tobacco and hop rash were reported, but cleared up on a change of occupation. There were also cases of salt sores which developed at a salt-works; this is being carefully watched as production increases. Closer supervision of the health of workers engaged in electroplating processes and in the metal cutting and welding industry is contemplated by the issue of two sets of new regulations under the Health Act in collaboration with the Health Department. In these industries dangerous and poisonous substances are used, and the operations generate toxic gases under certain circumstances and are subject to other special hazards (see also subsection (c) below).

(12) *Fire-escapes*.—A good deal of attention was given to the means of escape from factory premises in the event of fire, and Inspectors co-operated with local bodies and Fire Boards in the issue of requisitions. Shortage of steel for fire-escapes is an important delaying factor. Many factories are listed for review when the anticipated regulations arising out of the recommendations of the Ballantyne Fire Commission are made.

(13) *New Ideas in Welfare*.—The Department is very interested in the ideas of a number of progressive firms who are experimenting in the use of colour in factory interiors and on machines, &c., adjustable seating for employees, the suitability of various kinds of lighting for different processes and materials, and new heating methods.

(14) *Government-owned Factories*.—Government factories were brought within the provisions of the Factories Act by the 1946 Act, and since then attention has been given to their inspection and to the remedying of deficiencies, especially in relation to safety, health, welfare, and fire-escapes. Inspectors initiate action through the local controlling officers of Departments, and the Head Office of this Department also follows up reports by direct negotiation with the other head offices concerned. Action is being divided into two sections: first, essential alterations immediately needed to comply with minimum provisions of the Act; and second, other improvements to be undertaken within a reasonable time. Some departments have drawn up comprehensive programmes which are being implemented on a gradual basis.

(15) *Requisitions*.—Table XXVII in the Appendix gives the number of requisitions served under the various Acts administered by the Department. The progressively increased attention given by Inspectors to working conditions is revealed by a comparison of the requisitions served under the Factories Act during recent years, as follows :—

1939-40	..	776	1943-44	..	416	1946-47	..	881
1940-41	..	623	1944-45	..	542	1947-48	..	1,538
1941-42	..	528	1945-46	..	671	1948-49	..	3,126
1942-43	..	426						

In addition, 557 requisitions were served in 1948-49 under awards and agreements.

(16) Inspectors report that Building Controllers have in recent months been more able to issue permits for alterations to premises where occupiers have been required to comply with requisitions. While this no doubt reflects an improvement in the supply of materials, shortages of materials and labour still delay compliance with requisitions. The Department on occasions has been asked to help in obtaining materials, while occupiers sometimes have difficulty in securing builders and contractors to carry out the work after permits have been made available. Most factory occupiers have been co-operative, and in fact the figures above concerning requisitions do not tell the whole story of improvements brought about by inspections, since many occupiers have immediately complied with the suggestions of Inspectors without the necessity of requisitions being served.

(17) Requisitions served in 1948-49 under the Factories Act, 1946, and under awards and agreements cover the following matters not specifically reported elsewhere :—

	Requisitions.					
First-aid equipment	..	..	..	..	..	290
Fire-precautions	..	..	..	..	..	244
Machinery guards	..	..	..	..	..	292
Ventilation	..	..	..	..	..	182
Lighting	..	..	..	..	..	138
Heating	..	..	..	..	..	151
Seating	..	..	..	..	..	22
Washing and shower facilities	..	..	..	..	..	606
Sanitation	..	..	..	..	..	421
Lunch-rooms and cloak-rooms	..	..	..	..	..	345
Drinking-water	..	..	..	..	..	29
Dust-extraction	..	..	..	..	..	92
Locker accommodation, &c., for workers	..	..	..	..	..	290
Others	..	..	..	..	..	581

(c) *Lead Process Regulations 1925 and Accumulator (Lead Process) Regulations 1940*

(1) Only two cases of lead poisoning have been reported during the year. In one case a lead-recovery factory the occupier immediately closed the plant and commenced to remodel it to meet requirements. In the second case the worker has been permanently removed from lead-process work. Most factory-occupiers closely watch the periodic blood-counts of employees, but a survey of twenty-six factories doing lead process work in one district revealed five cases of lead absorption to varying degrees, while in another district, out of 464 workers who were examined by industrial nurses, four showing signs of lead-absorption were transferred to outside jobs. In another lead-process plant improvements were necessary in washing facilities, meal accommodation, and exhaust appliances, but workers are now complaining of the draughts caused by the latter. A warning was issued to an employer in respect of an apprentice employed on lead-pots in a printing-works, and in another printing-works improvements were requested to the ventilation in the linotype-room and in another room where type was melted and cast into ingots. No breaches were observed in paint-factories. Generally speaking, the regulations are well observed, and it is apparent that improved

manufacturing methods, together with an understanding of the health hazards involved, is leading to much better conditions. Inspectors report that observance of the regulations relating to bronzing also gives little concern, the only breach being the taking of meals in a room of a printing-works where bronzing was carried out. This type of work, however, appears to be declining.

(2) These two sets of regulations are in process of being revised and reissued in a consolidated form in collaboration with the Health Department.

(d) Spray Painting Regulations 1940

Considerable attention has been given during the year to the provision of proper booths for spray-painting work and, although many plants have been found quite satisfactory, requisitions for improvement or remodelling of booths have been necessary in quite a large proportion of cases. Several occupiers have decided to close down their spray-painting operations rather than incur the expense of complying with the regulations. In some instances difficulties over the supply of suitable building-materials for booth linings have held up compliance with requisitions. The plans and specifications of a number of new booths have been submitted to the Department and approved. Instances have been noted of employees objecting on the grounds of inconvenience to the use of respirators which have been provided, and of protective equipment not being kept in good condition, but recognition of the health hazards of spray-painting has generally been satisfactory.

(e) Accidents in Factories

(1) In most overseas countries a great deal of effort has been given to the reduction of accidents in industry, and considerable success has been achieved. Since the war ended renewed attention has been given to this problem by employers, safety organizations, and government agencies. For instance, in 1948 the first post-war Conference on Accident Prevention was held in Great Britain; in March of this year President Truman personally sponsored a nation-wide Conference on industrial safety because of his concern at the losses caused by accidents despite the considerable attention given to the subject in the United States for many years; while in 1947 the International Labour Office produced a draft Model Code of Safety Regulations for Factories and a full summary of the safety legislation relating to factories in most of the member countries. Activity in New Zealand falls behind most overseas countries, a fact to which Dr. Davidson drew attention in 1944 when he said: "insufficient attention is paid to accident prevention in New Zealand . . . education by pamphlet and poster is neglected. In the factories, housekeeping is frequently poor; training in accident-prevention, and safety committees, are virtually non-existent; training of new, and maybe youthful, employees on dangerous machines is cursory; the provision of protective footwear is uncommon; and too much reliance is placed on the provision of other safeguards which require for their operation the intelligent co-operation of the workmen."

(2) An attempt to assist in overcoming some of these problems was made in framing the Factories Act, 1946, into which a number of fundamental safe-practice clauses were written. Nevertheless, these are minimum standards whereas many employers regard them as maximum requirements. Moreover, there is a general conviction among safety experts that accidents cannot be fought by regulations alone. Regulations and statutes deal principally with physical and mechanical hazards; most accidents arise from the unsafe practices of workers. It is commonly thought, for instance, that machinery is the major cause of accidents. Table XVI in the Appendix shows that in 1948 machines caused only 22 per cent. of accidents, and many of these were no doubt due rather to employee-faults than mechanical hazards infringing the Act. The largest group was "handling of objects" (34 per cent.). Overseas research indicates that up to 88 per cent. of accidents are caused by persons, and as low as 10 per cent. only by machinery and other physical hazards. While the latter are important because of the increased

use of machines and the seriousness of injuries inflicted, the size of the former group points to the fact that legislation and its enforcement by Inspectors of Factories and Inspectors of Machinery is only of limited influence in remedying the problem, and that much more attention must be given to education, employee supervision, safety committees, and to positive action by managements to solve the employee-causes of accidents in their own plants.

(3) The relative apathy of employers in New Zealand up to the present time is probably due to the failure to appreciate the part they can play, the new techniques developed in other countries, and the seriousness of the accident problem in industry. A great deal is said about industrial disputes and their effect upon production; the much greater seriousness of accidents is seldom emphasized. Here is the comparative position in the four latest years for which accident figures are available :—

Calendar Year.*				Number of Industrial Accidents.	Number of Working Days Lost Through Industrial Accidents.	Number of Working Days Lost Through Industrial Disputes.
1943	..	..	..	12,763	963,262	14,687
1944	..	..	..	10,973	978,798	52,602
1945	..	..	..	10,386	845,986	66,629
1946	..	..	..	11,311	950,908	30,393

* In computing these figures an international standard allowance for time lost in the case of fatalities and permanent disability is made. Figures quoted in previous reports did not include this allowance.

The figures above for disputes cover all industries. The figures for accidents do not include mines (where the average number is 4,000 to 5,000 accidents a year) or waterside work (also a prolific source of accidents). If accident figures for mining and waterside work were available the figures in the second last column would be much higher. The comparative economic importance of industrial accidents is almost staggering.

(4) The cost of accidents is also frequently overlooked. Wages lost through all industrial disputes in 1946 totalled £40,112, whereas compensation for accidents paid in 1946 (the last year for which figures are available) totalled £258,621 (excluding mines and waterfront). Research in England and America shows that indirect costs (loss of production, damage to plant, training new employees, fixed overheads, &c.) amount to four times the direct compensation cost. If this basis is correct the total cost to New Zealand industry, other than mines and waterfront, of accidents in that year—a fairly representative year—was approximately £1,293,000. It is clear that prevention of accidents is good business for the employer, apart from its humanitarian aspect.

The following table indicates the trend in New Zealand factories :—

Year.				Number of Factory Accidents.	Number of Factory Workers.	Reportable Accidents per Thousand Factory Workers.	Number of Days Lost by Factory Workers.
1938	..	..	..	4,165	123,723	33·7	349,987
1939	..	..	..	4,938	129,488	38·1	365,074
1940	..	..	..	5,420	132,907	40·8	356,874
1941	..	..	..	6,517	134,089	48·6	410,662
1942	..	..	..	7,496	130,560	57·4	431,415
1943	..	..	..	7,591	132,599	57·2	407,964
1944	..	..	..	6,582	138,600	47·5	459,397
1945	..	..	..	6,143	141,752	43·3	385,627
1946	..	..	..	6,388	152,956	41·8	432,976
1947	..	..	..	6,750	162,802	41·5	..
1948	..	..	..	7,525	164,684	45·7	..

NOTE.—The figures differ from those in paragraph (3) above through the exclusion of non-factory accidents, mainly in railway operating, building and construction works, and bush sawmilling.

The significant figures are contained in the fourth column. Recovery has been rapid from the wartime influences of excessive overtime and replacement of skilled staff by inexperienced directed labour, but the pre-war position has not yet been regained, the main causes probably being high labour turnover in many factories, shortage of skilled staff, pressure of production, the number of new enterprises and firms notifying accidents for the first time. It might be said that the *status quo* is roughly being maintained. But this is not enough. Factory Inspectors and other safety experts agree that most accidents are preventable. There are still too many industrial accidents in New Zealand and a great deal more attention must be paid to this problem.

(5) The Department proposes to tackle the problem with increasing vigour. In the past year factory occupiers were served with 279 requisitions for the guarding of dangerous machines, compared with 130 in the year before. This is in addition to action taken by Inspectors of Machinery employed by the Marine Department. Moreover, a research project into the techniques of accident prevention is under way, and it is hoped within the next twelve months to be able to commence making material on the subject available to industry and in other ways to conduct an active programme of safety education.

(6) Details of factory accidents in 1948 by age-groups and causes are contained in Tables XV and XVI of the Appendix. There were 13 fatal accidents in 1948 (8 in 1947), as follows :—

A worker, who was standing on wet ground in hob-nailed boots operating a concrete-mixer at a brickworks, was electrocuted.

A worker employed at a fertilizer-works died as a result of injuries received when he collided with a rake of trucks as he ran out of a building.

A worker at a sawmill died as a result of being crushed by a heavy log which rolled sideways on the skids when it was being hauled.

A freezing-works employee working on the roof of a building slipped and fell through the asbestos sheeting on to the concrete floor 20 ft. below.

A worker at a timber-mill was jammed between a log and the wall when winching the log into position.

A brickworks employee was suffocated under clay in a hopper. There were no witnesses, but it is assumed that he was attempting to clear the hopper when he slipped and fell on to the conveyor, which dragged him under the clay.

A building labourer on a construction job was electrocuted while operating a concrete-mixer.

An employee at a joinery-factory was struck in the stomach by a piece of timber which caught in a circular saw, and died two days later of peritonitis.

A worker was killed at a paper mill when a reel of paper became detached from an electric hoist and fell on him.

A worker was killed by a fall of lime in an old bin at a lime-works.

A tiler was loading a tiled slab on to a truck when he slipped on the wet surface of the tray and fell from the truck, the heavy tiled slab falling on him.

An employee at a dried-milk factory collapsed and died while lifting 1 cwt. cases 3 ft. on to a roller conveyor.

A worker tending a rock-crusher at a fertilizer-works was clearing the screen with a rod when he lost his grip of the rod which fell against the screen. In order to retrieve it he climbed over the guard, and his clothing became caught in the driving shaft.

(f) *Overtime Work in Factories*

(1) *Overtime by Women*.—Section 20 (2) (c) of the Factories Act, 1946, was amended by section 16 of the Statutes Amendment Act, 1948. The position now is that women over sixteen may, with the permission of Inspectors, work overtime for up to 90 hours a year (maximum 3 hours a day and 9 hours a week), but in special circumstances this period may be extended by an Inspector's warrant by a further 30 hours. The *voluntary* working of further additional hours not exceeding 80 in any year may be permitted by the Minister in his discretion and subject to any conditions he may prescribe as to medical examination, provision of meals, and other amenities. The effect of these amendments is to increase the possible overtime which may be worked by women in any year from 150 to 200 hours, but the last 80 hours is entirely voluntary and

is subject to Ministerial consent and conditions. Moreover, an Inspector will grant an extension beyond 90 hours only if he is fully satisfied that it is necessary in the interests of essential production and an unsatisfied market. Occupiers of factories in each district have been informed of the need to plan their schedules of production in advance to meet these provisions.

(2) The following table of overtime authorized beyond the statutory limits compares each year from 1942. (NOTE.—Prior to the Factories Act of 1946, boys and girls under sixteen years of age could work overtime by permission. Since the new Act this is entirely prohibited. There is no restriction on the working of overtime by men):

Year.	Number of Women.	Number of Boys.	Hours Worked in Excess of 90-hour Limit.
1942	3,902	34	235,212
1943	4,983	42	455,934
1944	4,298	22	392,493
1945	2,672	22	207,421
1946	2,703	15	197,642
1947	2,006	..	126,585
1948	1,935	..	103,398

The above table reflects the decrease in the number of women employed in factories, the cessation of war contracts, general easing of demand, and the tightening-up on the issue of overtime warrants. Considerable overtime is still necessary in some industries, notably food-processing, clothing, tobacco, and woollen and knitting mills. In the past year many applications for extended hours have been applied for on the grounds of a grave shortage of women operatives on whose output male workers have been dependent. This is still the case.

(3) Hours beyond the 90-hour limit were authorized in some of the leading industries as follows:

	Hours.
Clothing and textiles	31,745
Tobacco-manufacture	28,553
Engineering and metals (Auckland, Wellington, and Lower Hutt only)	9,036
Printing (main centres and Lower Hutt only)	6,527
Food groups (mainly Auckland)	5,978
Footwear-manufacture	5,441
Soap-manufacture (Lower Hutt only)	5,190

These industries between them account for nearly 90 per cent. of the extra overtime authorized.

(4) The following table shows the geographical distribution of overtime worked in 1948:

District.	Number of Women for Whom Overtime Authorized.	Total Hours Overtime Worked.	Number of Women for Whom Extra Overtime Authorized.	Hours Worked in Excess of Statutory Limit of 90 Hours.
Auckland	4,064	187,932	765	20,969
Lower Hutt	1,310	83,951	313	28,254
Wellington	1,612	130,951	335	37,354
Christchurch	2,020	58,632	170	5,201
Dunedin	1,849	60,983	180	6,605
All other centres	2,683	88,121	172	5,015

This table shows clearly the heavy concentration of overtime in the main centres and Lower Hutt (where shortages of female labour are most acute), and also reveals the much longer hours worked by women in Wellington and Lower Hutt compared with other centres.

(5) *Overtime Work in Public Service*.—The Factories Act, 1946, binds the Crown and Government factory employees are ensured the same minimum conditions that apply in other industry. In order to avoid anomalies and ensure that clerical and other workers in the Public Service are in no worse position than Government factory workers, the overtime provisions of the Act were applied administratively to the Public Service generally from 1st April, 1948. The Department gave advice and assistance to the Public Service Commission in working out the manner of application to the many different classes of employees.

(6) *Night Workers on Newspapers*.—Sections 15 and 16 of the Statutes Amendment Act, 1948, amended section 32 (2) of the Factories Act, 1946, by repealing the special definitions in the latter of the term "holidays" and "Sundays" in their application to daily morning newspapers, and replacing them by new definitions relating to all newspapers. The effect is to give night workers in newspaper-factories the benefit of the usual penal rates of pay for Sunday and holiday work. The amendment gave effect to an agreement between the New Zealand Newspapers Proprietors' Association and the New Zealand Printing and Related Trades' Industrial Union of Workers.

(g) *Outworkers' Licences*

(1) The shortage of female factory employees is also reflected in applications received for outworkers' licences, and there has been some comment by unions and others concerning the number of licences that have been issued by the Department. It is certainly true that there has been a tendency for some factories and retail shops to have a larger volume of work of certain kinds undertaken by people in their private homes. However, the Department is carefully watching the position, and during the year, although the number issued showed a substantial increase, 55 applications were refused for various reasons. The licences issued in 1948-49 and comparisons with the two previous years are tabulated below:—

District.	Number of Licences Issued in Trades Shown.				Totals, 1948-49.	Totals, 1946-47.	Totals, 1947-48.
	Clothing.	Fancy Goods.	Footwear and Leather- work.	Other Trades.			
Auckland	383	5	50	18	456	} 108	417
Lower Hutt	22	..	2	13	37		22
Wellington	223	..	..	5	228		137
Christchurch	112	..	4	26	142		148
Dunedin	130	..	5	2	137	17	33
All others	37	8	..	29	74	23	27
Dominion	907	13	61	93	1,074	629	784

"Other trades" include 10 licences for soap-wrapping at Lower Hutt, 23 licences for toymaking at Paeroa (a temporary arrangement as a result of a fire loss), and 16 for rubber goods at Christchurch.

(2) The history of outworkers' legislation is fully dealt with in the 1947 annual report, which makes reference in addition to the legislative changes contained in the Factories Act, 1946. In the light of the last two years' experience in administering these provisions and of the present trends departmental procedure concerning the issue of outworkers' licences has been reviewed, and the following is an outline of the present practice.

(3) No licences are being issued without first consulting the appropriate workers' and employers' unions. (The Act provides merely that they should be notified of licences issued.) Licences are not being issued if it is practicable for the worker to accept regular employment in a factory, or if the worker is already employed in a factory or other full-time employment. The Act provides that, before granting a licence, the Inspector must be satisfied that the person to whom the application relates is in necessitous circumstances or is for special reasons unable to work in a factory, and that the place of work is suitable. In interpreting this, Inspectors have regard to the following considerations :—

- (i) Special reasons why a person may be unable to work in a factory may include distance, transport difficulties, home-ties, disability, or health. (The last-mentioned factor will lead to the refusal of licence if the article worked on is likely to be contaminated by a communicable disease.)
- (ii) Where distance or disability is involved the normal maximum hours may be permitted, but if home-ties are advanced as a reason an hours' limitation up to 75 per cent. of normal factory hours is imposed in the interests of the worker's health.
- (iii) A room specially set apart for the work is insisted upon where the hours worked are 75 per cent. or more of normal factory hours, or in other cases where the Inspector considers a special room necessary. This requirement may be waived where the work is confined to hand needlework. Employers are required to observe the provisions of any relevant award as far as possible, to cover out-workers against personal accident arising out of their work, and to increase their payments proportionately to cover annual and statutory holidays.

(h) *Juveniles in Factories*

(1) The number of certificates of fitness issued under section 37 of the Factories Act, 1946, to enable persons under sixteen years of age to work in factories is shown in the following table :—

	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	2	..	11	1	13	1
Other certificates issued	17	19	1,071	1,137	1,088	1,156
Totals	19	19	1,082	1,138	1,101	1,157

(2) The total is 2,258, compared with 2,244 in 1947-48. These figures are a little more than half of the totals of ten years ago (1938-39). The number of certificates issued for persons under fifteen shows a reduction of 50 per cent. over the previous year, such certificates being strictly limited to special cases where exceptional circumstances exist. The number of girls in the second group shows no alteration from last year, but the boys show 5 per cent. increase. Certificates issued for school-holiday periods have dropped from 189 in 1946-47 and 53 in 1947-48 to only 14 in 1948-49.

(3) The predominant industries for which certificates were issued are : textiles and clothing group, 929 ; engineering, including vehicle repair, 353 ; printing and book-binding, 146 ; furniture-manufacture, 93 ; footwear-manufacture, 83. The high demand for juvenile labour in general continues to be unsatisfied.

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

(1) No registration of shops or offices is undertaken, as is the case with factories, and it is only possible to estimate numbers by the assistance of the Department's *Half-yearly Survey of Employment* and the check given by inspections. The former, however, now enables more accurate figures to be supplied than in the past. Estimates of the position at 31st March, 1949, are :—

Shops—

Number of shops without assistants	11,609
Number of shops with assistants	15,502
Total number of shops	27,111
Number of assistants—	
Male	31,244
Female	30,519
	61,763

Offices—

Number of offices	8,062
Number of office assistants—	
Male	13,581
Female	14,471
	28,052

(2) The largest number of shops and shop-assistants is in the Auckland district (5,731 and 11,001 respectively), followed by Christchurch, Wellington, and Dunedin in that order, with the exception that Dunedin has more shops but fewer assistants than Wellington. Auckland also has the largest number of offices and office-assistants (2,033 and 6,718 respectively), followed very closely by Wellington (1,994 and 6,356 respectively), but there is a considerable drop to Christchurch and Dunedin, which together have less than two-thirds of Auckland or Wellington figures. Forty-seven per cent. of all office-assistants work in the Auckland and Wellington districts, compared with only 27 per cent. of shop-assistants, pointing to the greater concentration of office workers in these areas. It is stressed that these are district (not city) figures, and include in each case, except Wellington, a number of small towns and boroughs.

(3) Inspections for the year as compared with the last three years show increased activity :—

	1945-46.	1946-47.	1947-48.	1948-49.
Shop inspections ..	9,569	13,431	9,274	15,160
Office inspections ..	901	1,697	708	1,627
Requisitions served ..	95	79	151	299

The drop in inspections in 1947-48 was attributable mainly to staff difficulties discussed elsewhere.

(4) The Department authorizes the working of overtime in shops, and must also be notified of the intention to work overtime in hotels and restaurants. Overtime work in shops is limited by the Shops and Offices Act to certain types of work not being the sale of goods, such as stock-taking. Notifications were as follows :—

	1947-48.	1948-49.
Number of hours overtime notified	74,174	78,347
Number of persons concerned —		
Males	1,944	2,034
Females	2,703	2,586
	4,647	4,620

(5) Overtime notified in restaurants and hotels totalled 24,581 hours, worked by 277 males and 348 females. Overtime in shops was divided as follows :—

	Hours.	Men.	Women.
Departmental stores	14,747	362	1,175
Drapers and mercers	16,620	371	649
Grocers	10,161	747	112
Stationery and allied	2,066	37	101
Miscellaneous	10,172	240	201

(6) *Schools for Learners.*—Under section 9 of the Shops and Offices Amendment Act, 1936, no premium may be received by the occupier of any shop in respect of the employment of a shop-assistant or in respect of the teaching or training of any person in any trade or business carried on in the shop unless the shop is approved by the Chief Inspector of Factories as a school for learners in a trade or business, and the payment is made pursuant to a written agreement that is approved by the Chief Inspector. In granting approval the Chief Inspector must be satisfied that the terms of the agreement are reasonable and that adequate facilities for learning the trade or business are provided. The only schools for learners which have been approved under this section are for the teaching of hairdressing. Thirteen schools were registered at 31st December, 1948, and 111 new agreements were approved during the year. Facilities for training appear to be quite satisfactory in all of the schools, both theoretical and practical training are given and no abuses of the system have been reported. Only six girls failed to complete their training period during the year, and of these two were temporary interruptions only while four relinquished their agreements voluntarily. Inquiries reveal that there are more openings for learners than there are girls offering to learn.

(7) *Employment of Workers on a Saturday.*—In last year's annual report reference was made to a pending legal action concerned with workers employed on a Saturday where the occupier had obtained exemption from Saturday closing. The case was *Inspector of Awards v. Paraparaumu Co-operative Dairy Company, Ltd., and Maurice Beckett, Ltd.* Defendants had obtained exemption from the closing-hours set out in the respective awards and were permitted to open their shops for business on a Saturday. The Inspector contended that this exemption did not over-ride other clauses of the awards concerning non-employment of shop-assistants on a Saturday and payment of overtime for work on days other than Monday to Friday. The Court was asked to decide whether the employment by defendants of shop-assistants outside the normal days of work specified in the awards and employment on Saturday without payment of penal rates constituted breaches of the awards. The Magistrate held that, ancillary to the exemption enabling defendants to open on a Saturday, goes the right to employ assistants within the forty-hour week at ordinary rates of pay on that day, the assistants merely exchanging working days—a Saturday for a week-day—and that no breach of the awards had occurred. When an appeal was taken to the Court of Arbitration the Magistrate's decision was upheld, the Court taking the view that the legislation could only function in a reasonable manner if freedom from prosecution for breaches of the hours of work and overtime clauses of the award was a necessary concomitant for the orders for exemption from closing-hour clauses.

(8) *Exemptions from Closing-hour Provisions of Awards.*—Section 44 of the Statutes Amendment Act, 1948, amended the provisions of section 19 of the Shops and Offices Amendment Act, 1927, relating to exemptions from closing-hour provisions. The applicant for exemption is now required to give notice of his application to the union of employers and the union of workers in the particular trade in the district, and these unions are entitled to be heard on the application. A Magistrate may now grant an order if it will not unfairly affect the business of any other shop; the word "unfairly" replaces the word "substantially," which had been found difficult to interpret. The right to apply for cancellation or variation of an order for exemption is now given not only to

the occupier of the shop, but also to the employers' and workers' unions concerned. A new subsection is added to make it clear that once the exemption is granted it shall continue in respect of the particular shop until revoked so long as the class of business carried on is not changed, notwithstanding any change in ownership on the making of a new award.

(j) *Agricultural Workers Act, 1936*

(1) The only increase during the year in the rates of wages specified by the various Wage-fixation and Extension Orders has been in the rates for agricultural workers employed on dairy-farms. The Agricultural Workers Wage-fixation Order 1948 increased the minimum rate for adult workers from £5 6s. 6d. to £5 13s. a week (plus board and lodging valued at £1 5s. a week) and provides that this rate shall be deemed to include allowance for work done at week-ends and on holidays as part of the normal week's work. With the exception of this new Order, the prevailing rates set out in last year's report still apply.

(2) The following under-rate workers' permits have been issued under the Act during the year :—

Type of Work.	Part-time Work.		Inexperience.		Disability.		Other Reasons.		
	M.	F.	M.	F.	M.	F.	M.	F.	Comments.
Dairy-farms ..	4	179	7	2	66	4	14	1	Includes 11 old age.
Farms and stations ..	5	2	22	..	72	..	30	4	Includes 27 old age.
Market gardens ..	..	..	..	..	1	..	..	..	..
Orchards ..	..	..	..	..	1	..	..	1	Old age.
Tobacco-growing ..	..	..	..	..	1	..	..	..	..
	9	181	29	2	141	4	44	6	..

The total number of permits compares with previous years as follows : 1946-47 = 337 ; 1947-48 = 333 ; 1948-49 = 416. The increases over last year are mainly in permits for females employed part time, for inexperience, and old age. The largest number of permits was issued in the Hamilton district (100), followed by New Plymouth (43), Auckland (33), and Whangarei (30). Only 105 permits were issued in the whole of the South Island.

(k) *Accommodation on Farms, &c.*

(1) Table XXI shows that the inspections of agricultural workers' accommodation have increased from 233, 230, and 232 in the three previous years to 320 in 1948-49, and 92 requisitions for improvements were served, compared with 52 in 1947-48 (Table XXVII). Most of the requisitions have been carried out, although difficulties in obtaining building-materials are holding up some improvements and cause inspectors to be hesitant in issuing requisitions except in serious cases. Inspectors comment favourably on the general standard of accommodation on farms and suggest that farmers are realizing that better living-quarters may help to solve their labour problems and are making improvements voluntarily as labour and materials become available. However, it appears that the standard varies between different parts of the Dominion, some districts reporting that there is room for a good deal of improvement.

(2) Reports from districts estimate that there are approximately 2,889 shearing-sheds in the Dominion which come within the provisions of the Shearers' Accommodation Act, 1919. Only 96 inspections were possible during the year, this being 28 less than last year, but 194 requisitions were served (104 more than last year), of which 67 had

been fully complied with by 31st March. The reduced number of inspections is not a serious matter since in many districts all sheds are visited during the season by the union representatives with whom there is a working arrangement that Inspectors need carry out inspections only in the event of complaints being received. The number of complaints has been very small. Nevertheless, a general inspection is very desirable in several districts with large numbers of shearing-sheds, but a wider coverage has been prevented by the inadequate availability of petrol and motor-cars to undertake the country work.

(3) Sawmill accommodation, which several years ago was giving considerable concern and was discouraging workers from entering this key industry, has shown a marked improvement. It is estimated that there are 280 sawmills in the Dominion providing accommodation for workers, and a large number of these have been inspected during the year. Thirty-seven requisitions for improvements to housing were served. Considerable improvement in the accommodation position at sawmills has resulted from the housing scheme operated by the State Forest Service, which has received 120 applications from millowners for a total of 528 houses. Of this number, 318 houses have actually been completed and 63 are in process of erection. Millowners have also improved existing accommodation, while the standard of housing provided at several new mills is high. One district has noted a tendency for millers to provide houses in nearby towns, the workers being given free transport to and from the mills.

(l) *Bush Workers' Act, 1945*

(1) General inspections of bush undertakings during the year numbered 618 and requisitions served numbered 252, compared with 692 inspections and 306 requisitions in the previous year. This reduction was to be expected since 1947-48 was the first full year of administration of the Act, when a wide coverage, though a little superficial, was essential.

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

Requirements.	Requisitions Issued.	
	1947-48.	1948-49.
To fit canopies to logging tractors or repair existing canopies	35	41
To protect machinery, fit guards, &c.	44	38
To repair bridges	41	43
To supply first-aid appliances	166	77
To repair tramways or roads	4	4
To improve ropes, blocks, &c.	..	23
To repair rolling-stock	5	6
Requirements in respect of working methods, rigging, dangerous trees, &c.	11	15
Other	..	5
Totals	306	252

The reduction in total requisitions is wholly accounted for in the smaller number served in respect of first-aid appliances—a reduction that would be expected in follow-up inspections after the initial coverage of undertakings in the first year.

(m) *Scaffolding and Excavation Act, 1922*

(1) *Amendment to Principal Act.*—By the Scaffolding and Excavation Amendment Act, 1948, the Principal Act is extended to local-body excavations (previously exempted), to the Crown, to the cleaning of the outsides of buildings (including windows), to timber-stacking, and to well-sinking. It is now necessary for notice to be given to an Inspector

of Scaffolding of the intention to commence the cleaning of buildings or windows where any person engaged in such work is likely to incur the risk of a fall of 12 ft. or more, or of intention to commence the digging of any shaft or well more than 5 ft. in depth. The extension to timber-stacking is to enable this work to be supervised and inspected and unsuitable gear and equipment dealt with, but notice of stacking is not required. Regulations covering the protection of window-cleaners and well-sinkers under the new amendment to the Act are being prepared.

(2) Notices received, inspections made, and requisitions served over the last four years are as follows :—

	1945-46.	1946-47.	1947-48.	1948-49.
Notices of intention to erect buildings and scaffolding, and commence excavations	3,980	4,050	3,916	6,013
Inspections made	6,842	8,484	10,384	16,033
Requisitions served	..	2	2	22

The increase in inspections is a reflection of the success in recruiting and training additional Inspectors, and the wider coverage of districts other than the four main centres.

(3) Despite the fact that this Act is an old-established one, reports from Inspectors indicate that, except in the main centres, many contractors disregard or are unaware of their responsibilities under the Act, particularly in relation to small jobs, but increased attention to these areas by Inspectors is bringing greater understanding of the Act. Part of the difficulty may be due to the influx to the building trade of new contractors who have little capital and who endeavour to carry on with as little plant as possible and the minimum of scaffolding timber. Moreover, these contractors are frequently unaware of the full requirements of the Act, but they readily co-operate when Inspectors explain its provisions. In one district the condition of swinging stages gave concern, and some of the gear was condemned on inspection. Considerable improvement followed this action. The provisions of the 1948 Amendment Act gave authority to Inspectors of Scaffolding to ensure the safety of timber stacks and Inspectors found it necessary to order reductions in the height of a number of stacks.

(4) In one large district a talk on the Act and regulations was given at the annual meeting of master builders, and lectures were given to building-trade trainees in the Rehabilitation Department's carpentry schools. Several districts have endeavoured to spread a wider knowledge of the legal requirements by sending free copies of the regulations to all members of the Master Builders' Association.

(5) Tables XIX and XX in the Appendix show scaffolding accidents by age-groups and cause of accident and compare the totals of recent years. There were 2 fatal accidents in 1948, as follows :—

A worker who was climbing up to a swinging stage fell when a lighting bracket on which he placed his weight pulled away.

A stack of timber on which a man was working collapsed and fell on him, inflicting fatal injuries.

(n) *Annual Holidays Act, 1944*

(1) The majority of employers and employees are now familiar with the requirements of the Act, and the only difficulties in administration are associated with the definition of "ordinary pay" (concerning which many inquiries are received, and a number of Court decisions have been given), the treatment of short-service employees, and the general unpopularity of holiday cards used in respect of engagements of less than three months' duration.

(2) Nearly all factories, offices, wholesalers, and merchants closed down for at least two weeks over the Christmas - New Year period, and this practice now seems to have come to stay. Some firms use the opportunity to clean and overhaul machinery and carry out minor plant adjustments. Fewer retail shops tend to close in most centres, but the closing of many restaurants causes some inconvenience, particularly in the main centres where persons in lodgings are dependent on restaurant meals. In at least one centre a portion of the retail shops remain open, and when those who take the fortnight's holiday reopen the first group closes for a fortnight—a kind of voluntary roster. A few firms, especially in the building trade and operating under the Timber-workers' award, are taking advantage of the provision of the Act which enables them, by agreement with their employees, to divide the annual holidays into two separate weeks, the practice being to take one week with the Christmas - New Year holidays and the other at Easter. The concentration of holidays during the Christmas - New Year period resulted in transport services, hotels, restaurants, and holiday accommodation houses being taxed to the limits, but most people prefer to take their holidays at this time and cheerfully accept some inconvenience.

(3) A large number of inquiries was received by district offices concerning the entitlement of short-service workers. Some firms desire to pay a proportionate allowance to such workers, so that all employees may commence the next qualifying period from the same date. This practice which does not conform with the Act is growing and has much to commend it, although if a firm closes for a fortnight the worker is without pay for a portion of the time. The greater proportion of employers are paying short-service workers in full for the fortnight's holiday, trusting that they will return and remain for the full year or, in a few instances, securing an agreement from them to refund the portion not due in the event of earlier termination of services. There were some cases of compromise by giving a week's pay, the balance being without pay. The 1947 Amendment to the principal Act appears to have been completely effective in discouraging firms from dismissing workers who have had short service and re-engaging them after the holiday period.

(4) The Department is having discussions with representatives of the New Zealand Federation of Labour and the New Zealand Employers' Federation with a view to considering possible amendments to the Annual Holidays Act to overcome certain difficulties that at present arise in connection with those workers who have not completed twelve months' service at the time that the undertaking closes down for the annual holidays, normally during the Christmas vacation. The effectiveness of the holiday-card system is also being discussed with the organizations referred to.

(5) The following are particulars of the amounts paid by the Post and Telegraph Department on surrender of holiday cards in the last three years :—

Year.			Number of Transactions During Period.	Amount Paid Out During Period.
				£ s. d.
1946-47	..	..	33,977	53,533 17 11
1947-48	..	..	40,812	62,428 10 1
1948-49	..	..	42,469	62,512 3 8

The Post and Telegraph Department was given considerable trouble by persons trying to cash their cards before the twelve-months period has expired. This is possible only in the event of death or intention to leave the country. Five persons were prosecuted and convicted for fraudulently altering or presenting cards for payment.

(6) Apart from the above-mentioned difficulties, breaches were few, the main ones arising from the difficulty experienced by employers in computing the amount of holiday pay due on termination of the services of employees. This arises out of the complex definition of "ordinary pay" referred to above.

(7) Table XXII in the Appendix shows that the alleged breaches by employers requiring investigation totalled 1,223, compared with 1,055 in 1947-48. Warnings issued totalled 775, compared with 871 in the previous year.

(o) *Public Holidays Amendment Act, 1948*

This measure amended the Public Holidays Act, 1910, by transferring the holiday benefits in those years where Christmas Day and New Year's Day fall on a Saturday. In this event the special conditions prescribed by the Act, award, or agreement for Christmas Day and New Year's Day are applied to work done on the following Mondays, and the special conditions prescribed for work on Boxing Day and 2nd January are applied to work done on the following Tuesdays. It should be noted that this does not transfer the observance of these special holidays, but merely affects the conditions of work. Work performed on the Saturday or Sunday is to be paid for as for any other Saturday or Sunday. Provision is also made for the observance on the following Monday of any provincial anniversary day where such anniversary day falls on a Saturday or Sunday. Section 5 of the Amendment gives effect to the desire that Anzac Day should be observed on 25th April and on no other day by declaring void the provisions in any Act, award, or industrial agreement for the transfer of Anzac Day to any other day. It is still permissible, however, to grant an extra holiday on another day to any worker who is required to work on Anzac Day at ordinary rates. The "Monday-izing" of holidays that fall on Saturdays is a concomitant of the five-day week and places those years in which a holiday (except Anzac Day) falls on a Saturday in the same position as all other years in regard to the number of holidays granted to workers.

(p) *Servants' Registry Offices Act, 1908*

The Department has a responsibility for the registration and inspection of servants' registry offices and the general supervision of their activities. The Department's own employment activities provide most of the placements throughout the country, and there are now only 13 private servants' registry offices in the Dominion, of which only two (one each in Auckland and Wellington) have any substantial number of placements, principally of hotel staffs. Most of the registry offices are attached to other businesses. The number registered in the last four years was : 1945-46, 31 : 1946-47, 23 : 1947-48, 16 ; 1948-49, 13.

(q) *Sharemilking Agreements Act*

Almost the whole of the activity under this Act has been confined to the larger dairying districts of the North Island, but even there the number of inquiries for information and advice concerning the requirements of the Act and standard sharemilking agreements tends to decline, probably because of the wider knowledge of the provisions. Information pamphlets have been supplied to a number of farmers and solicitors, and the Department has had a few requests to appoint arbitrators between parties where a dispute has arisen. In several cases district officers have acted as third parties in the settling of disputes.

SECTION 4—INDUSTRIAL RELATIONS

(a) *The Court of Arbitration*

The work of the Court in making awards and approving (for economic stabilization purposes) of industrial agreements is indicated by the following table :—

	Year ended 31st March,	
	1948.	1949.
Awards made	163	167
Industrial agreements approved	70	55
Amendments to existing awards or industrial agreements	472*	17
Apprenticeship orders made	..	15
Amendments to existing apprenticeship orders	4	7
Miscellaneous (interpretations, enforcements, &c.) ..	52	119

*The Court during this period amended awards and industrial agreements in line with the Standard Wage Pronouncement dated 15th August, 1947, and recorded in 47 Book of Awards 1945.

On the 31st March, 1949, there were 615 awards and industrial agreements in force. This figure is an increase of 40 over the total of 575 at 31st March, 1948.

(b) *Conciliation Commissioners*

The work performed by the three Conciliation Commissioners during the year is indicated below, together with a comparison of the work performed by them in the previous year :

	1947-48.	1948-49.
Disputes where complete agreement reached ..	89	131
Disputes where substantial agreement reached ..	4	12
Disputes where partial agreement reached ..	36	49
Disputes where no agreement reached ..	1	2
Disputes where sittings were not complete or had been adjourned	12	22
Disputes where claims were withdrawn ..	3	14
Meetings of disputes committees set up under provisions of awards	45	24
Other conferences, &c.	16	22

On the 22nd December, 1948, an additional Conciliation Commissioner was appointed, but about that time the Commissioner who had been located in Wellington was prevented, by an illness which subsequently resulted in his death, from carrying on his duties.

(c) *Registration of Industrial Associations and Unions*

The return required by the Industrial Conciliation and Arbitration Act showing the number of affiliated unions in each industrial association and the number of members in each industrial union as at 31st December, 1948, is appended (see Appendix III). The following figures summarize this return :—

	31st December, 1947.		31st December, 1948.	
	Number.	Membership.	Number.	Membership.
Employers' associations	21	148	22	150
Employers' unions	278	16,922	277	17,811
Workers' associations	35	185	35	186
Workers' unions	373	260,379	374	271,100

(d) Labour Disputes Investigation Act, 1913

The number of agreements filed under this Act during the year was 16 (last year, 11). On 31st March, 1949, the number of agreements in force was also 16 (last year, 11).

(e) Industrial Disputes

There were 112 industrial disturbances (last year, 113) during the year ended 31st March. These 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.	Overtime Refusal.	Total.
Coal-mining	40	3	1	3	..	..	47
Meat processing, &c. ..	12	1	..	..	1	1	15
Shipping—							
Watersiders	8	2	1	3	..	2	16
Seamen	2	2	4	..	..	..	8
Transport	3	..	2	..	..	..	5
Engineering	..	..	1	..	1	1	3
Building and construction	1	1	3	..	1	..	6
Others	5	3	3	..	..	1*	12
Total	71	12	15	6	3	5	112

*Fire brigades' refusal to perform routine duties.

(f) Minimum Wage Act, 1945.

This Act, which provides for a minimum wage for all persons of twenty-one years and upwards (with certain limited exceptions), continues to be satisfactorily observed. Details of the alleged breaches which occurred during the year are shown in Table XXII. The Act supplements the wages framework of other statutes and applies principally to domestics and other workers not covered by awards. Some of the workers under awards, however, are also protected by the legislation.

The Government proposes to introduce during the coming session an amendment to the Minimum Wage Act to provide for appropriate increases following the standard wage pronouncement of the Court of Arbitration.

(g) Minimum Wage-rates Fixed by Awards and Industrial Agreements

(1) The Court of Arbitration, in March, 1949, considered two applications under Regulations 39B and 39C of the Economic Stabilization Emergency Regulations for a pronouncement specifying standard rates of wages. The first application was made on behalf of the New Zealand Federated Furniture and Related Trades' Industrial Association of Workers, and sought also an amendment to the New Zealand Furniture Trade Employees' award to increase hourly rates of wages by 6d. an hour, with a proportionate increase in weekly rates. The second application was made on behalf of the New Zealand Flour, Oatmeal, and Pearl-barley Millers' Industrial Union of Employers. Previous applications of this type had been made only by workers' organizations, but on this occasion the employers also sought a pronouncement by the Court.

(2) Before the applications were heard by the Court the Economic Stabilization Emergency Regulations were amended so that on an application for either a standard wage pronouncement or for a general order amending the provisions of awards and industrial agreements the Court could in either case make a pronouncement or a general order as it thought fit. The amendment also affected the factors which the Court was

required to take into account in making a pronouncement or a general order. Its effect was, for example, that in making either a pronouncement or a general order the Court was no longer bound to have regard to the wartime price index which was previously used for measuring changes in the cost of living. It expressly directed the Court also to take account of the economic conditions affecting finance, trade, and industry in New Zealand, and relative movements in the incomes of different sections of the community. The amendment provided, further, that no standard wage pronouncement or general order was to take effect less than one year after the date on which any previous pronouncement or general order had taken effect.

(3) The decision of the Court (issued on the 12th April, 1949) is published in 49 Book of Awards. At the end of the hearing the workers' organization had requested the Court to make a general order on its application, the request being opposed by the employers. The Court decided that it would make a standard wage pronouncement. It decided that the standard minimum rates of wages for adult male workers will in future be as follows :

Skilled workers, 3s. 11d. per hour.

Semi-skilled workers, 3s. 6d. to 3s. 8½d. per hour.

Unskilled workers, 3s. 5d. per hour.

The margin between the standard rate for unskilled workers and the standard rate for skilled workers has thus been increased. It was previously 5½d. per hour, and will in future be 6d. per hour.

(4) The Court stated that it proposed, in amending awards and industrial agreements as a result of the pronouncement, to increase in general the rates of remuneration of adult female workers by such amount as would bring them to a level approximately 10s. per week above the rates which operated from 1st October, 1947. The rates for junior workers would be adjusted proportionately.

(5) The pronouncement was not in itself a general wage order, and therefore had no operative effect. It was merely an indication of the rates of wages up to which rates prescribed in a certain number of awards and industrial agreements were likely to be brought by means of individual amendments. All amendments made to give effect to the pronouncement, it was stated, would operate from 1st June, 1949.

(6) Table XVII of the Appendix shows the minimum wage rates in a number of occupations as at 31st March, 1949. Where there is no Dominion or similar award in force, Wellington rates are shown.

(h) *Amendments to Legislation*

(1) The Statutes Amendment Act, 1948 (sections 21-24), amends various provisions of the Industrial Conciliation and Arbitration Act, 1925, and its amendments.

(2) *Section 21.*—This section amends section 89 (8) of the Industrial Conciliation and Arbitration Act, 1925, which provides that in making an award the Court of Arbitration may, if in its discretion it thinks fit, direct that any provision of the award relating to the rate of wages to be paid shall have effect as from such date prior to the date of the award as the Court thinks fit. In practice, the Court has not agreed to fix a retrospective date for the payment of wages when making an award, except in very special cases or unless the parties agreed to such date in Conciliation Council. The effect of the amendment is to repeal subsection (8) and to substitute a new subsection providing that the Court shall, unless it sees good reason to the contrary, fix as a date for the payment of wages under any award the date fixed for the first sitting of the Conciliation Council. The purpose of the amendment is to remove causes of dissatisfaction arising from delay in the making of a new award and the consequent postponement of the date from which wage-increases are likely to operate. The amendment removes any excuse for stoppages of work on this account because workers will know

that whatever increases are eventually granted will, as a general rule, apply as from the date fixed for the first hearing in Conciliation Council. There is still, of course, a wide discretion left with the Court, and the Court may fix such other date as it thinks fit, having regard to any undue delay that may have been caused by any party to the dispute between the date of the filing of the application for the hearing of the dispute with the Clerk of Awards and the date of making of the award. It is felt that the provisions of the section will facilitate early settlement of industrial disputes.

(3) *Section 22.*—This section extends the time within which action may be commenced for recovery of arrears of wages payable under an award or industrial agreement from twelve months to two years. Section 146 of the Industrial Conciliation and Arbitration Act previously restricted the workers' normal rights of recovery to twelve months. The amendment, while still restricting the worker's rights to recover wages otherwise lawfully due, extends the restricted period to two years. The Department has had instances where workers have been precluded from recovering arrears of wages otherwise legally payable because of the effect of the twelve months' restriction. This is due very often to the delay in getting an authoritative opinion from the appropriate Court, and while on occasions employers have been prepared to agree to waive their right to plead the twelve months' limitation, other employers have refused to do so, and the workers have thereby been precluded from recovering wages which they would otherwise be lawfully entitled to receive.

(4) *Section 23.*—This section enables a society of employers to be registered as a New Zealand union or a North or South Island union if all employers concerned belong to the society. Previously an employers' organization could not be so registered unless there were at least three employers engaged in the industry in each of the industrial districts which the union was intended to cover. One employers' organization covering all the undertakings of the kind concerned in New Zealand desired to register as a New Zealand union to enable it to take advantage of the procedure of the Industrial Conciliation and Arbitration Act, but had insufficient members in number to enable it to do so under the existing legislation. The section concerned removes the disability.

(5) *Section 24.*—This section amends section 2 of the Industrial Conciliation and Arbitration Amendment Act, 1943, and enables an industrial union of workers to commence proceedings for a penalty for a breach of the Act in cases of alleged discrimination or victimization against workers because of their union activities. Previously such action had to be taken by an Inspector of Awards, but cases may arise where the Department for special reasons declines to take action, and the amendment will now permit the union itself to take action if it so desires.

SECTION 5—APPRENTICESHIP

(a) *Administrative Developments*

(1) Opportunity was taken during 1948 to consolidate the legislation relating to apprentices. The original *Apprentices Act* of 1923, and amendments to it of 1925, 1927, 1930, and 1946 were thus all brought together into the *Apprentices Act*, 1948. The main principles of the existing legislation were left untouched, but opportunity was taken to make a few minor machinery changes designed to make for smoother administration. Part I of the *Master and Apprentice Act*, 1908 (a reprint in effect of an Act of 1865), was at the same time repealed because it was completely out of keeping with present conditions.

(2) During the period covered by this report an additional District Commissioner of Apprenticeship was appointed to work in the Taranaki, Wanganui, and Palmerston North Districts, which initially were within the jurisdiction of the District Commissioner, Wellington.

(b) New Zealand Apprenticeship Committees

(1) Every industry in which there were local apprenticeship orders prior to 1947 has now a New Zealand Apprenticeship Committee. The twenty-two Committees now registered are for the following industries and groups of industries: baking, boot-repairing, boilermaking and moulding, bricklaying and masonry and plastering, carpentry and joinery, clothing and tailoring, coachbuilding, mechanical dentistry, electrical, mechanical engineering, footwear-manufacturing, furniture, gardening, men's hairdressing, jewellery and watchmaking and engraving, motor engineering, painting, printing and photo-engraving, plumbing, saddlery and leather goods and canvas goods, ship and boat-building and coopering, sheet-metal working. Within these industries there are 111 trades or combinations of trades recognized by the Committees, and specified in the appropriate apprenticeship orders as branches of the industries.

(2) Fifteen New Zealand apprenticeship orders (two recommended by one Committee) had been made by the end of March, and applications for a further six had been filed with the Court of Arbitration. Mechanical engineering and footwear-manufacturing are the only industries in which the New Zealand Committees have not yet come to final decisions on their applications for orders. With the making of New Zealand orders by the Court, the previously existing local orders are revoked. Conditions for apprentices thus become uniform throughout New Zealand in each industry, and particularly in the smaller industries are brought up to date, for in some cases the local order had been made as long ago as 1925. One practice is now universal—that of setting out the wages of apprentices as percentages of the rates received by journeymen in the relevant industry. (The practice was first instituted by the Court in 1945 in amending local orders.) The most commonly used scale of percentages runs by 6 per-cent. intervals from 23 per cent. in an apprentice's first period to 77 per cent. in his final period.

(c) The Education of Apprentices

(1) Now that New Zealand Apprenticeship Committees have been set up and the bulk of New Zealand apprenticeship orders made there is a change of emphasis in the activities of the Committees and of the Apprenticeship Division of the Department. A number of orders make provision for the technical education of apprentices during normal working-hours and the organization of these "daylight" classes is a big task, in which the Education Department and technical and other schools are co-operating to the fullest extent possible.

(2) Up to the present year technical education of apprentices has been carried on in evening classes, and occasionally on Saturday mornings. To send apprentices to school in daytime means, therefore, that an immediate problem to be solved is that of finding accommodation for them in schools which already have their available space used to the utmost by full-time scholars. While that problem is being solved (not without difficulty) by the schools and the Education Department the New Zealand Committees concerned are busying themselves over questions of syllabuses of instruction and the organization arising from the answers to those questions.

(3) The technical schools, and some high schools in districts where one such school serves all the purposes of the district, have had a new element introduced into their planning for apprentice classes. This new element is the New Zealand Apprenticeship Committee, for the apprenticeship orders use such words as "where the New Zealand Committee is satisfied that a school, &c.," and "a syllabus approved by the New Zealand Committee." Each Committee includes "a person conversant with technical education," nominated by the Director of Education, and those persons are of great assistance to the Committees through their knowledge of schools and syllabuses.

(4) The principle of daylight training was unanimously recommended to the Court by the Committees in the following industries, and the necessary powers have been included in the relevant order: baking, boot-repairing, mechanical dentistry, hairdressing, jewellery and watchmaking, motor engineering, and printing and photo-engraving. Employers' representatives opposed its introduction in the following industries, but after hearing argument the Court has made provision for some form of training during normal working-hours: furniture, plumbing, ship and boat building. No provision for classes in working-hours has so far been made in the recommendations of the following Committees: clothing, coachbuilding, gardening, painting, saddlery.

(5) At the beginning of the school year (February–March, 1949) daylight classes in motor engineering were started in five schools in New Zealand. These were the only schools which the New Zealand Committee was satisfied had at that time the accommodation, staffing, and equipment to meet the requirements of the syllabus of instruction laid down by the New Zealand Motor Trade Certification Board. About the same time classes in plumbing began in eight schools, four of which were also taking motor apprentice classes. The New Zealand Plumbing and Gasfitting Apprenticeship Committee has had an advantage in setting classes going in its industry in that most schools already had a plumbing workshop not used for any other purpose. As soon as instructors can be found to take daytime classes in further schools such classes will be opened.

(6) With little more than a month's experience of daylight classes it is too early yet for any one to pass judgment on them. All that can be said is that in nine schools the new venture is away to a good start.

(d) Local Apprenticeship Committees

At 31st March there were 177 local Apprenticeship Committees in New Zealand. These Committees are an essential part of apprenticeship administration, and their members render valuable service to the community.

(e) Statistics of Apprentices

Details of the numbers of apprenticeship contracts in force at 31st March, 1949, and of the numbers of new contracts entered into during the twelve months up to that date, are given in Table XVIII in the Appendix to this report. (A figure given in reports since 1940—the number of apprentices whose contracts were suspended while they were in the Armed Forces—is no longer mentioned.) There were 12,868 contracts of apprenticeship in force on 31st March, an increase of 50 on last year's figures. The number of new contracts entered into is 3,925, which is higher by 529 than last year's record figure. Of the new contracts, 1,421 were in the building trades.

(f) Lodging-allowances for Apprentices

Lodging-allowances for apprentices obliged to live away from home to learn their trades have been paid to such apprentices since January, 1948. At 31st March, 1949, there were 885 such allowances being paid.

(g) Adult Apprenticeships

As was forecast in the report for last year, the number of special contracts of apprenticeship approved by the Court of Arbitration (for such persons over the age of eighteen as desired to enter into special contracts of apprenticeship) has declined further, the number being 88 as against 113 of last year.

SECTION 6—HOME AID SERVICE

(a) Administrative Developments

(1) The purpose of the Home Aid Service is to render assistance in homes, particularly in emergency cases, where the housewife is incapacitated due to maternity or sickness. In keeping with other occupations, the Service suffers from the general acute shortage of female workers, and in consequence it has been found impossible to recruit the complement of Aids necessary to extend the scheme's coverage to the full demand from householders. It accordingly still remains necessary to allocate aids in accordance with the relative priority and emergency of the applications received.

(2) During the year efforts were continued to augment the number of Aids employed in order to meet the needs of homes in which domestic assistance was needed. Publicity in the form of radio announcements and newspaper advertisements was arranged with some success. In addition, new Aids were gained from the Department's assisted immigration scheme, and in consequence the average number of Aids employed throughout the year was higher than that for the previous year. During the coming year publicity will be intensified within New Zealand, and the efforts of the Department's officers in the United Kingdom to enrol a greater number of assisted immigrants for the Service in New Zealand will continue.

(3) The two Home Aid hostels at Auckland and Wellington respectively continue to provide comfortable accommodation for Aids in a homely atmosphere appropriate to the nature of their work. The hostels are also used extensively as training centres for inexperienced girls joining the Service to qualify them for the status of certificate-holder—i.e., all-round competency to carry out the normal household duties expected by the householder during the wife's incapacity.

(4) The charge to householders for the services of a Home Aid is fixed at 2s. 3d. per hour—i.e., 18s. per day or £4 10s. for a full week. In cases where the financial circumstances of the householder are such that payment of the full charge would create hardship the Department may reduce the charges in direct relation to the income available and to the degree of hardship assessed. Applications from householders for this relief are individually determined by the Department's district officers.

(5) Aids work normally a forty-hour five-day week, but in special cases it is necessary to arrange for them to "live in" with the household. Their duties are then spread over six days, and their hours are necessarily more flexible and invariably longer.

(b) Activities for the Twelve Months

A table summarizing the activities of the Service for the twelve months ended 31st March, 1949, is included in the Appendix (Table IX), and shows the numbers of Aids employed from month to month, with a summary of cases.

SECTION 7—PERSONNEL ADVISORY SERVICE

(1) In industry there are many problems which affect the relationship between management and workers which have direct bearings on efficiency and smooth running, and which lead to lowered morale, excessive turnover, and a low output if not remedied. Faults in lighting cause eye-strain, headaches, and irritability. Defects in lay-out and organization cause uneven flows of work, which exasperate operatives and undermine the harmony and discipline of a workshop. Because of inadequate procedures in introducing workers to new jobs and in follow-up, workers leave again after a few days or weeks. Faults in the handling of people by supervisory staff "get peoples' backs up." Often such things are difficult to diagnose and more difficult to remedy. They occur in even the best-equipped factories and under managements which are conscientiously doing their best. Hence the place for an expert in this field of personnel problems has

become widely recognized in the leading industrial countries. In establishing a personnel advisory service the Department aims at providing expert voluntary assistance to industry in this field, either in a consultant capacity with personnel officers and similar executives or by actually making investigations into specific problems at the request of individual employers.

(2) The Department established its Personnel Advisory Service early in 1948 with the appointment of a highly-qualified officer with wide practical experience in Great Britain. This officer has necessarily required time to familiarize himself with New Zealand industries and to establish contacts with employers' and workers' organizations and with individual employers. In recent months a commencement in actual field service has been made in the Wellington and Lower Hutt districts, and this will be further extended as circumstances warrant.

(3) Service on specific problems has been rendered in nineteen instances and has included advice on ventilation and lighting problems, production bottlenecks, lay-out problems, selection of staff for specialized work, and excessive labour turnover. In addition, a number of addresses on personnel problems have been given to various groups and organizations, and a larger number of preliminary or general discussions with individual firms or organizations have taken place.

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

(1) An outline of the purpose, methods, organization, and development of the Training Within Industry for Supervisors scheme (commonly known as T.W.I.) was given in the report of the Department for the year ended 31st March, 1948.

(2) During the past year the Department has concentrated on launching the Job Instruction Programme in Wellington and Auckland. This ten-hour programme is presented in five two-hour sessions to groups of not more than ten persons whose work involves the supervision of others. It aims at developing skill in instructing so that learners will be brought to full competence quickly, with interest and without unnecessary effort, errors, and loss of production.

(3) In the year under review 734 supervisors have been trained in the Job Instruction Programme, comprising 292 in Wellington and Lower Hutt, 320 in Auckland, and 122 in other towns. The total number trained since the commencement of the scheme in 1947 is 951, comprising 506 in Wellington, 323 in Auckland, and 122 in other towns. Of these, 561 were employed in manufacturing industries, 321 in Government Departments, 44 in hospitals, 11 in retail establishments, 10 in the building industry, and 4 in other fields.

(4) Thirty-two members of firms and Government Departments have been trained during the year as Firms' Trainers to enable them to undertake the training of supervisors in the Job Instruction Programme within their own establishments. These Firms' Trainers have trained 314 of the 734 supervisors trained during the year, the remainder of 420 having been trained by this Department's District Trainers.

(5) At present the Department has two District Trainers—one in Wellington and one in Auckland. These officers are engaged in giving employers a full understanding of the Job Instruction Programme, in training supervisory staffs in the programme where employers so desire, and in follow-up work to assist employers and supervisors in the application of T.W.I. techniques in order to obtain the fullest advantages from them. In the coming year it is hoped to provide for the introduction of the scheme to other centres—particularly Christchurch and Dunedin—and some preliminary work has already been done to this end.

(6) It is pleasing to record that firms which have fully adopted the T.W.I. method of job instruction have spoken most appreciatively of the increased production, elimination of waste, and general increased efficiency and improved morale resulting from its use.

SECTION 9—INTERNATIONAL LABOUR ORGANIZATION

(1) The report of the Government delegates to the Thirty-first Session of the International Labour Conference has already been presented as Parliamentary Paper A-7A, 1948. The following conventions and recommendation were adopted by the Conference.

(i) *Employment Service Convention, 1948*.—The convention requires that a free public service to achieve and maintain full employment be established consisting of a national system of employment offices. It shall provide effective placement facilities and shall include arrangements for co-operation of employers and workers through Advisory Committees. New Zealand's National Employment Service meets the requirements of the convention and ratification is under consideration.

(ii) *Employment Service Recommendation, 1948*.—This recommendation deals in more detail with the matters covered by the convention. There is nothing in it contrary to New Zealand practice.

(iii) *Freedom of Association and Protection of the Right to Organize Convention, 1948*.—This convention in general provides that workers and employers shall have the right to establish and join organizations of their own choosing without previous authorization and that the right to organize shall be protected by law. The convention is being studied with a view to ratification.

(iv) *Night Work (Women) Convention (Revised), 1948*.—In general the convention prohibits night work of women in industry, "night" signifying a period of at least eleven consecutive hours, seven of these hours falling between 10 p.m. and 7 a.m. It is a revision of earlier conventions in the direction of greater flexibility. As New Zealand has already ratified the Night Work (Women) Convention (Revised), 1934, ratification of this convention should present little difficulty.

(v) *Night Work of Young Persons (Industry) Convention (Revised), 1948*.—As the Convention in general prohibits night work of young persons in industry under eighteen years of age, ratification would involve changes in the law.

(2) *New Director-General*.—Following the retirement of Mr. E. J. Phelan, Mr. David A. Morse, United States Acting-Secretary of Labour, was elected by the Governing Body of the I.L.O. at its one hundred and fifth session in June, 1948, as the Director-General of the I.L.O.

(3) *Membership of the I.L.O.*—With the admission of Ceylon, El Salvador, and the Republic of the Philippines at the Thirty-first Session of the Conference, membership now stands at 59 countries.

(4) *Publications of the I.L.O.*—Apart from special studies and reports, the following regular publications continue to be received:—

International Labour Review (Monthly) contains articles on economic and social topics, statistics of employment, wages, cost of living, &c.

Legislative Series.—Reprints and translations of industrial and social laws and regulations of all countries.

Industrial Safety Survey.—Contains articles and information on problems of accident prevention.

Year-Book of Labour Statistics.—Contains statistics of employment, hours of work, wages, prices, migration, &c.

Official Bulletin.—Contains official documents and information concerning the I.L.O., including the texts adopted by the Conference and other meetings.

These publications are always available at the library of the Department to persons concerned with industrial and social work.

(5) *Permanent Migration Committee of the I.L.O.*—The Third Session of the Committee took place in Geneva from the 13th to 27th January, 1949. The agenda was as follows:—

I. Revision of the Migration for Employment Convention, 1939, and accompanying recommendations.

II. Formulation of Principles Concerning Migration for Land Settlement.

III. Migration within the Man Power Programme of the I.L.O.

IV. Migration and re-settlement of "Specialists."

V. Methods to Further Exchanges of Trainees, Including the Preparation of a Model Agreement.

New Zealand was represented by Mr. T. P. Davin, Assistant External Affairs Officer, Office of the High Commissioner for New Zealand, London.

The conclusions reached will be submitted to the various Governments. Revised texts of the Migration for Employment Convention and recommendations were adopted which will form a basis for discussion of the relevant item on the agenda of the thirty-second Session of the Conference (set out hereunder) :—

(6) *Meeting of Social Security Experts, New Zealand, 1950.*—In last year's annual report it was mentioned that the Governing Body of the I.L.O. had decided to reconstitute the Correspondence Committee on Social Insurance. The new Committee is known as the Committee of Social Security Experts. Its first meeting was held in Montreal in May, 1948, and was attended by Mr. B. F. Waters, Director, Social Security Department. The Governing Body has accepted with appreciation the New Zealand Government's invitation to hold the next meeting of the Committee in New Zealand in the early part of 1950.

(7) The Thirty-second Session of the International Labour Conference will open in Geneva on 8th June, 1949. The agenda is as follows :—

- I. Director-General's Report.
- II. Financial and Budgetary Questions.
- III. Reports on the Application of Conventions.
- IV. Application of the Principles of the Right to Organize and to Bargain Collectively (second discussion).
- V. Industrial Relations, Comprising Collective Agreements, Conciliation, and Arbitration, and Co-operation Between Public Authorities and Employers' and Workers' Organizations (first discussion).
- VI. Labour Clauses in Public Contracts (second discussion).
- VII. Protection of Wages (second discussion).
- VIII. Wages : General Report.
- IX. Vocational Guidance (second discussion).
- X. Revision of the Fee-charging Employment Agencies Convention, 1933.
- XI. Migration for Employment : Revision of the Migration for Employment Convention, 1939, the Migration for Employment Recommendation, 1939, and the Migration for Employment (Co-operation Between States) Recommendation, 1939.
- XII. Partial Revision of the Social Security (Seafarers) Convention, 1946 (No. 70), the Paid Vacations (Seafarers) Convention, 1946 (No. 72), the Accommodation of Crews Convention, 1946 (No. 75), and the Wages, Hours of Work, and Manning (Sea) Convention, 1946 (No. 76).

New Zealand will be represented by the following delegation :—

For the Government—

Mr. J. Thorn, High Commissioner for New Zealand in Canada.
 Mr. H. Parsonage, Assistant Director of Employment.
 Mr. D. T. C. Brayshay, Senior Inspector of Factories (Adviser).
 Miss L. Percell, Secretary of Auckland Shop Assistants' Union (Adviser).

For the employers—

Mr. J. R. Hanlon, Assistant Secretary, New Zealand Employers' Federation.
 Mr. S. I. McKenzie, Secretary, Manawatu-Wairarapa Employers' Association (Adviser).

For the workers—

Mr. A. W. Croskery, President, New Zealand Federation of Labour.
 Mr. L. A. Hadley, National Executive Member, Federation of Labour (Adviser).

(8) The aim of the I.L.O. is to foster universal social justice. The summary above shows that the Organization is steadily, though unspectacularly, pursuing this aim, and that in this work New Zealand continues to play its part.

SECTION 10—OTHER STATUTES

(a) Tenancy Legislation

(1) During the year the provisions of the Fair Rents Act, 1936, and various amendments, and that part of the Economic Stabilization Emergency Regulations 1942 and amendments dealing with rents, &c., were consolidated and amended under the title of the Tenancy Act, 1948. This Act, which was assented to and became operative on the 3rd December, 1948, gave permanence to legislation which was previously temporary.

(2) There has been insufficient time to report on the modifications and new provisions introduced, but a summary of the more important alterations may be usefully made.

(3) In Part II officers administering the Act are designated Rents Officers, these to include all Inspectors of Factories. "Rent" has been defined as "including any valuable consideration in money or money's worth that is part of or in substitution for any rent." All property is covered except licensed premises or agricultural properties leased for a period of two years or more. These last two classes are subject to the provisions of the Servicemen's Settlement and Land Sales Act, 1943.

(4) The previous provisions prohibiting the payment of a premium on the granting or transferring of a tenancy have been extended to require the consent of the Land Valuation Court to the payment of any sum other than the rent, the value of chattels, or the replacement cost of stock.

(5) Part III, dealing with the recovery of possession, incorporates important alterations. A new provision covers tenancies where the landlord is the employer of the tenant and the contract of employment is terminated. The provision that an owner who desires his dwellinghouse for his own use and occupation is required to provide alternative accommodation or prove greater hardship is relaxed in the case of an owner who has owned the dwelling for a period of five years, and in the case of an age-beneficiary under the Social Security Act who has owned the dwelling for two years. In the latter case the question is decided on the grounds of relative hardship only.

(6) The previous provision that an owner who had regained possession in certain circumstances could not relet or sell within a period of six months has been extended to two years.

(7) Further provisions allow for the recovery of excess land for building purposes and also give the right of access to a landlord to convert a dwelling into self-contained flats, the existing tenant to be granted the tenancy of one of the flats upon completion.

(8) The special protection against eviction afforded ex-servicemen and their dependants terminated on the 31st March, 1949, with the exception of men still serving. In the latter case protection terminates twelve months after the serviceman ceases to render full-time service as such or twelve months after his death on service.

(9) A new section makes it an offence to eject the tenant of a dwellinghouse except pursuant to an order of the Court or with the tenant's consent.

(10) The duty of requisitioning empty dwellings, other than those ordinarily used for holiday purposes, rests with local authorities. A survey undertaken shows that only one house has been compulsorily let under this Part of the Act, but it is the opinion of departmental officers that the existence of these provisions has induced owners to keep their dwellings occupied, either by selling or relettings.

(11) Part IV covers miscellaneous provisions, the more important of these being the power taken to require a landlord to effect repairs to a dwellinghouse; a provision making it an offence for a landlord to deny to a tenant of a dwelling any of the amenities of the tenancy; a provision making it an offence to "squat" in a dwelling; and provisions facilitating the ejectment of "squatters."

(b) *Weights and Measures Act, 1925*

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

Article.	1947-48.		1948-49.	
	Submitted.	Rejected or Adjusted.	Submitted	Rejected or Adjusted.
Weights	33,548	7,601	40,543	7,819
Measures	5,570	180	6,428	376
Weighing-instruments	22,635	2,825	26,985	3,998
Measuring-instruments	4,553	981	5,962	1,577
Milk and oil bottles	2,127,539	27,306	2,846,202	26,313

(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 :—

—				1947-48.	1948-49.
Packages checked				31,446	42,703
Found incorrect				2,622	3,492
Bags of coal checked				877	778
Found incorrect				196	236
Loaves of bread checked				10,076	7,816
Found incorrect				1,597	898

(3) *New Appliances*.—Eighteen appliances presenting novel features were dealt with during the year. Of this number, 15 were approved and 3 were still under review on 31st March. In six cases modifications to the original design of patterns submitted were found necessary.

Details are :—

Approved—

- A liquid-flow meter for the measurement of lubricating-oils.
- A liquid-flow meter intended for use for retail purposes on petrol-service stations.
- Three liquid-flow meters for large bulk deliveries.
- A length-measuring instrument for the measurement of bolts of fabric.
- A spring balance of 200 lb. capacity.
- A self-indicating dial platform scale of 6,250 lb. capacity.
- A self-indicating dial platform scale of 750 lb. capacity.
- A self-indicating dial platform scale of 38 lb. capacity.
- A self-indicating dial platform scale of $7\frac{1}{2}$ cwt. capacity.
- A self-indicating dial platform scale of 15 cwt. capacity.
- A steelyard platform scale of 1,000 lb. capacity.
- A semi-self-indicating and price-computing counter-scale of 14 lb. capacity.
- A self-indicating and price computing counter scale of 2 lb. capacity.

Under review—

- A liquid-flow meter for the measurement of lubricating-oils.
- A self-indicating counter scale of 4 lb. capacity.
- A dormant self-indicating dial platform scale of 20 cwt. capacity.

(4) Work done for Fijian Administration: Correction and verification work was completed on four yard end measures.

(c) *Workers' Compensation Act, 1922*

(1) The Workers' Compensation Amendment Act, 1947, was referred to in last year's report. The amendment altering the amounts of compensation payable came into force on 1st April, 1948.

(2) During the year ended 31st March, 1949, the State Fire Insurance Office has completed arrangements for handling the Employers' Liability Insurance Account, to which all employers' indemnity business will be transferred from private insurance companies (other than mutual insurance companies) as from 1st April, 1949. The rates of premiums payable to the Employers' Liability Insurance Account and the procedure for assessing premiums are set out in the Employers' Liability Insurance Regulations 1949 (Serial No. 1949/20).

(3) The Compensation Court has had before it applications for exemption from the obligation to insure with the State Fire Insurance Office in the case of—

(a) Contributors to the General Trust Fund established under the New Zealand Rules of Racing.

(b) Education Boards and local authorities.

(c) Eight mutual insurance companies and associations named in the Act.

In dealing with these applications the Court has called on the Department to examine and report on the applications, and this has led to requests for various amendments in rules or articles of association which usually have been readily agreed to by the applicants.

(4) *Amending Legislation during 1948-49.*—(i) *Finance Act, 1948*: Section 30 of this statute extended the time for giving notice and commencing proceedings on claims arising out of the fire which destroyed the premises of J. Ballantyne and Co., Ltd., Christchurch, on 18th November, 1947.

(ii) *Tuberculosis Act, 1948*: Section 23 of this statute makes special provision for compensation for workers who contract tuberculosis while employed or deemed to be employed by any Hospital Board or in any institution or service under the control of the Department of Health (including any public institution within the meaning of the Mental Defectives Act, 1911). The section is made applicable in certain circumstances to those who had already contracted the disease at the time of coming into force of the Act.

(iii) *Statutes Amendment Act, 1948.*—Section 47 corrects an anomaly in the Workers' Compensation Act, 1922, as to the method of assessing compensation for dependants consequent upon the death of a worker. Section 14 of the principal Act provided that the benefit under the insurance policy was to be excluded.

Section 47 of the Statutes Amendment Act, 1948, now provides for the exclusion of other benefits and is in harmony with section 7 of the Law Reform Act, 1936, as to damages recoverable under the Deaths by Accident Compensation Act, 1908.

SECTION 11—ADMINISTRATION AND STAFF

(a) *General*

The merger of the Labour Department and National Employment Service as the "Department of Labour and Employment," which formed part of the main theme of last year's report, can now be claimed to be complete and the new Department fully integrated. The two sections of Head Office were able to come together in the one building during the year, but definite inconvenience will continue until necessary alterations in the layout of the building have been completed. Accommodation difficulties have

been resolved in most district offices. By and large, the Department is operating with greatly increased efficiency, and the figures contained in other sections of this report reveal the wider service given to the public and the expanded attention given to the administration of the various statutes and regulations for which the Department is responsible.

(b) Inspection Staff

Reference has already been made to the much larger volume of inspections which has been achieved in 1948-49. This was due to several factors: (i) the results of the training programme undertaken in the previous year; (ii) the release of experienced inspectors from training work when the initial training programme was completed; (iii) the increase in the inspection staff during the year. Besides adding to the number of Factory Inspectors, it was possible to increase the number of Scaffolding Inspectors materially through the appointment from outside the Public Service of applicants with suitable technical backgrounds. Additional trainee Inspectors of Factories were appointed from within the service by the transfer of a number of suitable officers from other Departments and the diversion of some of this Department's clerical staff.

(c) Factories Inspectors' Examination Regulations 1949

These regulations which were gazetted at the end of March, establish the Factories Inspectors' Examination Board and prescribe the syllabus of the examination which must be passed before an officer may qualify for appointment as an Inspector of Factories under the Factories Act, 1946. It is expected that many trainee Inspectors will present themselves for the first of these examinations to be conducted this year.

(d) Staff Training

During the year six courses have been held for senior district officers, five in industrial administration and one in employment problems. Nine trainee Factory Inspectors recently passed through a special course in Head Office and Wellington District Office before commencing practical assignments, while six more experienced inspectors commenced a nine-months' course in sanitary inspection at the Wellington Technical College in association with officers of the Health Department. Training measures for the junior staff have been continued by the Personnel and Staff Training Officer, who has visited each district office and met all new appointees. As a further training measure, nearly all supervisory and sub-controlling officers from Head Office and the Wellington and Lower Hutt district offices have passed through the T.W.I. Job Instruction Course.

(e) Liaison With Health Department

The closest liaison is being maintained with the Health Department in the promotion of industrial welfare, and particular reference should be made to the co-operation received from Dr. Garland, Director of the Division of Industrial Hygiene, who has lectured to and worked in the closest collaboration with Factory Inspectors. In order to extend this mutual co-operation the Health Department has appointed Industrial Hygienists in the four main centres, and these specialist medical officers, together with their industrial nurse assistants, are being located in this Department's offices for working purposes. In Wellington and Christchurch the arrangement is already in operation and is proving to be very helpful to both Departments.

(f) Other Staff Matters

(1) The immigration staff, both in London and New Zealand, has been slightly increased to cope with the new Displaced Persons and Nominations Schemes and with the larger number of immigrant arrivals in the Dominion.

(2) The staff of hostels and camps shows no significant increase. Towards the end of the year decentralization from Head Office to district offices of hostel accounting was completed, and the former now maintains only a general control of these operations through control accounts in Head Office and visits by inspecting officers. During the year practically all supervisory positions in hostels and camps, previously filled by temporary officers, were made permanent in accordance with the general Public Service policy.

(3) A new development was the formation of an Organization and Methods Committee in Head Office. Its functions are to review the procedure, systems, and clerical machinery of the Department and generally to foster the development of the most efficient methods and the deletion or prevention of unfruitful routine. A number of very useful suggestions has been received from the staff for the saving of labour or the more efficient performance of work, and the Committee of its own volition has been able to effect a number of worthwhile improvements.

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

LOCATION OF STAFF EMPLOYED AS AT 31ST MARCH, 1949

	Males.	Females.	Total, 31st March, 1949.	Total, 31st March, 1948.
Head Office	95	44	139	138
District offices	423	146	569	542
Secondments to London	10	1	11	10
London staff recruited in Great Britain	7	27	34	30
Courts and Tribunals	5	3	8	10
Camps and hostels, including domestic staff (but excluding caterers' staffs and staffs of hostels operated by Y.W.C.A.)	55	84	139	137
Home Aids	..	55	55	60
Totals	595	360	955	927

GROUP ANALYSIS OF STAFF EMPLOYED AS AT 31ST MARCH, 1949

Nature of Work.	Males.	Females.	Total, 31st March, 1949.	Total, 31st March, 1948.
Inspectors of Factories	120	7	127*	105*
Inspectors of Weights and Measures	23	..	23*	20*
Inspectors of Scaffolding	12	..	12*	8*
Fair rents	14	2	16*	16*
Apprenticeship	18	..	18*	16*
Surveys, statistics, monthly and other returns	24	6	30*	35*
Research, library, and investigation	13	3	16	13
Accounts and stores	53	10	63*	61*
Shorthand-typists	1	93	94	98
Records	30	26	56*	60*
Immigration—				
Total, London staff	17	28	45	40
Total, New Zealand staff	19	2	21	18
Home Aids	..	55	55	60
Hostels—				
Supervisory	16	19	35	31
Domestic, cooking, and cleaning	39	65	104	106
Administrative, supervisory, and general clerical, including placement and employment staff	196	44	240	240
Totals	595	360	955	927

* Includes only officers engaged substantially full time on these duties.

SECTION 12—FINANCE AND EXPENDITURE

(a) *Vote, "Labour and Employment" (£1,281,299 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 (£385,066 Net).*—An increase in expenditure of £25,249 recorded under this vote for administration expenses is attributable to the present shortage of cadets and consequent necessity of employing adults at a higher remuneration and a general salary increase of £25 per annum from 1st October, 1947. Expenditure concerned with fitting up accommodation consequent upon the amalgamation, although completed in some instances prior to 31st March, 1948, did not come to charge until last financial year. Additional inspection work undertaken by departmental inspectors, and more numerous and frequent meetings of New Zealand and local Apprenticeship Committees, resulted in increased expenditure compared with those items in the previous year.

(3) *Subdivision II: Employment (£337,831 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	228,901	
Less capital receipts	1,386	
Net capital expenditure		227,515
Operational expenditure	126,521	
Less board receipts	120,399	
Cash working surplus		6,122
Net capital and operational expenditure		<u>£233,637</u>

(ii) *Home Aid Service—*

	£	£
Capital cost of hostels, including equipment		378
Hostel-operating costs	2,051	
Less board receipts	1,011	
Cash working deficit		1,040
Operating-expenses for Home Aid Service (excluding hostel expenses)	13,892	
Less payments by householders	9,061	
Net operation charges (excluding hostels)		4,831
Net capital and operational expenditure		<u>£6,249</u>

The excess of £4,831 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 1948–49 was £97,945, compared with £88,740, in the previous year, an increase of £9,205:

	Year ended 31st March, 1949.	Year ended 31st March, 1948.
	£	£
Scheme 13	62,550	76,442
Subsidized training in industry	415	176
Subsidized training for shearers	206	281
Youths' farm settlement	546	1,112
Insurance of workers	1	13
Separation allowances	4,213	5,636
Travelling-expenses of workers	6,826	4,351
Allowances to apprentices	23,129	722
Miscellaneous	59	7
	97,945	88,740

(4) *Subdivision III: Immigration (£509,283 Net)*.—The main items of expenditure under this subdivision were:—

	£	£
(i) Passage-money for immigrants	150,989	
Less payments	14,433	
Net payments for passage-money		136,556
(ii) Accommodation for immigrants—		
Capital expenditure	48,001	
Less capital recoveries	85	
Net capital cost		47,916
Operational expenditure	38,624	
Less board receipts	22,653	
Cash working deficit		15,989
(iii) Reconversion of "Atlantis" to increase carrying-capacity		50,000
(iv) Charter costs of "Atlantis"		247,070
(v) Salaries and expenses, High Commissioner's Office		10,870
(vi) Other expenses		882
Net cost of immigration		£509,283

(5) *Subdivision IV: Industrial Courts, Tribunals, Committees, &c. (£26,817 Net)*.—The expenditure under this heading covers the expenses of the Arbitration and Compensation Courts, Conciliation Commissioners, and Emergency Disputes Committees. Salaries accounted for £8,487 of the above figure, and the balance of £18,330 was expended on allowances and expenses.

(6) *Subdivision V: Waterfront Control (£22,302 Net)*.—The main item under this section is a grant of £17,230 towards the expenses of the Waterfront Commission.

(b) *War Expenses Account*

Expenditure which prior to 1st April, 1948, would have been debited to this Department's section of War Expenses Account is now included under Subdivision I of the Department's vote.

The following credits, however, have been received during the year ended 31st March, 1949, from the Disposal of Surplus Assets, which were originally purchased from War Expenses Account :

	£
Administration expenses	15
Defaulters' detention camps	6,507
Emergency Fire Service	15
Emergency Precautions Scheme	1,772
Industrial mobilization	8,049
Women's Land Service	3,269
	£19,627

PART III—DISTRICT ACTIVITIES

Whangarei District

The employment position has remained buoyant, there being 209 notified vacancies for males and females unsatisfied at 31st March, 1949, as compared with 205 at 31st March, 1948.

The past year has seen some expansion of existing undertakings. A recent interesting industrial development has been the installation of plant for the manufacture of dried-milk products at Maungaturoto, Dargaville, and Kaitaia dairy factories.

The work of the Department in promoting employment is reflected in the downward trend in the number of unemployed. The number of disengaged workers enrolled at the end of each month in 1948-49 was appreciably lower than the figures for the two previous years with the exception of December, when a temporary unemployment problem arose at Te Hapua due to the working-out of gumfields. This was substantially met by the placement of many of the enrollees in suitable employment elsewhere.

The number of workers in this district interested in seasonal employment in Nelson has grown steadily since the inception of the scheme. During the past year the local office of the Department arranged employment for 68 persons seeking work in Nelson.

Auckland District

This district, containing within its boundaries one-fifth of the population of New Zealand, gives employment in a wide range of industries to nearly one-quarter of the total labour force of the country.

In common with other main centres, secondary industry, which in Auckland employs about 45 per cent. of all male labour and over 35 per cent. of women and girls in industry, is widely diversified, giving opportunity for the employment of a great number of different skills. The most important groups of secondary industries are the engineering and metalworking group and building and construction, employing about one-eighth and one-tenth respectively of the total male labour for the district, and the textiles, clothing, and leather group, employing more than one-fifth of female workers.

Tertiary industries claim over 40 per cent. of male and 60 per cent. of female workers, the most important employers of male labour being the transport and communications group and the distribution and finance group (including wholesale and retail trades). More than one-fifth of all female workers are employed in each of the public administration and professional and the distribution and finance groups.

Vacancies.—The total number of vacancies for male workers at 31st March, 1949, was 1,583, compared with 2,625 at 31st March, 1948. Although notified vacancies for skilled and unskilled adults have reduced considerably, it is worthy of note that juvenile vacancies, which numbered 898 at 31st March, 1948, had fallen by no more than 14 at 31st March, 1949.

Notified vacancies for female workers fell from 2,419 at 31st March, 1948, to 1,773 at 31st March, 1949. Positions available for skilled females fell by 319 and for unskilled by 457, but the demand for juveniles rose by 120, reaching 674 at 31st March, 1949.

Generally, it appears that the shortage of labour has passed the peak in this district except for juvenile workers. This is confirmed by the fact that during the year employers showed greater discrimination in the selection of labour.

Manufacturing Industries.—The number of notified male vacancies totalled 582 at 31st March, 1949, compared with 1,485 at the end of the previous year.

The engineering and metalworking industries required 353 (including 163 skilled) workers, as compared with 720 at 31st March, 1948. This is due in part to (i) easing of the employment situation, (ii) shortages of materials, particularly steel and coke.

Despite a substantial fall in the number of vacancies offering, female labour remains in short supply in both the clothing and footwear manufacturing industries. At 31st March, 1949, the clothing industry required 482 women and girls, and the footwear industry 116, as compared with 796 and 156 respectively at the end of the previous year.

Generally, it can be said of the manufacturing industries that on one hand production has been retarded by shortages of raw materials and the continued dearth of skilled male and female labour, and on the other hand the demand for unskilled labour seems to have eased off over the past year.

Seasonal Industries. At the peak of the year which usually falls in January, over 4,000 men are engaged in seasonal industries in this district. Of these around 3,500 are employed in freezing-works, and most of the remainder in dairy factories and fruit and vegetable preserving.

No difficulty was experienced early in the season in obtaining labour, though, as usual, it was at the expense of other industries, particularly those in the Penrose and Otahuhu areas.

Some shortages occurred at the peak of the season due to high turnover at freezing-works and the prolongation of the killing season, but difficulties were not such as to prejudice production seriously.

Tertiary Industries.—It is again necessary to report difficulties in the staffing of hospitals. Vacancies for females at 31st March, 1949, numbered 583, as compared with 610 at the end of the previous year. Nurses required for mental hospitals numbered 42 (previous year, 61) and nurses for general hospitals 188 (186).

The number of notified vacancies for male workers in wholesale and retail establishments has fallen considerably, but the demand for women and girls remains about the same, being 89 at 31st March, 1949, and 92 at the end of the previous year.

Hamilton District

This district covers a very rich and important farming and industrial area. The growing trade of the district is reflected in the development of the Raglan port and the inauguration of a new shipping service between Raglan and the southern ports. The development of this new service will materially assist the needs of the Waikato for improved goods transport.

Despite supply difficulties, the labour force engaged in the building and construction industry increased by more than 300 over the past year, and at 15th October, 1948, numbered just over 3,000.

Over the past year there has been a steady demand for farm workers, and immigrant labour has played an important part in filling these vacancies.

Many buildings in the Frankton area were severely damaged by a tornado which struck the city. Additional supplies of cement and materials were diverted to the district to assist in repairing the damage.

Male notified vacancies have declined over the past year by more than 200. At the 31st March, 1949, these totalled 418. Vacancies for females on the other hand, have risen from 96 at 31st March, 1948, to 143 a year later, including 56 in hospitals.

Taurarunui District

In this district the employment position has remained comparatively static. Vacancies for males were 134 at the 31st March, 1949, this total being identical with the number of vacancies notified twelve months earlier. Only very minor changes in the composition of vacancies has occurred over the period. A similar situation exists in respect of female vacancies. At the 31st March, 1949, these totalled 30, which was only 4 lower than in the corresponding period of the previous year.

During the year the Department placed 99 workers in employment (70 males and 29 females), and only one case of unemployment occurred. This case was of short duration.

Paeroa District

During the past year there has been an easing in the demand for labour, notified vacancies for males and females at 31st March, 1949, being 67, compared with 177 at 31st March, 1948. Vacancies for females declined sharply (from 67 in June, 1948, to 8 at 31st March, 1949), due to a reduction in vacancies in hospitals and in clothing-manufacture. A similar downward trend is discernible in vacancies for males. Although these rose from 114 at the 31st March, 1948, to a peak of 127 at the end of September, they thereafter fell to 59 at 31st March, 1949.

The numbers engaged in the gold-mining industry in Waihi have fallen from 519 in April, 1948, to 480 in April, 1949, and with the gradual closing down of operations over the next two years many workers will become available for other employment. A local planning committee with a Government representative has been set up to explore alternative avenues of employment, including the possibility of establishing new industries to absorb further workers as they are displaced from the gold-mining industry.

Tauranga District

The population of this district has increased steadily in recent years, particularly in and about the towns where intensive cultivation of fruitgrowing (citrus and small fruit) is leading to closer settlement. The utilization of the district's rich resources of timber has assisted in the development.

The development of Tauranga as an export port, particularly in respect of timber, received its first impetus in October, 1948, when a trial shipment of sawn timber from State Forest Service and private plantations was made to Australia.

The erection of prefabricated houses for married workers by sawmill-owners and others has been of assistance in obtaining labour in isolated areas.

Farm labour offering in the district has been confined to men requiring married accommodation, while in most instances only single accommodation has been available. This has made placement of married farm labour difficult.

Notified vacancies for males at 31st March, 1949, were 82 and 17 for females, as compared with 75 and 11 respectively twelve months earlier.

Rotorua District

The employment position was kept well in hand with the placement of 566 persons (477 males and 89 females) in employment. The number of disengaged workers was appreciably lower each month than in 1947-48, and did not rise above 3 except in May, when 10 workers were enrolled. This, however, was exactly half the number recorded in May, 1947, which was also a peak month. Public-works activity has absorbed surplus male labour in remote areas.

It is now a well-established and growing practice among Maori men to take employment in distant districts. The Department has again placed more than 70 young Maori men with dairy factories in Taranaki. Many Maoris, however, now make their own arrangements regarding such seasonal employment. This is an important development, as in the past Maoris in remote areas were reluctant to leave their own people, and this tended to cause unemployment among them.

Notified vacancies for males rose from 119 at 31st March, 1948, to 138 at 31st March, 1949. Forestry required 47 and bush sawmilling 15 workers. Vacancies in these two industries at 31st March, 1948, were 4 and 26 respectively. Female notified vacancies were 45, as compared with 35 at 31st March, 1948.

Gisborne District

The ebb of seasonal employment creates a special problem in this district, as between-season employment in other industries is insufficient to absorb displaced labour from freezing-works and dairy factories. Male enrolments of seasonal workers were heavy at the close of the 1947-48 season, and considerable effort was necessary to prevent unemployment from developing. A number of single workers were placed in Wellington (mainly with the City Council), while others (mostly married men) were absorbed on public-works projects. The maximum number of males unemployed at the end of any month was 3. In the previous year the peak number was 22. This district requires a greater diversity of employment in order to achieve a better balance between seasonal and non-seasonal activity, and to provide a greater range of employment.

Last May damage estimated at £250,000 was caused by disastrous floods. Relief gangs of Maori workers were organized by the Department, and a Government subsidy was granted to help defray the cost of salvaging maize crops.

The number of notified vacancies for males at the 31st March, 1949, was 179 (185 at the 31st March, 1948). Notified vacancies for females were 41 (48 at 31st March, 1948).

Napier District

An expansion of secondary industry in Napier appears probable when the light industrial area at present being planned is fully developed. Work on the new suburb of Onekawa is almost completed, the first sale of sections took place early in 1949, and a further block of sections will be available shortly.

During the winter months some difficulty was experienced in placing semi-fit workers in employment. The maximum number of disengaged males was 14 in September, of these men, however, 9 were fit for light work only and 3 were over sixty years of age.

While little change is shown in the number of notified vacancies for males over the past twelve months (139 and 133 at 31st March, 1948 and 1949, respectively) the number of vacancies for skilled workers fell from 56 to 35, while vacancies for juveniles rose from 17 to 40. A slight easing in demand for female labour has occurred; vacancies fell from 66 at 31st March, 1948, to 43 at 31st March, 1949.

Hastings District

A large pool of seasonal labour is required in this district to handle the volume of work offering in freezing-works, orchards, cool-stores, market gardens, fruit and vegetable canneries and pulping, &c. Between the months of October and January seasonal industries other than farming absorbed more than 900 additional male workers. Difficulty was experienced in providing sufficient casual labour to harvest the record fruit crop. In order to overcome the shortage of available labour a pool of workers who were prepared to work on harvesting the crop during week-ends was established.

Unemployment reached a peak in June, when 49 males were enrolled for employment due to the cessation of work in several major seasonal industries; of these men, 43 were placed in employment during the ensuing month. The Hastings Borough Council works scheme and the freezing-works building programme were delayed by shortages of essential materials and were thus not able to absorb their usual quota of seasonal workers. A public-works drainage project (main highways) was opened up to absorb surplus seasonal labour.

Notified vacancies for males at 31st March, 1949, were 115 and 62 for females, as compared with 187 and 98 respectively at 31st March, 1948.

New Plymouth District

Although dairying and other farming, together with allied seasonal industries, predominate, secondary industries are well represented and offset considerably the instability of seasonal employment.

During the past winter surplus seasonal labour was absorbed without much difficulty. Cable-laying projects by the Post and Telegraph Department were of assistance in this respect.

Production of butter and cheese was phenomenally high in the 1947-48 season, and staffing of factories was satisfactory. Local shortage of labour was in part overcome by the recruitment of Maori workers from Rotorua. Greater attention is now being paid by dairy companies to the provision of permanent accommodation for employees, and this is reflected in the improved staffing position.

Notified vacancies for males at 31st March, 1949, were 200 (195 at 31st March, 1948), including 87 skilled and 69 unskilled adults. Female notified vacancies fell from 95 at the 31st March, 1948, to 39 at 31st March, 1949.

Wanganui District

The total population of the Wanganui Employment District has remained stationary around (or slightly below) the 60,000 mark for the past two decades. The past four years have seen some expansion of manufacturing industries, but the total number employed in factories in 1948 (4,714) is still slightly less than the number employed twenty-two years ago, when the figure was 4,811.

Seasonal fluctuations in employment are marked. During the peak of the season dairy factories, freezing-works, and wool-stores absorb nearly 700 additional workers. The demand for male labour, particularly during the winter months, is comparatively limited, and until the non-seasonal industries increase their capacity to absorb this fluctuation in labour-supply the Department will be confronted with a difficult placement problem. Unemployment reached a temporary peak in May, 1948, when 59 males were disengaged.

Notified vacancies for both males and females have declined over the past twelve months. Male vacancies fell from 343 to 260 and female vacancies from 217 to 135 at the 31st March, 1949.

Palmerston North District

Industrial expansion has continued over the past year. The labour force in engineering and metals rose from 1,180 at the 15th October, 1947, to 1,342 at the 15th October, 1948. Smaller increases have occurred in textiles and clothing manufacture. The numbers engaged in transport and communication over the same period increased from 2,005 to 2,184.

Dairy factories and freezing-works were fully manned during the season.

Notified vacancies for males at the 31st March, 1949, were 222 and 148 for females, as compared with 246 and 184 respectively at the 31st March, 1948.

Masterton District

Little change has occurred in the employment field over the past year. Opportunities for employment (other than seasonal) have been limited. No difficulty was experienced by dairy factories and freezing-works in meeting their peak requirements of labour.

During the winter months considerable placement activity is needed to absorb the outflow of seasonal labour. The number of disengaged males reached its highest point in June, when 12 workers were enrolled for employment.

Notified vacancies for males at 31st March, 1949, were 44; at the 31st March, 1948, the number was 47. Female notified vacancies at the 31st March, 1949, were 35, as compared with 31 twelve months earlier.

Lower Hutt District

That this district is predominantly an industrial area is emphasized by the fact that more than three-fifths of male and two-fifths of female workers are employed in secondary industries. By far the most important industries are those in the engineering and metalworking group, which employ more than one-quarter of all male workers in the district, and the textiles and clothing group, which claims about one-sixth of all female workers. Building and construction occupies about a sixth of all the males employed in the district.

Vacancies.—The total number of notified male vacancies at 31st March, 1949 (1,269), was only slightly lower than at 31st March, 1948. The over-all demand for skilled labour fell, the number of vacancies being 458 at 31st March, 1949, as compared with 584 at 31st March, 1948, while vacancies for unskilled workers rose by 57 to 738 at 31st March, 1949.

Vacancies for female workers, which numbered 421 at 31st March, 1948, rose to 568 at 31st March, 1949. Included in the latter figure are vacancies for 387 unskilled workers (298 at 31st March, 1948) and 156 juveniles (67 at 31st March, 1948).

Manufacturing Industries.—Notified male vacancies in manufacturing industries at 31st March, 1949, numbered 815, as compared with 986 at 31st March, 1948. The bulk of vacancies occur in the engineering and metalworking group of industries, and in particular in industries engaged in the manufacture of vehicles. At the end of last year engineering industries required 824 male workers; but by 31st March, 1949, the requirements had fallen by 170, to 654 men. The vacancies notified for male workers in the vehicle-manufacturing industry fell by 283 (to 467) at 31st March, 1949. Lay-offs occurred in motor-vehicle-assembly plants near the beginning of the year, due, it is stated, to a reduction of the quantity of imports of parts for assembly. The position improved later in the year, when firms were again seeking labour.

The demand for female labour in manufacturing industries has remained strong, the number of notified vacancies (335) being only 14 lower than the number at 31st March, 1948.

Seasonal Industries.—The maximum number of workers employed in seasonal industries over the past year was 563 in January, 1949, and the minimum number 218 in October, 1948. Only 10 of these, at each date, were not employed in meat-freezing.

While not of major importance in this district, seasonal industries do have some effects on employment, and, as recorded above, some firms suffered from these effects at the peak of the season.

Building and Construction.—The demand for tradesmen and labourers rose considerably during the year, the number of vacancies being 248 at 31st March, 1949 (including 183 skilled workers), as compared with 176 (including 148 skilled) at the end of the previous year.

Tertiary Industries.—Retail stores report that the labour-supply appears to be adequate except that vacancies still exist for juniors. Only 37 male and 27 female vacancies were notified at 31st March, 1949, in the commerce and finance group.

The position regarding female employment in hospitals deteriorated during the year, and at 31st March 42 nurses and 31 general hospital workers were required.

Wellington District

This district and Lower Hutt are in many ways complementary. While the emphasis in the latter is on manufacturing, tertiary industries predominate in Wellington. The employment situation in this district is influenced by the fact of its being the administrative centre of New Zealand. Secondary industries claim one-third of Wellington's male labour force, and almost all the remaining two-thirds are engaged in tertiary industries.

The chief secondary industries are the engineering and metalworking groups and building and construction, each of which employs a little under one-tenth of the male labour force. Among tertiary industries the transport and communication group, and the public administration and professional group, each employ approximately one-sixth, while just under one-quarter of males are engaged in distribution and finance.

The predominance of tertiary industries is even more pronounced in the case of females, of whom nearly three-quarters are employed in such industries. Over one-half of all women and girls in Wellington are claimed by the two groups distribution and finance, and public administration and professional. The most substantial employers of female labour among secondary industries are those in the textiles, clothing, and and leather manufacturing group.

Vacancies.—Total male vacancies at 31st March, 1949, numbering 2,927, were only 263 lower than at the end of the previous year. The demand for female workers fell quite considerably, vacancies being 2,801, as compared with 3,503 at 31st March, 1948.

In part the reduction in the number of vacancies may be attributed to a more frequent checking of the position by the Department, but, in addition, there has been a pronounced decline in the demand for unskilled labour. The demand for skilled labour, and particularly for juvenile workers, remains at a high level.

Manufacturing Industries.—Slightly over one-half, or about the same proportion as in the previous year, of the 1,118 vacancies notified in manufacturing industries at 31st March, 1949, are for skilled workers. The greatest number of these are in the engineering and metalworking group of industries with 532 vacancies, of which 320 are skilled. The figures for the engineering trades, nevertheless, show a fall of over 100 in both the total and the skilled requirements, as compared with 31st March, 1948.

Though the demand for female labour fell by 361 to 1,700 at 31st March, 1949, some industries (for example, electrical-goods manufacture, and the printing trades) show increased requirements. The clothing industry with 985 vacancies, of which more than 70 per cent. are for skilled workers, has by far the greatest unsatisfied demand for female workers.

Seasonal Industries.— In the peak month of January, 1949, seasonal workers numbered 1,041 including 625 in freezing-works and 406 in wool-stores.

Very few calls were made for labour for wool-stores, and these were easily satisfied. Before the commencement of the killing season it was reported that difficulty might be experienced in securing sufficient experienced chain slaughtermen for freezing-works, but no great difficulty was experienced by seasonal undertakings in obtaining sufficient labour.

Blenheim District

Labour requirements, especially seasonal demands, were more readily satisfied than in previous years. The Picton freezing-works, for the first time in many years, was fully staffed at the commencement of the season. Killing ceased for nearly four weeks at the end of January due to a breakdown of machinery at the works, and 83 men were left without employment. Of these men, 60 were placed by the Department and the remainder secured other temporary employment.

The demand for seasonal workers for orchards was smaller than usual owing to a light fruit crop.

Notified vacancies for males at the 31st March, 1949, totalled 83, and 46 for females as compared with 115 and 68 respectively at the 31st March, 1948.

Nelson District

There is an annual influx of workers into this district to handle the large volume of seasonal work offering in orchards, tobacco and hop growing, other fruit and vegetable growing, and in canning-factories. The Department recruits seasonal workers from all districts, organizes travelling parties to Nelson, and arranges accommodation. The Department placed 4,160 workers (1,141 males and 3,019 females) during the year. In the previous year the number was 1,872 (769 males and 1,103 females). The facilities offered by the Department with its district offices throughout the Dominion are being increasingly relied upon by employers and workers.

If the proposal to establish a factory manufacturing prefabricated houses is proceeded with, it will provide additional employment opportunities.

Notified vacancies for males fell from 218 at the 31st March, 1948, to 153 at the 31st March, 1949. Female vacancies at the 31st March, 1949, were 130, as compared with 152 twelve months earlier.

Westport District

Notified vacancies for both males and females have remained fairly constant over the past year. At the 31st March, 1949, vacancies for males numbered 83, and for females 30. The figure twelve months earlier was 90 and 25 respectively.

The majority of new settlers arriving in the district have been allocated to the coal-mining industry. These settlers have adjusted themselves well to New Zealand conditions and are a useful addition to the labour force.

The comparatively few vacancies in industry (apart from coal-mining and bush sawmilling) has made placement of semi-fit and older male workers difficult. Nevertheless, the number of disengaged males did not rise above 2 except in July, when it stood at 4; the maximum number of unemployed at any time in the previous year was 7.

Greymouth District

Between April and October, 1948, the numbers engaged in bush sawmilling rose from 877 to 924, and last October the largest cargo of timber in twelve years was shipped from Greymouth for Australian markets. The labour position in the coal-mining industry also improved.

Employment levels in gold-mining in this area are at present on the decline, having fallen from 373 in April, 1948, to 269 in April, 1949. This has been brought about by several gold-dredges ceasing activities. In general, no difficulties have arisen in placing employees in alternative avenues such as coal-mining and bush sawmilling.

Notified vacancies at the 31st March, 1949, were 185 for males and 108 for females, as compared with 191 and 93 respectively at the 31st March, 1948.

Christchurch District

In addition to possessing a wide range of secondary and tertiary industries, the Christchurch district includes a large farming area. Primary industries in this district engage the activities of just under one-fifth of the total male labour force, the remainder being distributed fairly evenly between secondary and tertiary industries. As is the case in all the other main centres, in the city areas the engineering and metalworking industries form the most important group employing male labour.

The female labour force is distributed somewhat differently. A small number of women (about one-twentieth of the female labour force) work on the land. One-third are employed in secondary industries, more than one-half of these being claimed by the textiles, clothing, and leather manufacturing group. The remainder, more than three-fifths of all women and girls employed in the district, are engaged in tertiary industries.

Vacancies.—The number of male vacancies recorded, 1,124, shows a decline of over 400 by comparison with 31st March, 1948. To some extent this is the result of a policy of more frequent checking of the position, but there has nevertheless been a decrease in demand for labour. It is reported that it has become increasingly difficult to place semi-fit persons in light employment, and that there is appearing an increasing tendency for employers to become more selective in engaging labour. Newspaper advertisements, particularly for unskilled labouring work, are stated to be evoking greater numbers of replies.

Female vacancies have fallen by over 600, due to a large extent to a review of all vacancies notified to the Department in this district. The fall has been most noticeable in manufacturing industries, and particularly clothing-manufacture, in which vacancies at 31st March, 1949, had fallen to approximately two-thirds the total at March, 1948.

On the other hand, the demand for juvenile workers shows no signs of diminution, the number of notified vacancies for boys having increased over the year by 69 and for girls by 181.

Manufacturing Industries. Despite shortages of steel and coke, the demand for both skilled and unskilled labour in the engineering and metalworking industries, and the output of these industries remains at a high level. Notified vacancies at 31st March, 1949, numbered 254, including 133 skilled, as compared with 287 at 31st March, 1948, including 163 skilled vacancies.

The rubber-manufacturing industry, which in this district employs between 800 and 900 persons, found some difficulty during the year in maintaining employment. Vacancies for 80 female workers at 31st March, 1948, had fallen by 31st March, 1949, to 16 female vacancies. Lay-offs occurred in some firms, but the surplus created was absorbed in tyre-manufacturing, a new industry for the district opened during the year.

As in other centres, the textiles, apparel, and leather manufacturing industries suffer most from the shortage of female labour. Female vacancies in woollen-mills at 31st March, 1949, numbered 141, while clothing-manufacturers required the services of more than 450 women and girls and footwear-manufacture 77. One firm of clothing-manufacturers, finding a reasonably good response from female labour in Kaiapoi, set up a branch in that town during the year.

There have been relatively few public works undertaken during the year in this district, but the Department here has been responsible for referring workers to the Lake Tekapo and Lake Pukaki public-works construction jobs.

Seasonal Industries.—Seasonal workers numbering 2,292 were employed in this district at 31st January, 1949, compared with 2,135 at 31st January, 1948. Little difficulty was experienced in obtaining sufficient labour in freezing-works for the killing season, which commenced on 29th November, 1948, a week earlier than usual. The maximum number of men employed, 1,702 in February, 1949, was slightly higher than the maximum for the previous season.

During the year a start was made in co-operating with fruitgrowers and market-gardeners in providing seasonal labour for picking crops.

Tertiary Industries.—Tertiary industries in Christchurch had vacancies for over 1,000 workers, male and female, at 31st March, 1949. The greatest demand for males was in the transport and communications group, while the shortage of female domestic workers is most pronounced. Though general hospitals in this district report no acute shortage of nurses, domestic staff to the number of 107 were required at 31st March, 1949. Mental hospitals had notified 55 vacancies for nurses, as compared with 62 at 31st March, 1948.

Ashburton District

This district is essentially a primary producing area. Nevertheless, nearly 2,400 males and about 800 females are employed in secondary and tertiary industries. Manufacturing industries employ some 780 males and 360 females.

Notified vacancies for males rose from 81 at 31st March, 1948, to a seasonal peak of 176 in January, 1949; by the 31st March, 1949, it had fallen to 77. Farming vacancies for males rose to 90 at the 31st January, 1949 (79 at 31st January, 1948), and at the 31st March, 1949, had fallen to 27.

Female vacancies reached a peak of 126 in March, 1948. By the 31st March, 1949, vacancies had fallen to 108. Apart from the substantial labour requirements in woollen-mills, there were only 8 vacancies notified for women.

Timaru District

While notified vacancies for males fell from 136 at the 31st March, 1948, to 79 at the 31st March, 1949, female vacancies rose from 89 to 113. The fall in male vacancies was not confined to any particular group, but was spread over a number of industrial activities. The increase in female vacancies occurred mainly in the pottery and glass industry, which requires an additional 30 workers. Woollen-mills also require staff. A new woollen-goods factory was established at Temuka.

During the winter months some difficulty was experienced in placing disengaged workers from seasonal industries. The number of disengaged males enrolled for employment reached a temporary peak in June, when 29 workers were registered with the Department.

During the year Timaru attained the status of a city.

Oamaru District

There has been little change in employment levels over the past year. Notified vacancies for males and females were 171 at the 31st March, 1949, and 184 twelve months earlier.

Notified vacancies for males at the 31st March, 1949, were 81, and for female workers 90.

The adjustment of the exchange-rate affected the two rabbit-exporting firms operating in this district. One closed down, and the other continued operating with a reduced staff. During the period under review a factory processing cheese (the first of its type in the South Island) was established.

The employment position has been good, and disengaged workers have been readily placed in employment.

Dunedin District

Dunedin is the centre both of a wide range of secondary industries located mainly around the Dunedin urban area, and extensive sheep, and mixed farming, and fruit-growing in Central and South Otago. More than one-fifth of all male workers in this district are engaged in primary industries, the remainder being divided fairly evenly between secondary and tertiary industries.

As appears to be usual in the larger centres, the bulk of women and girls work in the servicing industries. Fewer than one-third are employed in manufacture, and just under two-thirds in tertiary industries.

Vacancies.—The demand for labour of all kinds remains buoyant in this district. Immediately prior to Christmas some difficulty was experienced in placing men, but at other times in the year the real difficulty has been to find men for the jobs offering.

A fall in the total of male notified vacancies from 1,215 at 31st March, 1948, to 1,002 at 31st March, 1949, was confined almost exclusively to manufacturing industries and building and construction. Vacancies for skilled workers fell by almost one-third, while a slight increase occurred in the demand for juveniles.

Female vacancies rose from 1,807 to 1,848 at 31st March, 1949. In this case the demand for skilled workers rose considerably, while the demand for juvenile labour fell.

Manufacturing.—Although the demand for skilled labour in the engineering and metalworking trades remains keen, shortages of raw materials, notably steel and hard coke, have reduced it somewhat by comparison with the previous year. Notified male vacancies fell from 333 (including 184 skilled) at 31st March, 1948, to 224 (including 93 skilled) at 31st March, 1949. It is expected that the shortage of sheet metal will be relieved to some extent when a duplicate iron-roller mill commences operations in about June, 1949.

Difficulty was experienced during the year by fertilizer-manufacturers in anticipating demand, and in October it was reported by some units that they were fully staffed, all storage space was full, and orders for fertilizers were not coming forward from farmers. The position altered later, and the combined effect of the draw-off of labour for freezing-works and the flow of orders left the works with 26 vacancies at 31st March, 1949.

The demand for female workers comes from woollen-mills and clothing and footwear-manufacturing. One woollen-mill has brought into operation during the year a modern hostel designed to attract women and girls. Vacancies in each of these three avenues of employment have increased over the year. Woollen-mills require 284, an increase of 23 over 31st March, 1948; clothing-manufacturing requires 618 females, or 76 more; and footwear-manufacturing, 58, an increase of 18.

Seasonal.—At 31st March, 1949, there were 1,220 men employed in seasonal industries in this district, as compared with 1,163 at 31st March, 1948. The maximum number employed in freezing-works was 771 at 28th February, a number slightly in excess of the maximum the previous year. The labour position in freezing-works has been good, on the whole, and though shortages have occurred they have not been such as to impede production.

Dairy factories in the district were fully staffed, and some labour was diverted to Invercargill, New Plymouth, and Hamilton. There was no apparent shortage of shearers, and only 8 shearers from the shearers' training scheme were placed in this district, 3 being sent to Oamaru.

Tertiary Industries.—The greatest need in the servicing industries, as expressed through notified vacancies, is for female labour. Hospitals, particularly small private hospitals, are short of trained staff, and there is a shortage of 12 nurses and 46 other female workers. Mental hospitals require 33 nurses. There is also a shortage of domestic workers in the catering trades, 114 vacancies being notified at 31st March, 1949, compared with 87 at 31st March, 1948.

Invercargill District

While little change is evident in the position regarding skilled male workers, the demand for unskilled labour has eased over the past year. The fall in male notified vacancies from 339 (62 skilled, 188 unskilled, and 89 juveniles) at the 31st March, 1948, to 276 (60 skilled, 149 unskilled, and 67 juveniles) at the 31st March, 1949, was confined to unskilled adults and juveniles. The shortage of skilled labour is acute in the engineering and building trades.

At the 15th October, 1948, 1,261 males were engaged in the extractive industries. The principal change in employment levels in this group occurred in bush sawmilling which rose from 452 at the 15th October, 1947, to 526 at the 15th October, 1948.

Notified vacancies for females fell from 82 at 31st March, 1948, to 64 at 31st March, 1949. This decline occurred mainly in juvenile vacancies which fell from 30 to 6 over the period.

Only 3 cases of unemployment among males occurred, 1 in April and 2 in July. In the previous year the incidence of unemployment was substantially higher, and in July, 1947, 9 males had been registered.

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TABLE I—INDUSTRIAL CLASSIFICATION OF NOTIFIED VACANCIES REMAINING
UNSATISFIED AT QUARTERLY POINTS, 1948-49

Industrial Group.	30th June, 1948.		30th Sept., 1948.		31st Dec., 1948.		31st March, 1949.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
<i>Primary Industry</i>								
Sheep-farming	81	3	176	2	136	8	60	5
Dairy-farming	128	2	198	6	154	6	129	2
Other farming	103	3	164	5	163	6	125	55
Forestry and bush sawmilling	231	..	243	..	213	..	198	..
Fishing and trapping	16	..	1	..	21	..	2	..
Coal-mining	101	..	91	..	66	..	28	..
Other mining and quarrying	46	..	32	..	20	..	11	..
Primary industry total	706	8	905	13	773	20	553	62
<i>Secondary Industry</i>								
Food, Drink and Tobacco—								
Meat freezing and processing	34	58	16	30	107	5	70	27
Dairy factories	8	1	159	17	64	16	33	16
Other food and drink	135	271	131	248	128	225	134	283
Tobacco-manufacture	10	186	10	174	20	153	20	147
Sub-total	187	516	316	469	319	399	257	473
Textile, Clothing, Leather—								
Woolen and knitting mills	75	861	44	759	45	763	49	741
Clothing-manufacture	220	3,502	175	2,901	191	2,778	176	2,833
Footwear manufacture and repair	123	513	101	423	93	382	102	386
Tanneries, fur, and leather goods	67	190	42	165	55	149	59	157
Other textiles	41	416	59	265	65	211	59	213
Sub-total	526	5,482	421	4,513	449	4,283	445	4,330
Building - materials and Furnish- ings—								
Timber milling and joinery	177	7	108	2	86	2	111	4
Furniture and other wood manufacturing	180	52	150	31	147	19	155	29
Bricks, pottery, cement	193	26	129	5	149	8	133	46
Sub-total	550	85	387	38	382	29	399	79
Engineering and Metalworking—								
Machinery and metalworking	1,226	298	991	217	977	193	1,007	234
Ships, engines, vehicles	1,682	35	1,407	23	1,411	19	1,239	22
Sub-total	2,908	333	2,398	240	2,388	212	2,246	256
Other Industry								
Paper, pulp, and printing	274	505	262	472	253	524	277	509
Other manufacturing	248	399	160	283	170	246	184	261
Sub-total	522	904	422	755	423	770	461	770
Power and Water Supply—								
Sub-total	237	12	131	14	108	15	150	11
Building and Construction—								
Sub-total	1,396	11	1,279	11	1,358	10	1,329	17
Secondary industry total	6,326	7,343	5,354	6,040	5,427	5,718	5,287	5,936
<i>Tertiary Industry</i>								
Transport and Communication—								
Rail transport	2,535	137	2,300	146	2,270	140	2,331	103
Road, water, air transport	72	33	97	19	119	15	108	15
Post and telegraph	733	87	590	82	741	65	858	87
Sub-total	3,340	257	2,987	247	3,130	220	3,297	205
Distribution and Finance—								
Wholesale and retail trade	543	655	492	569	540	537	582	549
Finance and insurance	170	154	147	148	197	169	178	148
Other agencies	90	87	75	80	119	83	97	100
Sub-total	803	896	714	797	856	789	857	797

TABLE I—INDUSTRIAL CLASSIFICATION OF NOTIFIED VACANCIES REMAINING
UNSATISFIED AT QUARTERLY POINTS, 1948-49—*continued*

Industrial Group.	30th June, 1948.		30th Sept., 1948.		31st Dec., 1948.		31st March, 1949.	
	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
Domestic and Personal Services—								
Hotels and restaurants ..	30	482	45	483	53	516	53	508
Personal services, recreation, &c.	127	456	142	423	96	453	90	483
Sub-total	157	938	187	906	149	969	143	991
Administration and Professional—								
Hospitals	149	1,662	156	1,643	157	1,559	146	1,468
Medical and hygienic services	80	15	33	9	31	16	24	14
Education, professional, &c. ..	51	231	47	230	63	210	53	244
Government Services (n.e.i.) ..	511	371	504	436	592	439	562	385
Local Authorities (n.e.i.) ..	64	33	82	23	117	15	127	16
Sub-total	855	2,312	822	2,341	960	2,239	912	2,127
Other Services—								
Sub-total	3	..	3	..	..	..	..	1
Tertiary industry total	5,158	4,403	4,713	4,291	5,095	4,217	5,209	4,121
Total, all industries ..	12,190	11,754	10,972	10,344	11,295	9,955	11,049	10,119

TABLE II.—DISENGAGED PERSONS ENROLLED FOR EMPLOYMENT IN DISTRICTS, 1948-49

District.	Males.										Females.				
	30th April, 1948.	31st May, 1948.	30th June, 1948.	31st July, 1948.	31st Aug., 1948.	30th Sept., 1948.	31st Oct., 1948.	30th Nov., 1948.	31st Dec., 1948.	31st Jan., 1949.	28th Feb., 1949.	31st March, 1949.	30th Sept., 1948.	31st Dec., 1948.	31st March, 1949.
Whangarei	3	..	4	2	1	..	..	..	20	7	..	3	..	..	..
Auckland	1	1	1	1	2	1	1	1	2	1	..	3	..	1	1
Hamilton	2	3	1	5	1	..	1	2	2	..	1	..	1	..	..
Taumarunui	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Paeoroa	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Tauranga	..	4	4	..	4	5	..	..	..	..	..	..	..	..	..
Rotorua	3	10	3	2	1	1	1	1	..	..	..	..	..	..	..
Gisborne	..	..	..	..	1	1	3	1	..	1	..	..	..	..	..
Napier	4	4	7	5	6	14	5	3	2	2	1	2	..	1	1
Hastings	2	7	49	6	7	5	4	2	2	2	1	2	1	..	..
New Plymouth	3	3	2	1	1	1	3	2	2	1	1	2	..	..	..
Wanganui	6	59	6	4	1	1	3	1	..	..	..	..	..	..	..
Palmerston North	..	..	..	3	3	3	1	1	1	1	1	1	..	..	..
Masterton	4	7	12	6	5	7	5	..	1	..	2	..	..	..	..
Lower Hutt	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Wellington	..	2	5	2	1	2	1	1	1	1	1	1	..	..	..
Blenheim	..	..	..	..	..	1	1	1	1	2	2	..	..	..	..
Nelson	..	..	1	4	1	2	..	1	..	3	1	2	2	..	1
Westport	1	2	..	..	..	..	..	..	..	..	..	1	..	..	..
Greymouth	..	..	..	..	..	15	13	18	20	21	12	12	2	1	..
Christchurch	1	2	6	9	9	1	1	..	..	..	..	..	..	..	..
Ashburton	1	2	1	1	1	1	5	6	4	1	2	5	..	..	..
Timaru	4	7	29	22	14	26	1	..	..	1	..	1	..	..	..
Oamaru	1	..	2	2	1	1	1	..	1	1	..	..	..	..	..
Dunedin	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..
Invercargill	1	..	..	2	..	..	..	..	..	..	..	..	..	..	..
New Zealand	37	113	133	77	61	90	48	41	58	46	30	34	8	3	4

TABLE III.—PLACEMENTS OF ENROLLED PERSONS, BY DISTRICTS, 1ST APRIL, 1948, TO 31ST MARCH, 1949

District.	Males.					Estimated Civilian Male Labour Force, (October, 1948.)	Place-ments per 1,000 Es-timated Labour Force.	Returned Service-men in-cluded in Total.	Females.			Total Place-ments (Males and Females).
	Number of Placements.			Number of Placements.								
	Under 21.	21-50.		60 and over.	Under 21.				21-50.		60 and over.	
		Fully em-ployable.	Semi-employable.						Under 21.	21-50.		
Whangarei	47	185	..	4	236	12	30	35	65	301		
Auckland	328	1,480	15	16	1,848	18	144	443	595	2,443		
Hamilton	17	338	5	3	363	9	14	62	76	439		
Taumarunui	5	63	..	2	70	14	3	26	29	99		
Paeroa ..	48	154	1	..	203	18	22	23	45	248		
Tauranga	22	159	..	..	181	28	14	23	38	219		
Rotorua	66	404	..	..	477	38	22	67	89	566		
Gisborne	157	1,032	4	30	1,223	91	15	49	65	1,288		
Napier ..	6	332	5	1	344	44	19	56	75	419		
Hastings	11	393	3	4	411	39	4	39	43	454		
New Plymouth	47	297	12	1	357	20	18	47	65	422		
Wanganui	10	447	12	10	479	28	..	40	41	520		
Pahmerton North	23	249	5	2	279	12	7	21	28	307		
Masterton	5	51	5	1	62	6	1	6	7	69		
Lower Hutt	39	413	5	7	464	32	20	61	81	545		
Wellington	236	977	..	20	1,233	24	210	540	752	1,985		
Blenheim	53	197	1	3	254	38	11	15	27	281		
Nelson ..	181	913	27	20	1,141	105	490	2,438	3,019	4,160		
Westport	28	134	3	3	168	36	4	9	13	181		
Greymouth	31	303	..	..	324	38	36	56	92	426		
Christchurch	328	1,343	33	19	1,723	31	390	176	567	2,290		
Ashburton	49	499	..	..	548	84	..	28	28	576		
Timaru ..	21	674	2	..	697	51	11	50	61	758		
Oamaru ..	15	99	11	..	125	25	5	7	12	137		
Dunedin	181	1,087	2	1	1,271	34	136	219	355	1,636		
Invercargill	1	186	8	..	195	8	..	41	41	236		
New Zealand	1,955	12,418	166	147	14,686	27	1,626	4,577	106	20,995		

TABLE IV—TOTAL PLACEMENTS, BY INDUSTRIES, YEAR ENDED 31ST MARCH, 1949

Industrial Group.	Males.	Females.	Total.	Percentage of Total Placements.
<i>Primary Industry</i>				
Sheep-farming	609	16	625	3.0
Dairy-farming	309	5	314	1.5
Other farming	1,590	2,923	4,513	21.5
Forestry and bush sawmilling	805	3	808	3.8
Fishing and trapping	2	..	2	..
Coal-mining	167	..	167	0.8
Other mining and quarrying	25	..	25	0.1
Primary industry total	3,507	2,947	6,454	30.7
<i>Secondary Industry</i>				
Food, Drink, and Tobacco—				
Meat freezing and processing	953	2	955	4.5
Dairy factories	243	18	261	1.2
Other food and drink	272	128	400	1.9
Tobacco-manufacture	34	23	57	0.3
Sub-total	1,502	171	1,673	7.9
Textiles, Clothing, and Leather—				
Woollen and knitting mills	126	56	182	0.9
Clothing-manufacture	57	357	414	2.0
Footwear manufacture and repair	113	47	160	0.8
Tanneries, fur, and leather goods	52	4	56	0.3
Other textiles	145	27	172	0.8
Sub-total	493	491	984	4.8
Building Materials and Furnishings—				
Timber milling and joinery	184	..	184	0.9
Furniture and other wood manufacture	95	5	100	0.5
Bricks, pottery, and cement	402	3	405	1.9
Sub-total	681	8	689	3.3
Engineering and Metalworking—				
Machinery and metalworking	1,023	38	1,061	5.0
Ships, engines, vehicles, &c.	483	11	494	2.4
Sub-total	1,506	49	1,555	7.4
Other industry—				
Paper, pulp, and printing	156	116	272	1.3
Other manufacturing	410	36	446	2.1
Sub-total	566	152	718	3.4
Power and Water Supply—				
Sub-total	248	10	258	1.2
Building and Construction—				
Sub-total	2,778	8	2,786	13.3
Secondary industry total	7,774	889	8,663	41.3

TABLE IV.—TOTAL PLACEMENTS, BY INDUSTRIES, YEAR ENDED
31ST MARCH, 1949—*continued*

Industrial Group.	Males.	Females.	Total.	Percentage of Total Placements.
<i>Tertiary Industry</i>				
Transport and Communication—				
Rail transport	402	10	412	2.0
Road, water, and air transport	360	10	370	1.8
Post and telegraph	251	44	295	1.4
Sub-total	1,013	64	1,077	5.2
Distribution and Finance—				
Wholesale and retail trade	1,038	425	1,463	7.0
Finance and insurance	42	47	89	0.4
Other agencies	27	78	105	0.5
Sub-total	1,107	550	1,657	7.9
Domestic and Personal Services—				
Hotels and restaurants	248	545	793	3.8
Personal services, recreation, &c.	246	292	538	2.5
Sub-total	494	837	1,331	6.3
Administration and Professional—				
Hospitals	163	569	732	3.5
Medical and hygienic services	75	13	88	0.4
Educational, professional, &c.	115	158	273	1.3
Government services (n.e.i.)	318	275	593	2.8
Local authorities (n.e.i.)	118	5	123	0.6
Sub-total	789	1,020	1,809	8.6
Other Services—				
Sub-total	2	2	4	..
Tertiary industry total	3,405	2,473	5,878	28.0
Total, all industries	14,686	6,309	20,995	100.0

TABLE V.—DISTRIBUTION OF LABOUR FORCE IN GENERAL INDUSTRIES AT 15TH OCTOBER, 1948

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 ..	459	8,510	412	187	3	9,112
Coal-mining ..	120	5,566	156	39	..	5,761
Other mining and quarrying ..	118	1,774	56	24	2	1,856
Sub-total ..	697	15,850	624	250	5	16,729
Food, Drink, and Tobacco, other than Seasonal—						
Food and drink ..	1,429	8,521	1,113	3,967	387	13,988
Tobacco-manufacture ..	9	457	..	774	..	1,231
Sub-total ..	1,438	8,978	1,113	4,741	387	15,219
Textiles, Clothing, and Leather—						
Woollen and knitting mills ..	75	2,115	31	2,341	17	4,504
Clothing-manufacture ..	1,163	3,052	483	14,679	434	18,648
Footwear manufacture and repair ..	283	3,026	234	2,101	9	5,370
Fanneries, furs, and leather goods ..	247	2,212	186	727	14	3,139
Other textiles ..	179	2,420	90	1,602	26	4,138
Sub-total ..	1,947	12,825	1,024	21,450	500	35,799
Building-materials and Furnishings—						
Timber-milling and joinery ..	472	6,145	280	227	..	6,652
Furniture and other wood manufacture ..	661	5,058	526	468	17	6,069
Bricks, pottery, cement ..	511	6,016	360	323	4	6,703
Sub-total ..	1,644	17,219	1,166	1,018	21	19,424
Engineering and Metalworking—						
Machinery and metalworking ..	1,766	18,787	1,399	2,428	35	22,649
Ships, engines, vehicles ..	2,042	22,511	1,869	1,304	32	25,716
Sub-total ..	3,808	41,298	3,268	3,732	67	48,365
Miscellaneous Manufacture—						
Paper, pulp, and printing ..	652	7,831	483	3,390	64	11,678
Other ..	476	6,525	197	2,443	20	9,185
Sub-total ..	1,128	14,356	680	5,743	84	20,863
Power and Water Supply—						
Sub-total ..	223	8,165	5	568	..	8,738
Transport and Communication—						
Rail transport ..	36	20,103	..	1,631	..	21,734
Road, water, air transport ..	1,596	14,897	1,619	1,134	29	17,669
Post and telegraph ..	496	12,483	..	3,569	..	16,052
Sub-total ..	2,128	47,473	1,619	6,334	29	55,455
Distribution and Finance—						
Wholesale and retail trade ..	9,676	43,765	6,209	23,779	1,389	75,142
Finance and insurance ..	909	7,730	83	3,934	2	11,749
Other agencies ..	1,220	3,382	850	2,594	39	6,865
Sub-total ..	11,805	54,877	7,142	30,307	1,430	93,756
Domestic and Personal Services—						
Hotels and restaurants ..	2,296	5,225	1,665	9,288	1,151	17,329
Personal services, recreation, &c. ..	1,458	4,486	702	3,786	360	9,334
Sub-total ..	3,754	9,711	2,367	13,074	1,511	26,663
Administration and Professional—						
Hospitals ..	316	5,204	12	13,440	134	18,790
Medical and hygienic services ..	520	2,039	166	905	19	3,129
Education, professional, &c. ..	1,310	10,189	218	11,979	33	22,419
Government services (n.e.i.) ..	556	13,152	..	5,261	..	18,413
Local authorities (n.e.i.) ..	329	6,693	..	657	..	7,350
Sub-total ..	3,031	37,277	396	32,242	186	70,101
Total, all general industries covered	31,603	268,029	19,404	119,459	4,220	411,112

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 (INCLUDING FEMALES) AT 15TH OCTOBER, 1948, BY OCCUPATION AND TYPE OF WORK

Occupation.	State 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 and Storage.	Farm Buildings Other than Dwellings.	Commercial and Other Buildings.	Bridge (Construction and Civil and Electrical Engineering.	Other Civil and Electrical Engineering.	Maintenance, Repairing Work.	Not Classified by Type of Work.	Total.
Carpenters and joiners ..	4,403	233	3,574	543	371	142	384	51	826	392	53	900	..	11,872
Plumbers ..	276	34	462	85	42	9	74	23	51	42	9	742	..	1,849
Bricklayers and drainlayers ..	235	5	175	14	16	2	27	1	27	16	16	50	..	584
Plasterers ..	181	21	272	46	26	24	46	8	86	2	..	45	..	757
Painters and paperhangers ..	670	18	688	155	65	22	76	15	249	87	7	515	..	2,567
Electricians ..	148	15	244	36	17	3	71	38	129	62	54	365	..	1,182
Roof tilers and fixers ..	130	..	177	18	3	..	8	..	25	25	..	22	..	383
Welders, riveters, and other steel workers	..	..	..	2	11	5	14	..	33	170	30	190	..	455
Concrete-workers ..	36	..	21	8	14	..	9	8	18	23	39	23	..	199
Bridge carpenters ..	14	..	..	..	..	9	..	..	5	65	..	24	..	117
Lorry-drivers ..	60	1	51	12	6	8	14	..	28	310	53	224	..	767
Other machine-drivers ..	16	..	4	10	4	..	3	..	1	483	64	289	..	874
Tunnellers ..	..	..	..	..	..	17	..	..	..	230	68	..	..	315
Other, skilled ..	62	3	71	41	11	4	40	1	43	684	121	548	..	1,629
Other, semi-skilled ..	116	2	62	24	23	16	17	..	15	1,327	129	493	..	2,224
Labourers ..	667	38	432	197	150	93	233	17	348	1,954	284	1,113	..	5,526
Surveyors and other professional ..	..	..	..	..	..	..	..	..	..	..	..	..	1,427	1,427
Clinical and other commercial ..	..	..	..	..	..	..	..	..	..	..	..	..	2,983	2,983
Working proprietors ..	..	..	..	..	..	..	..	..	..	..	..	..	3,611	3,611
Total ..	7,014	370	6,233	1,191	759	354	1,016	162	1,884	5,847	927	5,543	8,021	39,321

Not classified by type of work

* Includes Rehabilitation Trainees.

DIAGRAM I—GRAPH SHOWING MOVEMENT IN SEASONAL LABOUR FORCE (MALES) FROM AUGUST, 1946, TO MARCH, 1949

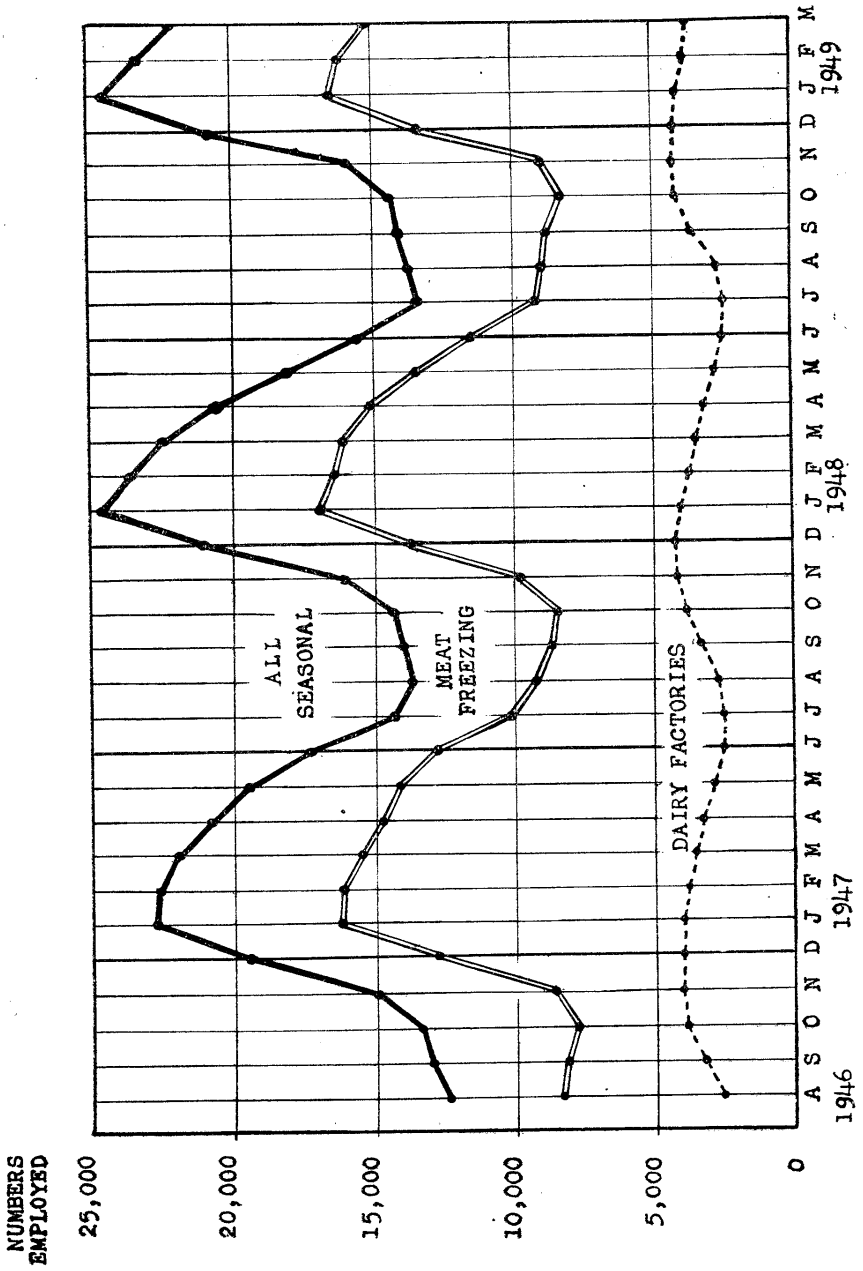


TABLE VII—MOVEMENT IN SEASONAL LABOUR FORCE (MALES), APRIL, 1948, to MARCH, 1949, EXCLUDING FARMING

District.	Numbers Employed at 15th of Month.											
	April, 1948.	May, 1948.	June, 1948.	July, 1948.	August, 1948.	September, 1948.	October, 1948.	November, 1948.	December, 1948.	January, 1949.	February, 1949.	March, 1949.
..	557	543	515	464	499	517	498	508	547	648	603	578
Whangarei ..	3,773	3,681	3,335	3,081	3,093	2,994	2,908	3,150	4,088	4,246	4,118	3,782
Auckland ..	1,058	905	815	844	999	1,004	946	1,022	1,304	1,387	1,226	1,105
Hamilton ..	19	18	18	18	18	19	20	20	20	20	19	19
Taurarunui ..	193	190	189	198	220	281	291	300	301	296	288	273
Paeroa ..	71	67	71	70	60	61	70	73	74	71	70	68
Tauranga ..	112	103	96	97	102	167	170	183	188	190	191	196
Rotorua ..	864	811	816	653	602	592	588	679	989	1,057	938	915
Gisborne ..	276	153	80	98	93	95	86	286	417	361	380	278
Napier ..	1,327	1,199	1,127	948	892	820	810	1,364	1,766	1,783	1,523	1,474
Hastings ..	1,364	1,171	940	812	945	1,236	1,346	1,326	1,443	1,718	1,628	1,534
New Plymouth ..	1,069	909	767	603	730	735	642	739	1,227	1,350	1,362	1,131
Wanganui ..	1,191	1,041	874	848	866	931	963	1,014	1,365	1,592	1,500	1,341
Palmerston North ..	672	553	481	451	458	538	517	546	696	853	769	706
Masterton ..	414	322	289	241	231	223	218	231	460	563	492	432
Lower Hutt ..	860	657	544	526	502	504	516	664	948	1,041	1,030	901
Wellington ..	251	226	243	208	195	187	188	206	281	294	230	307
Blenheim ..	290	281	263	224	243	229	210	208	213	245	277	272
Nelson ..	21	21	21	21	20	20	29	24	21	24	22	20
Westport ..	45	45	44	44	45	45	54	54	50	51	48	49
Greymouth ..	2,134	1,719	1,460	1,154	1,100	1,111	1,161	1,240	1,841	2,292	2,236	2,201
Christchurch ..	269	264	124	110	110	110	116	104	274	312	302	284
Ashburton ..	977	761	536	418	417	407	426	512	646	1,001	1,042	1,012
Timaru ..	295	215	136	116	116	110	99	98	99	266	285	286
Oamaru ..	1,109	1,013	706	559	551	577	548	627	638	1,090	1,174	1,220
Dunedin ..	1,661	1,452	1,200	516	500	572	686	769	891	1,814	1,845	1,835
Invercargill ..	..	..	..	..	..	..	..	..	..	..	..	..
New Zealand ..	20,872	18,320	15,690	13,322	13,607	14,085	14,106	15,947	20,807	24,565	23,598	22,219

TABLE VIII—EXTERNAL MIGRATION, YEAR ENDED 31ST MARCH, 1949, 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	534	32	566	282	18	300	+266
Engineering and metalworking ..	800	14	814	232	1	233	+581
Textiles, clothing, leather ..	124	160	284	56	67	123	+161
Building and construction ..	321	..	321	100	..	100	+221
Other secondary industry ..	316	63	379	118	19	137	+242
Transport and communication ..	354	32	386	193	13	206	+180
Commerce and finance ..	428	90	518	271	79	350	+168
Clerical and professional ..	865	1,008	1,873	745	1,038	1,783	+ 90
Personal and domestic ..	82	350	432	49	135	184	+248
Other occupations ..	296	89	385	230	50	280	+105
Not actively employed ..	1,476	3,608	5,084	863	2,095	2,958	+2,126
Not stated	205	140	345	10	15	25	+320
Total	5,801	5,586	11,387	3,149	3,530	6,679	+4,708

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—ACTIVITIES OF THE HOME AID SERVICE FOR THE YEAR ENDED
31ST MARCH, 1949

Month.	Number of Aids Employed.	Details of Cases Serviced During Period.			
		Maternity.	Sickness.	Other.	Total.
April, 1948	62	139	121	6	266
May, 1948	64	139	142	9	290
June, 1948	62	113	136	8	257
July, 1948	58	92	120	5	217
August, 1948	67	99	115	13	227
September, 1948	64	99	102	15	216
October, 1948	62	94	113	9	216
November, 1948	60	93	113	10	216
December, 1948	56	94	79	7	180
January, 1949	56	78	97	11	186
February, 1949	52	75	90	8	173
March, 1949	55	88	91	24	203
Totals	..	1,203	1,319	125	2,647

TABLE X—OCCUPATIONS OF ASSISTED IMMIGRANTS, YEAR ENDED
31ST MARCH, 1949

MALES.		FEMALES.	
Category.	Number.	Category.	Number.
<i>Primary Industry</i>		<i>Primary Industry</i>	
Coal-miner	35	Farm worker	2
Forestry worker	90		
Bush sawmill worker	60		
Farm worker	63		
Sub-total	248	Sub-total	2
<i>Secondary Industry</i>		<i>Secondary Industry</i>	
Engineering blacksmith	3	Milk-products manufacture	1
Farrier	2	Clothing-factory operative	41
Coppersmith	2	Tailoress	1
Sheet-metal worker	20	Hosiery-mill operative	2
Moulder	16	Woollen-mill operative	17
Boilermaker	39	Footwear-factory operative	6
Fitter and fitter-turner	75	Engineering and metal trades	4
Welder	8	Printing operative	35
Panel-beater	2	General factory worker	54
Toolmaker	5		
Patternmaker	6		
Shipwright	4		
Plumber	19		
Aircraft repair and manufacture	5		
Motor mechanic	5		
Auto electrician	1		
Electrician	32		
Electrical-equipment worker	8		
General engineer	1		
Engineering tradesman	1		
Cable-jointer	3		
Radio mechanic	1		
Wood-machinist	1		
Glazier	1		
Pottery worker	4		
Upholsterer	1		
Mattress-maker	1		
Cabinetmaker	1		
Carpenter	43		
Carpenter and joiner	1		
Joiner	3		
Bricklayer	3		
Footwear-factory operative	6		
Woollen-mill operative	3		
Tailor	1		
Cutter	1		
Compositor	6		
Letterpress machinist	2		
Bookbinder	5		
Rubber-goods manufacture	1		
Chemical-manufacture	1		
Papermill worker	1		
General factory worker	3		
Bread-baker	1		
Baker's assistant	1		
Labourers	201		
Sub-total	550	Sub-total	161

TABLE X—OCCUPATIONS OF ASSISTED IMMIGRANTS, YEAR ENDED
31ST MARCH, 1949—*continued*

MALES.		FEMALES.	
Category.	Number.	Category.	Number.
<i>Tertiary Industry</i>		<i>Tertiary Industry</i>	
Linocutman	13	Cook	7
Postman	11	Domestic	138
Postal assistant	17	Home aid	6
Telephone-exchange mechanic	9	Trained nurse	44
Telephone-exchange operator	6	Dispenser	3
Male mental nurse	1	Physiotherapist	7
Prison warder	18	Nurse trainee	160
Hotel cook	2	Nurse aid	15
Kitchen hand	1	Typist	3
Shop-butcher	3	Shorthand-typist	82
		Clerical worker	18
		Kindergarten teacher	1
		Telephonist	1
		Telephone-exchange operator	1
Sub-total	81	Sub-total	486
Total, all occupations	879	Total, all occupations	649

TABLE XI.—FACTORIES, BY DISTRICTS, SHOWING NUMBERS EMPLOYED AND WORKING OCCUPIERS AT 31ST MARCH, 1949

District.	Number of Registered Factories.	Males.			Females.			Number of Factories Employing Number of Workers Shown (Including Working Occupiers).							
		Employees.	Work-Occu- piers.	Total.	Employees.	Working Occupiers.	Total.	Total Workers.	1-2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 or More.
Whangarei ..	629	2,406	671	3,077	231	46	277	3,354	300	197	91	27	9	3	2
Auckland ..	3,477	27,126	2,879	30,005	10,622	426	11,048	41,053	1,254	994	530	307	270	85	53
Hamilton ..	1,099	4,531	1,009	5,540	854	92	946	6,486	471	387	157	45	26	10	3
Tauramunui ..	144	802	171	973	88	2	90	1,063	52	46	19	16	8	2	1
Paeroa ..	363	1,281	241	1,522	265	10	275	1,797	200	94	44	14	7	2	2
Tauranga ..	202	660	209	869	95	18	113	982	72	85	26	10	9	..	..
Rotorua ..	393	2,166	379	2,545	166	19	185	2,730	178	97	52	47	17	..	2
Gisborne ..	504	2,169	528	2,697	215	81	296	2,993	250	167	64	23	9	..	3
Napier ..	326	1,202	302	1,504	472	24	496	2,000	127	100	72	13	9	4	1
Hastings ..	475	2,887	454	3,341	430	37	467	3,808	220	148	64	36	3	2	3
New Plymouth ..	872	4,121	630	4,751	572	47	619	5,370	367	270	146	58	24	5	2
Wanganui ..	708	3,184	667	3,851	818	45	863	4,714	337	214	84	44	24	4	5
Palmerston North ..	1,062	4,217	1,111	5,328	1,133	101	1,234	6,562	510	326	126	61	27	7	5
Masterton ..	385	1,699	387	2,086	280	26	306	2,392	174	116	58	27	10	..	1
Lower Hutt ..	564	5,103	500	5,603	1,583	39	1,622	7,225	228	164	78	37	33	10	14
Wellington ..	1,796	9,749	1,716	11,465	4,841	316	5,157	16,622	715	457	285	183	104	32	20
Blenheim ..	270	956	203	1,159	199	14	213	1,372	112	96	47	8	5	..	2
Nelson ..	455	1,956	417	2,373	503	26	529	2,902	173	163	76	28	8	5	2
Westport ..	113	299	94	393	62	6	68	461	55	39	22	3	1	..	..
Greymouth ..	319	1,007	327	1,334	217	15	232	1,566	140	95	58	20	6	..	1
Christchurch ..	2,277	15,220	1,559	16,779	5,745	256	6,001	22,780	954	644	296	187	136	35	39
Ashburton ..	186	973	155	1,128	150	8	158	1,286	73	65	35	10	..	1	2
Timaru ..	526	2,719	559	3,278	610	44	654	3,932	222	169	81	27	17	5	5
Oamaru ..	196	963	154	1,117	106	17	123	1,240	105	57	17	9	6	..	2
Dunedin ..	1,555	8,794	1,482	10,276	3,561	191	3,752	14,028	701	438	195	101	77	29	17
Invercargill ..	804	4,500	854	5,354	575	37	612	5,966	336	254	131	55	36	1	6
New Zealand ..	19,700	110,690	17,658	128,348	34,393	1,943	36,336	164,684	8,326	5,882	2,834	1,396	875	243	192

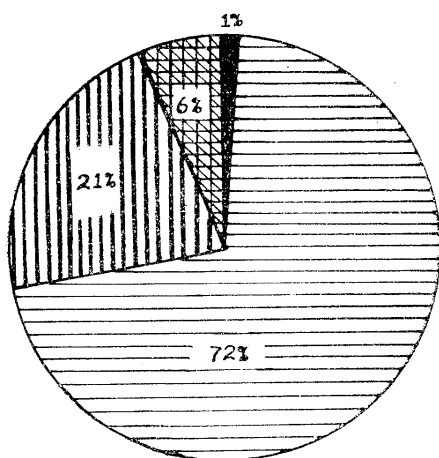
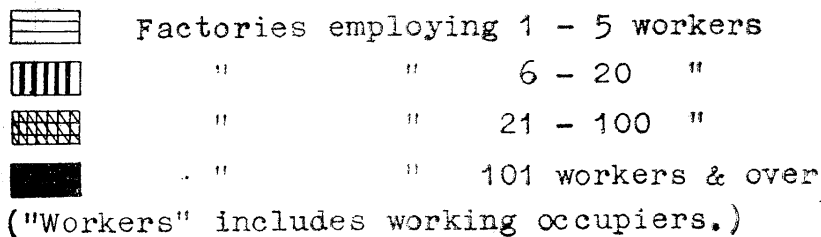
NOTES.—(a) Of the 192 factories employing 101 or more workers, 109 employed 101-200, 72 employed 201-500, and 11 employed 501 or more. (b) It will be noticed that the total number of factories comprised in that portion of the table showing analysis by size of factory exceeds in some districts (and for the Dominion) the "Number of Registered Factories" shown in the first column. The explanation is that some factories, though counting as only one registered, carry on production which falls into two or more industrial groups. The first column of the table shows *registered* factories. The columns "1-2," "3-5," &c., are, however, analysed according to production units in each industry, where they appear as separate "factories" classified according to the number of workers

TABLE XII.—FACORIES, BY INDUSTRIES, SHOWING NUMBERS EMPLOYED AND WORKING OCCUPIERS AT 31ST MARCH, 1949

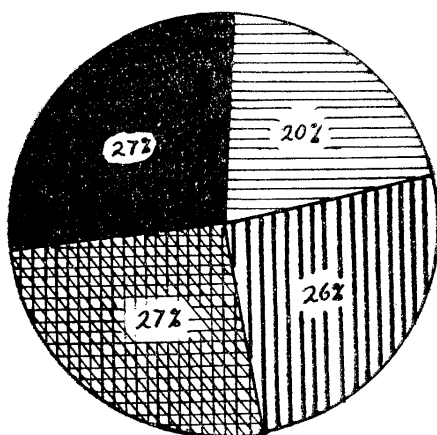
Industrial Group.	Number of Registered Factories.	Males.		Females.		Total Workers.	Number of Factories Employing Number of Workers Shown (Including Working Occupiers).										
		Employees.	Working Occupiers.	Total.	Employees.		Working Occupiers.	Total.	1-2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 or More.		
Food, Drink, and Tobacco—																	
Meat freezing and processing ..	231	16,014	172	16,186	403	2	405	16,591	72	71	24	17	16	6	33		
Dairy factories ..	372	3,955	205	4,160	166	..	166	4,326	28	83	150	75	30	2	5		
Other food and drink ..	1,961	7,981	1,797	9,778	3,346	500	3,846	13,624	811	759	236	80	58	24	15		
Tobacco-manufacture ..	9	417	6	423	654	..	654	1,077	..	2	..	2	1	3	3		
Sub-total ..	2,573	28,367	2,180	30,547	4,569	502	5,071	35,618	911	915	410	174	105	35	56		
Textiles, Clothing, Leather—																	
Woolen and knitting mills ..	85	1,989	55	2,044	2,249	23	2,272	4,316	17	12	15	13	11	4	13		
Clothing-manufacture ..	1,552	2,674	800	3,474	14,194	818	15,012	18,486	543	310	243	243	133	50	18		
Footwear-manufacture and repair ..	708	2,703	692	3,395	1,922	13	1,935	5,330	543	64	22	26	31	15	10		
Tanneries, furs, and leather goods ..	315	1,878	286	2,164	579	23	602	2,766	145	70	37	36	22	4	4		
Other textiles ..	207	2,180	146	2,326	1,488	39	1,527	3,863	49	47	48	28	25	6	9		
Sub-total ..	2,867	11,424	1,979	13,403	20,432	916	21,348	31,751	1,297	503	365	346	242	79	54		
Building-materials and Furnishings—																	
Timber-milling and joinery ..	632	4,705	546	5,251	38	1	39	5,290	191	193	139	83	27	4	5		
Furniture and other wood-manufacture ..	1,036	4,255	1,106	5,361	303	28	331	5,692	501	282	132	80	40	8	..		
Bricks, pottery, cement ..	616	4,909	573	5,482	190	2	192	5,674	158	227	135	55	33	6	6		
Sub-total ..	2,284	13,869	2,225	16,094	531	31	562	16,656	850	702	406	218	100	18	11		
Engineering and Metalworking—																	
Machinery and metalworking ..	2,333	16,345	2,318	18,663	1,377	20	1,397	20,060	1,030	623	342	141	140	42	27		
Ships, engines, vehicles ..	2,597	12,863	2,780	15,643	395	11	406	16,049	1,037	873	425	167	73	16	11		
Sub-total ..	4,930	29,208	5,098	34,306	1,772	31	1,803	36,109	2,067	1,496	767	308	213	58	38		
Other Industry—																	
Paper, pulp, and printing ..	684	5,372	586	5,958	2,317	84	2,401	8,359	180	290	142	73	57	21	9		
Other manufacturing ..	532	5,077	406	5,483	1,767	32	1,799	7,282	184	146	76	55	44	15	16		
Sub-total ..	1,216	10,449	992	11,441	4,084	116	4,200	15,641	364	346	218	128	101	36	25		
Power and Water-supply—																	
Sub-total ..	172	1,700	68	1,768	7	..	7	1,775	40	58	38	18	14	1	3		
Factories Attached to Non-manufacturing Industries—																	
Forestry and bush sawmilling ..	500	3,322	588	3,910	16	1	17	3,927	95	162	146	74	23	..	1		
Mining and quarrying ..	107	451	65	506	6	..	6	512	27	45	32	1	1	..	..		
Building and construction ..	1,624	2,807	1,103	3,910	67	2	69	3,979	412	330	186	24	4	..	..		
Other*	4,027	9,693	3,370	12,463	2,909	344	3,253	15,716	2,263	1,265	286	105	72	14	4		
Sub-total ..	5,658	15,673	5,116	20,789	2,995	347	3,345	24,134	2,797	1,862	650	204	100	16	5		
Total, all industries ..	19,700	110,090	17,658	128,348	34,393	1,943	36,336	164,684	8,326	5,883	2,854	1,396	875	243	192		

* Includes for example, workshops attached to service stations, work-rooms attached to retail establishments, boiler-houses attached to institutions, &c. See also footnotes (a) and (b) to Table XI.

DIAGRAM II--PERCENTAGE DISTRIBUTION OF FACTORIES AND FACTORY WORKERS



A. - NUMBER
OF
FACTORIES



B. - TOTAL
WORKERS
IN
FACTORIES

TABLE XIII—FACTORY WORKERS, BY DISTRICTS, SHOWING DISTRIBUTION
ACCORDING TO SIZE OF FACTORY AT 31ST MARCH, 1949

District.	Total Number of Workers (Including Working Occupiers).	Numbers Working in Factories Employing Number of Workers Shown (Including Working Occupiers).						
		1-2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 and Over.
Whangarei	3,354	449	715	692	386	260	213	639
Auckland	41,053	1,915	3,600	4,031	4,596	8,605	5,947	12,359
Hamilton	6,486	763	1,406	1,174	625	812	721	985
Taumarunui	1,063	84	159	165	223	198	127	107
Paeroa	1,797	302	351	326	202	182	148	286
Tauranga	982	114	299	188	149	232	..	..
Rotorua	2,730	275	337	404	680	478	..	556
Gisborne	2,993	368	610	494	322	303	..	896
Napier	2,000	208	357	558	202	256	267	152
Hastings	3,808	369	561	395	435	202	135	1,711
New Plymouth	5,370	587	965	1,125	840	747	299	807
Wanganui	4,714	534	766	627	653	717	242	1,175
Palmerston North	6,562	790	1,180	914	926	782	474	1,496
Masterton	2,392	271	403	441	386	286	..	605
Lower Hutt	7,225	390	554	618	627	966	598	3,472
Wellington	16,622	1,103	1,680	2,209	2,669	3,177	2,131	3,653
Blenheim	1,372	172	354	353	114	130	..	249
Nelson	2,902	280	581	639	426	196	423	357
Westport	461	84	129	158	63	27	..	..
Greymouth	1,566	198	358	470	269	204	67	..
Christchurch	22,780	1,480	2,325	2,322	2,822	4,182	2,405	7,244
Ashburton	1,286	119	236	269	138	..	73	451
Timaru	3,932	352	582	615	408	524	344	1,107
Oamaru	1,240	160	202	130	124	187	..	437
Dunedin	14,028	1,021	1,520	1,476	1,522	2,608	2,126	3,755
Invercargill	5,966	529	893	1,033	811	1,104	57	1,519
New Zealand	164,684	12,917	21,123	21,846	20,618	27,365	16,797	44,018

TABLE XIV.—FACTORY WORKERS, BY INDUSTRIES, SHOWING DISTRIBUTION
ACCORDING TO SIZE OF FACTORY AT 31ST MARCH, 1949

Industry.	Total Number of Workers (Including Working Occu- piers).*	Numbers Working in Factories Employing Number of Workers Shown (Including Working Occupiers).						
		1-2.	3-5.	6-10.	11-20.	21-50.	51-100.	101 or More.
Food, Drink, and Tobacco—								
Meat freezing and processing ..	16,591	105	239	204	240	527	454	14,822
Dairy factories ..	4,326	51	315	1,139	1,102	832	194	693
Other food and drink ..	13,624	1,321	2,721	1,785	1,156	1,933	1,532	3,176
Tobacco-manufacturing ..	1,077	..	..	..	32	24	205	816
Sub-total ..	35,618	1,477	3,275	3,128	2,530	3,316	2,385	19,507
Textiles, Clothing, Leather—								
Woollen and knitting mills ..	4,316	25	32	92	252	438	300	3,177
Clothing manufacture ..	18,486	802	1,146	1,936	3,614	4,638	3,360	2,990
Footwear manufacture and repair	5,330	701	211	176	405	943	1,099	1,795
Tanneries, fur, and leather goods	2,766	220	256	303	548	665	264	510
Other textiles ..	3,853	75	185	352	442	809	396	1,594
Sub-total ..	34,751	1,823	1,830	2,859	5,261	7,493	5,419	10,066
Building-materials and Furnish- ings—								
Timber milling and joinery ..	5,290	298	697	1,168	1,198	790	240	899
Furniture and other wood-manu- facture ..	5,692	705	1,029	1,058	1,163	1,265	472	..
Bricks, pottery, cement ..	5,674	263	847	1,011	830	1,006	372	1,345
Sub-total ..	16,656	1,266	2,573	3,237	3,191	3,061	1,084	2,244
Engineering and Metalworking—								
Machinery and metalworking ..	20,060	1,544	2,266	2,589	2,082	4,534	2,703	4,342
Ships, engines, vehicles ..	16,049	1,646	3,188	3,162	2,488	2,213	1,141	2,211
Sub-total ..	36,109	3,190	5,454	5,751	4,570	6,747	3,844	6,553
Other Industry—								
Paper, pulp, and printing ..	8,359	277	745	1,105	1,044	1,888	1,436	1,864
Other manufacturing ..	7,282	331	523	586	887	1,312	1,320	2,323
Sub-total ..	15,641	608	1,268	1,691	1,931	3,200	2,756	4,187
Power and Water Supply—								
Sub-total ..	1,775	73	212	298	254	373	127	438
Factories Attached to Non-manu- facturing Industries								
Forestry and bush sawmilling ..	3,927	162	610	1,187	1,067	588	..	313
Mining and quarrying ..	512	46	165	227	29	45	..	..
Building and construction ..	3,979	706	1,397	1,301	267	174	134	..
Other* ..	15,716	3,566	4,339	2,167	1,518	2,368	1,048	710
Sub-total ..	24,134	4,480	6,511	4,882	2,881	3,175	1,182	1,023
Total, all industries ..	164,684	12,917	21,123	21,846	20,618	27,365	16,797	44,018

* Includes, for example, workshops attached to service stations, work-rooms attached to retail establishments, boiler-house attached to institutions, &c.

TABLE XV--ACCIDENTS IN FACTORIES, CALENDAR YEAR 1948, BY AGE-GROUPS*

Age-group.	Number of Accidents.		
	To Males.	To Females.	Total.
Under 16	41	7	48
16 to 20	1,061	84	1,145
21 to 24	1,241	63	1,304
25 to 34	2,031	51	2,082
35 to 44	1,608	58	1,666
45 to 54	986	51	1,037
55 and over	576	17	593
Not stated	238	9	247
Total	7,782	340	8,122

* These are preliminary figures only, and include 597 accidents in "bush undertakings" reported under the Bush Workers Act, 1945. "Factory" accidents numbered 7,525. Source: Census and Statistics Department.

TABLE XVI--ACCIDENTS IN FACTORIES, CALENDAR YEAR 1948, BY CAUSE OF ACCIDENT*

Cause.	Number of Accidents.			Percentage Change, 1947 to 1948.
	1946.	1947.	1948.	
Fixed machinery	1,161	1,277	1,767	+ 38
Vehicles	54	126	139	+ 10
Explosions and fires	190	192	207	+ 8
Poisonous and corrosive substances	170	128	143	+ 12
Electricity	12	15	22	+ 47
Fall of persons	460	497	633	+ 27
Stepping on or striking against fixed objects	319	353	367	+ 4
Falling on otherwise moving objects	168	219	231	+ 5
Falls of earth	2	2	5	+150
Handling of objects	2,203	2,366	2,743	+ 16
Hand-tools	1,353	1,563	1,501	- 4
Animals	..	..	36	..
Miscellaneous	296	425	328	- 23
Total	6,388	7,163	8,122	+ 13

* These are preliminary figures only. The 1948 figures include 597 accidents in "bush undertakings" reported under the Bush Workers Act, 1945. "Factory" accidents numbered 7,525. Source: Census and Statistics Department.

TABLE XVII.—MINIMUM WAGE-RATES IN CERTAIN OCCUPATIONS AT
31ST MARCH, 1949

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 4s. per week, Dunedin	40
Butchers (retail shops)	£7 4s. to £8 5s. per week	40
Canister-workers—		
Male	3s. 7½d. per hour	40
Female	£4 13s. 4d. per week	40
Carpenters and joiners	3s. 9½d. 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—		
Males	£7 2s. 9d. per week	40
Female	£4 11s. 3d. per week	40
Clothing-trade employees—		
Male (Machinists)	£7 7s. 6d. per week	40
Female	£4 11s. per week	40
Coachworkers	3s. 6d. to 3s. 10½d. per hour ..	40
Cheese- and butter-factory employees	£6 15s. to £8 0s. 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 3s. 4d. 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	£7 2s. 9d. 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	£8 per week	40
Female	£4 11s. per week	40
Furniture-trade employees—		
Male	3s. 2d. to 3s. 7d. per hour	40
Glove workers—		
Male	£7 7s. 6d. to £7 13s. 4d. per week ..	40
Female	£4 11s. per week	40
Grocers' 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 11s. 8d. to £8 1s. per week ..	40
Female	£4 3s. 4d. per week	40

TABLE XVII.—MINIMUM WAGE-RATES IN CERTAIN OCCUPATIONS AT
31ST MARCH, 1949 *—continued*

Occupation.	Rate.	Weekly Hours.
Motor-engineering-trade employees ..	3s. 4½d. to 3s. 10d. per hour ..	40
Painters and decorators ..	3s. 10½d. per hour ..	40
Plasterers	3s. 8½d. per hour ..	40
Plumbers	3s. 11d. per hour ..	40
Printing-trade employees—		
Typographical section ..	£6 5s. 8d. to £7 14s. 2d. per week ..	40
Printing section ..	£6 5s. 8d. to £7 6s. 8d. per week ..	40
Rubber-workers—		
Male	£6 9s. 3d. to £8 0s. 9d. per week ..	40
Female	£4 5s. 9d. per week ..	40
Shop-assistants—		
Male	£7 4s. per week ..	40
Female	£4 15s. per week ..	40
Storemen 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. 6¾d. to 4s. 2½d. 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. 3½d. to 3s. 8d. per hour ..	40
Female	2s. 1½d. per hour ..	40

TABLE XVIII.—APPRENTICESHIP CONTRACTS REGISTERED AND APPRENTICESHIP CONTRACTS COMPLETED DURING THE YEAR ENDED 31ST MARCH, 1949, AND APPRENTICESHIP CONTRACTS IN FORCE AT 31ST MARCH, 1949

Trade.	Contracts Registered.						Contracts completed During the Year.	Contracts in Force.
	Commissioners District.					New Zealand Total.		
	Auckland.	Western North Island.	Wellington.	Canterbury.	Otago.			
Baking	17	9	19	26	23	94	65	231
Boatbuilding	13	..	9	5	2	29	18	95
Boilermaking	13	..	2	2	1	18	19	63
Boot-repairing	8	2	8	7	5	30	18	83
Bricklaying	4	1	1	3	6	15	11	56
Carpentering	271	122	172	155	146	866	577	2,695
Clothing	38	7	39	16	14	114	58	316
Coachbuilding	77	26	38	39	28	208	91	585
Coopering	..	..	..	..	..	..	2	1
Dentistry	4	2	4	2	2	14	7	57
Electrical	114	35	56	32	28	265	253	1,007
Engineering	222	47	119	95	51	534	457	1,747
Motor engineering	299	102	126	97	74	698	492	2,148
Footwear manufacturing	3	1	2	2	1	9	58	151
Furniture	105	23	69	71	38	306	269	1,119
Gardening	..	3	2	..	..	5	3	12
Hairdressing	16	9	19	12	5	61	23	136
Jewellery	21	2	8	5	4	40	30	151
Masonry	3	1	1	3	2	10	6	19
Moulding	4	1	4	6	3	18	14	72
Painting	40	15	38	26	20	139	77	424
Photo-engraving	15	1	5	..	4	25	27	59
Plastering	15	9	15	8	8	55	28	155
Plumbing	42	14	31	21	10	118	106	534
Printing	60	9	43	29	23	164	219	604
Saddlery, leather, and goods	11	1	1	1	..	14	11	53
Sheet-metal working	22	12	6	8	10	58	52	183
Other	6	4	5	3	..	18	1	52
Total	1,443	458	842	674	598	3,925	2,992	12,868

NOTE 1.—Some trade headings used in previous years have been amalgamated with others because of new groupings of trades under New Zealand apprenticeship orders. These trades are as follows: blacksmithing included under engineering; leadlight included under furniture; cycle-working included under other; sail and tent making included under saddlery, &c.; furriers included under clothing; tile-laying included under plastering; hatmaking included under clothing; wicker-working included under furniture.

NOTE 2.—Districts administered by the District Commissioners include the following employment districts:—

Auckland—	Western North Island—	Wellington—	Canterbury—	Otago—
Whangarei.	New Plymouth.	Napier.	Westport.	Oamaru.
Auckland.	Wanganui.	Hastings.	Greymouth.	Dunedin.
Hamilton.	Palmerston North.	Masteron.	Christchurch.	Invercargill.
Taurarunui.		Lower Hutt.	Ashburton.	
Paeroa.		Wellington.	Timaru.	
Tauranga.		Blenheim.		
Rotorua.		Nelson.		
Gisborne.				

TABLE XIX—SCAFFOLDING ACCIDENTS, BY AGE-GROUPS*

Age-group.	Number of Accidents (Calendar Years).		
	1946.	1947.	1948.
Under 16	..	..	1
16 to 20	10	7	21
21 to 24	..	5	23
25 to 34	16	29	46
35 to 44	8	17	35
45 to 54	10	13	18
55 and over	11	10	14
Not stated	1	4	1
Total	56	85	159

* These are preliminary figures only. Source : Census and Statistics Department.

TABLE XX—SCAFFOLDING ACCIDENTS, BY CAUSE OF ACCIDENT*

Cause.	Number of Accidents (Calendar Years).		
	1946.	1947.	1948.
Fixed machinery	5	8	21
Vehicles	..	..	1
Electricity	..	..	1
Fall of persons	25	32	46
Stepping on or striking against fixed objects	4	5	17
Falling or otherwise moving objects	5	3	5
Falls of earth	..	..	1
Handling of objects	9	27	54
Hand-tools	5	6	11
Miscellaneous	3	4	2
Total	56	85	159

* These are preliminary figures only. Source : Census and Statistics Department.

TABLE XXI.—NUMBER OF INSPECTIONS CARRIED OUT

Authority.	Number of Inspections during Year Ended 31st March,		
	1947.	1948.	1949.
Factories Acts, 1921-22 and 1946	10,976	7,955	13,037
Shops and Offices Act, 1921-22—			
Shops	13,431	9,274	15,160
Offices	1,697	708	1,627
Industrial Conciliation and Arbitration Act, 1925, and awards	1,601	1,905	2,575
Servants Registry Offices Act, 1908	3	7	..
Agricultural Workers Act, 1936 (Working-conditions)—			
Dairy-farms	54	99	125
Farms and stations	110	39	70
Market gardens	20	237	80
Orchards	10	79	76
Tobacco-farms	4	6	12
Agricultural Workers Act, 1936 (Accommodation)—			
Dairy-farms	39	86	128
Farms and stations	156	27	66
Market gardens	7	28	12
Orchards	..	..	11
Sawmills	28	89	81
Flaxmills	..	1	1
Others	..	1	21
Shearers' Accommodation Act, 1919	369	124	96
Footwear Regulation Act, 1913—			
Establishments	324	173	123
Shipments	46	325	409
Weights and Measures Act, 1925—			
Weighing-machines	3,971	2,435	3,044
Weights	4,202	2,135	2,446
Measures	159	259	253
Petrol-pumps	758	476	868
Bread	4,444	8,053	7,297
Coal	517	780	694
Net weight	11,705	28,870	41,889
Others	..	8	16
Scaffolding and Excavation Act, 1922	8,484	10,384	16,033
Apprentices Act, 1923	892	839	824
Occupational Re-establishment Emergency Regulations 1940 ..	38	..	..
Annual Holidays Act, 1944	3,275	1,407	111
Economic Stabilization Emergency Regulations 1942 ..	3,673	1,114	126
Others	2,535	3,159	1,993

TABLE XXII—ALLEGED BREACHES OF LEGISLATION (BY EMPLOYERS) INVESTIGATED, YEAR ENDED 31ST MARCH, 1949

Legislation.	Following Complaints.				Following Inspections.					
	Cases Where no Breach Disclosed.	Cases Resulting in Prosecution.	Cases Otherwise Disposed of.	Total.	Number of Warnings Issued (Included in Total.)	Cases Where no Breach disclosed.	Cases Resulting in Prosecution.	Cases Otherwise Disposed of.	Total.	Number of Warnings Issued (Included in Total.)
Agricultural Workers Act, 1936	146	8	445	599	273	2	..	104	106	62
Annual Holidays Act, 1944	115	22	582	717	425	2	..	502	506	352
Apprentices Act, 1923	47	25	135	207	104	5	19	378	402	331
Board of Trade (Footwear Marking) Regulations 1946	..	..	1	1	1	3	..	50	53	24
Bush Workers Act, 1945	..	..	..	..	..	..	1	285	286	244
Control of Prices Emergency Regulations 1939	..	..	24	24	..	..	..	5	5	..
Economic Stabilization Emergency Regulations 1942 (wages)	22	6	12	40	10	9	1	73	83	59
Factories Act, 1946	64	21	683	768	385	24	35	3,653	3,712	2,627
Footwear Regulation Act, 1943	5	..	6	9	6	..	..	45	45	45
Industrial Conciliation and Arbitration Act, 1925	1,202	125	3,128	4,455	2,429	51	25	2,675	2,731	2,265
Awards and agreements	..	7	233	296	163	3	1	469	473	188
Other	..	..	..	..	..	..	..	4	4	4
Lead Process Regulations 1925	..	3	95	134	66	..	..	87	87	72
Minimum Wage Act, 1945	36	..	3	39	3	..	..	..	..	..
Motor-spirit (Retail Hours) Regulations 1946	2	..	3	5	1	..	..	..	..	..
Occupational Re-establishment Emergency Regulations 1940	2	..	3	5	..	..	..	..	..	..
Scaffolding and Excavation Act, 1922	1	..	11	12	..	1	25	494	520	409
Sharemilking Agreements Act, 1937	2	..	9	11	5	..	..	..	..	..
Shearers' Accommodation Act, 1919	14	2	135	151	111	..	..	72	72	71
Shops and Offices Act, 1921-22	47	5	249	301	215	201	2	899	1,102	708
Spray Painting Regulations 1940	..	..	3	3	3	1	1	125	127	97
Strike and Lockout Emergency Regulations, 1939	3	..	4	7	1	1	..	2	3	..
Wages Protection and Contractors' Liens Act, 1939	15	..	32	47	20	2	2	441	453	444
Weights and Measures Act, 1925	19	1	22	42	20	1	1	173	174	141
Workers' Compensation Act, 1922	12	1	20	33	14	1	..	8	8	8
Others	..	7	3	10	3	..	..	..	..	..
Totals	1,806	233	5,838	7,877	4,256	307	120	10,547	10,974	8,151

TABLE XXIV--FAIR RENTS ACT, 1936,* AND ECONOMIC STABILIZATION EMERGENCY
REGULATIONS (RENTS)*: ALLEGED BREACHES INVESTIGATED

	Year Ended 31st March.		
	1947.	1948.	1949
Number where no breach disclosed	78	36	123
Number resulting in prosecution--			
Charging of fines, premiums, &c.	2	2	13
Letting or selling within six months	2	1	2
Rent in excess of fair rent	2	7	..
Accepting or demanding rent in excess of basic rent	8	2	10
	14	12	25
Number resulting in warning	182	130	257
Number otherwise dealt with	291	330	504
Total alleged breaches	565	508	909

* Replaced from 3rd December, 1948, by Tenancy Act, 1948.

TABLE XXV—PROSECUTIONS TAKEN AND RESULTS, YEAR ENDED 31st MARCH, 1949

Authority.	Total Number of Cases Taken.		Convictions.		Dismissed.		Withdrawals.		Otherwise Disposed of.		Total Amount of Fines, Excluding Costs.
	E.	W.	E.	W.	E.	W.	E.	W.	E.	W.	
Agricultural Workers Act, 1936	8	6	4	..	3	..	..	6	1	..	£ s. d. 9 0 0
Annual Holidays Act, 1944	24	4	12	4	2	..	3	..	7	..	40 11 0
Apprentices Act, 1923	44	22	38	20	..	..	1	2	5	..	142 0 0
Factories Act, 1946	56	..	54	..	1	..	1	..	..	..	181 10 0
Industrial Conciliation and Arbitration Act, 1925—											
Awards and agreements	151	19	91	7	21	1	34	3	5	8	205 19 6
Other	7	2	3	1	3	..	1	1	..	..	7 8 0
Minimum Wage Act, 1945	3	..	2	..	..	..	1	..	..	..	5 10 0
Scaffolding and Excavation Act, 1922	25	..	23	..	2	..	..	..	..	..	89 10 0
Shearers' Accommodation Act, 1919	2	..	2	..	..	..	..	..	..	..	6 0 0
Shops and Offices Act, 1921-22	7	1	5	1	2	..	..	..	..	..	12 0 0
Economic Stabilization Emergency Regulations 1942 (wages)	7	..	6	..	1	..	..	..	..	..	15 0 0
Others	10	..	6	..	1	..	2	..	1	..	25 0 0
Total—1948-49	344	54	246	33	36	1	43	12	19	8	740 8 6
1947-48	315	74	189	47	50	16	66	9	9	1	628 6 5

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

(b) There were 9 prosecutions under the Weights and Measures Act, 1925, during the year ended 31st March, 1949, resulting in 9 convictions. The total amount of fines was £23.

TABLE XXVI—CIVIL PROCEEDINGS FOR RECOVERY OF WAGES ON BEHALF OF WORKERS,
YEAR ENDED 31ST MARCH, 1949

Authority.	Number of Cases.	Judgment for Plaintiff.	Judgment for Defendant or Otherwise Disposed of.	Total Amount for Which Judgment Obtained, Excluding Costs.
Annual Holidays Act, 1944	4	3	1	£ s. d. 23 11 10
Agricultural Workers Act, 1936	4	2	2	64 9 3
Industrial Conciliation and Arbitration Act, 1925—				
Awards and agreements	49	19	30	655 4 4
Other	1	1	..	40 4 0
Apprentices Act, 1923	1	..	1	..
Total—1948–49	59	25	34	783 9 5
1947–48	74	31	43	1,618 0 9
1946–47	58	24	34	616 12 1

TABLE XXVII—NUMBER OF REQUISITIONS FOR IMPROVEMENTS SERVED*

Authority.	1946.	1947.	1948.
Agricultural Workers Act, 1936	53	52	92
Bush Workers Act, 1945	74	306	252
Factories Act, 1946	881	1,538	3,126
Industrial Conciliation and Arbitration Act, 1925—			
Awards and agreements	75	162	557
Other	148	133	18
Lead Process Regulations 1925	4	9	4
Shearers' Accommodation Act, 1919	98	90	194
Scaffolding and Excavation Act, 1922	2	2	22
Shops and Offices Act, 1921–22	79	151	299
Spray Painting Regulations 1940	10	4	108
Total	1,424	2,418	4,672

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

TABLE XXVIII—ARREARS OF WAGES PAID AT INSTIGATION OF DEPARTMENT,
YEAR ENDED 31ST MARCH, 1949

Authority	Paid Through Department.	Paid Directly to Workers.	Total.
	£ s. d.	£ s. d.	£ s. d.
Agricultural Workers Act, 1936	3,077 16 5	820 14 8	3,898 11 1
Annual Holidays Act, 1944	1,950 9 3	1,224 0 11	3,174 10 2
Apprentices Act, 1923	571 4 5	1,839 13 1	2,410 17 6
Factories Act, 1946	150 2 3	396 0 0	546 2 3
Industrial Conciliation and Arbitration Act, 1925—			
Awards and agreements	22,710 0 7	22,867 11 8	45,577 12 3
Other	3 0 0	..	3 0 0
Minimum Wage Act, 1945	1,041 5 4	759 4 10	1,800 10 2
Shops and Offices Act, 1921-22	40 7 5	236 11 0	276 18 5
Wages Protection and Contractors' Liens Act, 1939	536 15 10	29 0 0	565 15 10
Workers' Compensation Act, 1922	48 4 4	1 15 0	49 19 4
Others	116 5 2	46 1 7	162 6 9
Total, 1948-49	30,245 11 0	28,220 12 9	58,446 3 9
1947-48	25,299 17 0	25,839 10 6	51,139 7 6

APPENDIX II

RETURN PURSUANT TO SECTION 17 OF THE INDUSTRIAL CONCILIATION AND ARBITRATION ACT, 1925, SHOWING THE NUMBER OF AFFILIATED UNIONS IN EACH INDUSTRIAL ASSOCIATION AND THE NUMBER OF MEMBERS IN EACH INDUSTRIAL UNION REGISTERED UNDER THE ACT TO 31ST DECEMBER, 1948

(As a matter of convenience, registrations, cancellations, and changes of name subsequent to 31st December, 1948, and up to and including 30th June, 1949, have also been shown.)

INDUSTRIAL ASSOCIATIONS OF EMPLOYERS

Reg. No.	Name.	Number of Affiliated Unions, December, 1948.
1727	New Zealand Bacon Curers'	4
1732	New Zealand Master Bakers' and Pastrycooks'	19
526	New Zealand Federated Builders and Contractors	19
1672	New Zealand Master Butchers'	17
1655	New Zealand Master Carriers and Customhouse Agents'	4
1869	New Zealand Dairy Factories	5
1886	New Zealand Fibrous Plaster Manufacturers	3
1593	New Zealand Fruit and Vegetable Preserving and Allied Products Manufacturing	3
1845	New Zealand Furniture and Furnishing Trades	4
1253	New Zealand Federated Ironmasters	4
1623	New Zealand United Licensed Victuallers'	22
*1041	New Zealand Motor Body Builders'	..
1043	New Zealand Federated Newspaper Proprietors'	4
1260	New Zealand Nurserymen and Landscape Gardeners'	2
1314	New Zealand Federated Master Painters', Decorators', and Signwriters'	7
893	New Zealand Federation of Master Plumbers'	11
724	New Zealand Master Printers'	7
1809	New Zealand Private Hotel Keepers'	4
1844	New Zealand Soap Manufacturers	4
1731	New Zealand Tanners'	3
1868	New Zealand Theatre Proprietors'	3
1248	New Zealand Waterside Employers' Association	10
Totals: Number of associations as at 31st December, 1948, 22 ..		150

* Cancelled subsequent to 31st December, 1948.

INDUSTRIAL ASSOCIATIONS OF WORKERS

Reg. No.	Name.	Number of Affiliated Unions, December, 1948.
1318	New Zealand Federated Biscuit and Confectionery and Related Trades ..	5
561	New Zealand Federated Boilermakers, Iron and Steel Ship and Bridge Builders' ..	3
1791	New Zealand Federated Brush and Broom Trade Employees' ..	4
1949	New Zealand Federated Building Trade ..	4
1884	New Zealand Federated Caretakers', Cleaners', Lift Attendants' and Watchmen's ..	4
1796	New Zealand Federated Clerical and Office Staff Employees' ..	7
124	New Zealand Federated Clothing Trade Employees ..	4
473	New Zealand Federated Coach and Motor Body Builders and Related Trades ..	4
1225	Federated Cooks and Stewards of New Zealand ..	2
1948	New Zealand Federated Dental Technicians and Assistants ..	4
1978	North Island Federated Fertilizer Workers ..	2
1748	New Zealand Federated Fire Brigades Employees ..	4
1522	New Zealand Federated Flourmill Employees' ..	6
53	New Zealand Federated Footwear Trade ..	5
1706	New Zealand Freezing Works and Related Trades ..	5
772	New Zealand Federated Furniture and Related Trade ..	6
1968	North Island Gold Mines Employees Federation ..	5
1916	South Island Gold Dredge and Alluvial Gold Mines Employees ..	3
1963	North Island Federated Herd Testers' ..	3
729	New Zealand Federated Hotel Restaurant and Related Trades Employees' ..	9
1831	New Zealand Federated Jewellers', Watchmakers' and Related Trades ..	2
866	New Zealand Journalists' ..	7
1315	New Zealand Federated Labourers and Related Trades ..	7
1453	New Zealand Federated Motion Picture Projectionists' ..	5
275	New Zealand Federated Moulders' ..	4
567	New Zealand Federated Painters and Decorators' ..	14
1767	New Zealand Federated Paint and Varnish Manufacturing Employees' ..	2
824	New Zealand Road Transport and Motor and Horse Drivers and their Assistants ..	12
1779	New Zealand Federated Saddlers, Canvas Workers, Riggers and Related Trades ..	4
1306	Federated Seamen's Union of New Zealand ..	3
1218	New Zealand Federated Shop Assistants' ..	19
1238	New Zealand Federated Storemen and Packers' (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks) ..	9
869	New Zealand Federated Theatrical and Places of Amusement Employees' ..	3
1419	Grey Valley and Buller Underviewers and Deputies' ..	2
912	New Zealand Federated Woollen Mills and Hosiery Factories Employees' ..	4
Totals : Number of associations as at 31st December, 1948, 35 ..		186

INDUSTRIAL UNIONS OF EMPLOYERS

Reg. No.	Name.	Number of Members, December, 1948.
BACON-CURERS		
1675	Auckland Bacon Curers'	9
1629	Wellington Industrial District Bacon Curers'	11
1741	Canterbury Bacon Curers'	5
1645	Otago and Southland Bacon Curers'	12
BAKERS		
330	Auckland Master Bakers' and Pastrycooks	282
1756	Taranaki Master Bakers and Pastrycooks'	47
106	Wellington Master Bakers	71
1762	Manawatu, Southern Hawkes Bay and Wairarapa Master Bakers	54
1659	Nelson Master Bakers' and Pastrycooks'	25
1959	Westland Master Bakers'	12
297	Canterbury Master Bakers'	127
1736	Christchurch Cake Bakery and Cake Kitchen	12
189	Otago Master Bakers	37
1894	Southland Master Bakers' and Pastrycooks'	41
BOOKSELLERS		
1559	Wellington Retail Booksellers' and Newsagents'	13
1579	Wanganui Retail Booksellers' and Newsagents'	10
1631	Palmerston North Retail Booksellers' and Newsagents'	13
1688	Hawke's Bay Retail Booksellers Stationers and Newsagents	14
1578	Invercargill Retail Booksellers' and Newsagents'	7
BOOT-MANUFACTURERS		
6	New Zealand Boot Manufacturers' Association	81
BRICK, PIPE, AND CLAY PRODUCTS		
1649	North Island Brick, Clay Products and Concrete Pipe Manufacturers'	6
BRICKLAYING CONTRACTORS		
1934	Otago Bricklaying Contractors'	23
BUILDERS AND CONTRACTORS		
164	Auckland Master Builders	338
370	Gisborne Builders and Contractors'	36
1443	Waikato Master Builders'	97
1438	Rotorua and Bay of Plenty Master Builders'	34
1974	Western Bay of Plenty Master Builders'	24
1927	Taumarunui Master Builders'	12
204	Taranaki Master Builders'	71
1390	Hawke's Bay Builders' and Contractors'	104
1385	Wairarapa Master Builders'	39

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
BUILDERS AND CONTRACTORS—<i>continued</i>		
1343	Manawatu Master Builders' and Contractors'	76
418	Wanganui Builders and Contractors'	47
101	Wellington Builders Joiners' and Contractors'	210
1739	Nelson Master Builders'	71
1917	Marlborough Builders' and Contractors'	28
113	Builders and Contractors' Association of Canterbury	164
1987	Ashburton Master Builders'	11
1320	South Canterbury Builders' and Contractors'	40
337	Otago Builders' and Contractors'	100
406	Southland Builders and Contractors'	54

BUTCHERS

1947	North Auckland Master Butchers'	42
464	Auckland Provincial Master Butchers'	143
1956	Auckland Butchers (Multiple Shops)	3
838	Poverty Bay Master Butchers'	20
1281	South Auckland Master Butchers'	140
1562	Taranaki Master Butchers'	56
1451	Manawatu Master Butchers'	43
1448	Wanganui Master Butchers'	30
1437	Wellington Master Butchers'	91
1666	Wairarapa Master Butchers'	15
1984	Marlborough Butchers'	8
1870	Nelson Master Butchers'	12
1853	Westland Master Butchers'	20
430	Canterbury Butchers'	122
1926	South Canterbury Master Butchers'	26
1986	Oamaru and Suburban Master Butchers'	11
891	Dunedin and Suburban Master Butchers'	63
1280	Dunedin and Suburban Pork Butchers'	5
560	Invercargill and Suburban Master Butchers'	54

CANISTER MAKERS

1885	New Zealand Canister Makers	3
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CARDBOARD-BOX MAKERS

†2007	New Zealand Cardboard Package and Paper Bag Manufacturers'	..
*1687	North Island Cardboard Box, Carton, and Paper Bag Makers'	9

CARRIERS

348	Auckland and Suburban General Carriers and Coal Merchants	60
1561	Waipa Master Carriers'	27
1790	Gisborne Carriers'	10
1118	Wellington General Carriers' and Customhouse and Forwarding Agents'	66
324	Canterbury Employers of Drivers'	56
1472	Otago Carriers' and Customs Agents'	41

CHARTERED CLUBS

1909	New Zealand Chartered Clubs	53
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* Cancelled subsequent to 31st December, 1948.

† Registered subsequent to 31st December,

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
CLOTHING TRADES		
122	Auckland Master Tailors	41
447	Taranaki Master Tailors'	12
815	Wellington Clothing Manufacturers'	12
1197	Wellington Soft-goods Manufacturers	29
1840	Wellington Industrial District Furriers'	9
831	Christchurch Clothing Manufacturers'	47
125	Christchurch Master Tailors'	20
313	Dunedin Master Tailors	11
COACHBUILDERS. (See Motor Industries)		
COAL-MERCHANTS. (See also Carriers)		
1582	Wellington Coal Merchants' and Dealers'	37
1550	Dunedin and Suburban Coal Merchants'	57
CONCRETE-GOODS MANUFACTURERS. (See also Brick, &c., Products)		
1855	North Island Concrete Products and Pumice Goods (except concrete pipes) Manufacturers'	15
1859	North Canterbury Concrete and Pumice Products (except concrete pipes) Manufacturers'	3
CONFECTIONERS		
1482	Wellington District Manufacturing Confectioners'	7
COUNTY COUNCILS		
1772	New Zealand County Councils	123
DAIRY FACTORIES		
1857	Auckland Dairy Factories	41
605	Taranaki Dairying and Farming	56
1356	Wellington Dairy Factories'	74
1961	Canterbury, Marlborough, Nelson and Westland Dairy Factories	29
1919	Otago and Southland Dairy Factories	57
DENTAL EMPLOYERS		
1988	New Zealand Dental Employers'	463
DRAINLAYERS		
1982	Wellington (30 miles radius) Drainlayers'	10
DRAPERS, MILLINERS, MERCERS, AND CLOTHIERS (RETAILERS)		
1921	New Zealand Drapers', Clothiers', Mercers', Milliners' and Boot Retailers'	2,750
ELECTRICAL TRADE		
1689	New Zealand Electric Power Boards' and Supply Authorities'	71
1577	Wellington Electrical Contractors'	48
1580	Wellington Wholesale Electrical Traders'	42
1769	Wellington Storage Battery Manufacturers	4
1702	Canterbury Electrical Contractors'	51
1633	Otago Electrical Traders'	31
1634	Otago Electrical Contractors'	44
ELECTROPLATERS		
1615	Wellington District Electroplaters'	8

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
ENGINEERS AND IRON AND BRASS FOUNDERS		
1252	Auckland Ironmasters'	55
1019	Jas. J. Niven and Company Limited	1
1105	Wellington Engineers, Metal Workers, and Iron and Brassfounders	92
1247	Christchurch Engineers, Metal Workers, and Iron and Brass Founders	29
1087	Dunedin Engineers Metal Workers, and Iron and Brassfounders'	28
FARMERS		
1685	New Zealand Agricultural and Related Farmers'	169
1684	New Zealand Dairy Farmers'	166
1704	New Zealand Fruitgrowers'	394
1590	New Zealand Commercial Gardeners'	1,272
1673	New Zealand Sheepowners'	435
1621	Nelson District Hopgrowers'	8
FIRE BOARDS		
1867	New Zealand Fire Boards'	60
FLORISTS		
1798	Wellington Industrial District Florists'	14
FOODSTUFFS		
1584	Wellington District Drug, Chemical, Condiment, Patent Food and Medicine Manufacturers	50
1875	Canterbury Sauce, Pickle, Preserved Food and Starch Manufacturers'	5
FREEZING COMPANIES		
1999	New Zealand Freezing Companies'	31
FROZEN PRODUCTS		
1514	New Zealand Frozen Products Manufacturers'	11
FURNITURE AND FURNISHING TRADE		
911	Auckland Furniture and Furnishing	33
1022	Wellington Furniture and Furnishing Trade	46
1770	Wellington Flock, Felt and Spring Manufacturers'	5
141	Christchurch Furniture Makers	10
1878	Otago Furniture and Furnishing Trades	7
GAS-METER MANUFACTURERS		
1698	Wellington Gas Meter Manufacturers'	3
GASWORKS		
1954	New Zealand Gasworks'	32
GATE, FENCE, AND WIRE PRODUCTS MANUFACTURERS		
1744	Wellington District Gate Fence and Wire Products Manufacturers'	5
GLASS, OIL, COLOUR, PAINT, AND WALLPAPER		
1620	Wellington Glass, Oil, Colour, Paint and Wallpaper Merchants'	22
1966	Otago Glass Bevelling, Silvering and Leadlight Manufacturers'	4

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
GROCERS		
1566	Auckland Chain Grocery Stores	8
1713	Auckland Master Grocers'	1140
1690	Gisborne Master Grocers'	60
1229	Taranaki Provincial Retail Grocers'	177
1421	Wellington Chain Grocery Stores	6
1123	Wellington Grocers'	255
1589	Nelson District Master Grocers'	90
1422	Canterbury Chain Grocery Stores	3
1368	Canterbury Master Grocers'	22
302	Otago Grocers'	330
664	Southland Grocers'	200
HAIRDRESSERS AND TOBACCONISTS		
1876	Auckland Ladies Hairdressing and Beauty Salon Proprietors'	11
1581	Wellington Ladies' Hairdressing Salon Proprietors'	35
1860	Wellington Tobacconists' and Hairdressers'	82
1069	Christchurch Hairdressers' and Tobacconists'	151
1724	North Canterbury Ladies' Hairdressers'	50
HARBOUR BOARDS		
1725	New Zealand Harbour Boards'	22
HARDWARE-MERCHANTS		
1426	Briseoe, E. W. Mills and Company, Ltd.	1
HAT-MANUFACTURERS		
1497	Wellington District Hat Manufacturers' and Milliners'	5
HOSPITAL BOARDS		
1883	New Zealand Hospital Boards	45
HOTELKEEPERS (LICENSED)		
736	Auckland Licensed Victuallers' Association	192
1599	Poverty Bay Licensed Victuallers'	31
516	Taranaki Licensed Victuallers'	11
1610	Egmont Licensed Victuallers'	17
1611	Patea Licensed Victuallers'	17
1612	Stratford Licensed Victuallers'	12
1607	Hawke's Bay Licensed Victuallers'	49
1597	Wellington Licensed Victuallers'	72
1601	Wairarapa Licensed Victuallers'	18
1602	Palmerston North Licensed Victuallers'	21
1604	Manawatu Licensed Victuallers'	8
1605	Rangitikei Licensed Victuallers'	11
1606	Wanganui Licensed Victuallers'	17
1553	Marlborough Licensed Hotel-keepers'	16
1583	Nelson Licensed Victuallers'	30
1600	Westport Licensed Victuallers'	17
1996	Inangahua Licensed Victuallers'	17
1815	Greymouth Licensed Victuallers'	50
459	Canterbury Licensed Victuallers'	127
1598	Waitaki Licensed Victuallers'	5
1614	Timaru Licensed Victuallers'	23
1608	Dunedin Licensed Victuallers	93
1749	Southland Licensed Victuallers	55

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
HOTELKEEPERS (PRIVATE)		
1496	Wellington Private Hotelkeepers'	11
1825	Hawke's Bay Private Hotel and Boardinghouse Keepers'	2
1742	Canterbury Private Hotel Proprietors'	13
1745	Otago Private Hotelkeepers	6
JAM-MANUFACTURERS		
1505	Thompson and Hills Ltd.	1
1504	S. Kirkpatrick and Co., Ltd.	1
1564	Dunedin Canning Co., Ltd.	1
JEWELLERS		
1569	Wellington District Manufacturing Jewellers', Die Sinkers', Silversmiths', Engravers' and Watchmakers'	8
LAUNDRYMEN		
1508	Auckland Laundrymen, Dyers and Dry Cleaners'	20
1473	Wellington District Laundrymen, Dyers and Dry Cleaners'	18
1735	South Island Laundrymen, Dry Cleaners' and Dyers'	18
LIME-MANUFACTURERS		
1842	Wellington District Lime Manufacturers	6
MILLERS. (See also Threshing-mill owners and Sawmillers)		
1737	New Zealand Flour, Oatmeal and Pearl Barley Millers'	37
MINE-OWNERS (COAL AND GOLD)		
163	Taupiri Coal Mines' Limited	1
318	Otago and Southland Gold-mining	4
*88	Westport Coal Company, Limited	..
MOTOR INDUSTRIES		
1802	New Zealand Motor Trade	45
2005	New Zealand Motor Body Builders'	162
NURSEYMEN AND LANDSCAPE GARDENERS		
1257	Auckland Nurserymen and Landscape Gardeners'	32
1255	Wellington Nurserymen and Landscape Gardeners'	74
OPTICIANS		
1537	Wellington Industrial District Opticians	12
PAINTERS AND DECORATORS		
472	Auckland Guild of Master Painters', Decorators' and Signwriters'	300
1983	Hawke's Bay Master Painters, Decorators and Signwriters	24
131	Wellington Master Painters Decorators and Signwriters	150
2004	Manawatu Master Painters', Decorators' and Signwriters'	22
1677	Wanganui Master Painters' and Decorators'	28
†2010	Nelson and Marlborough Master Painters, Decorators and Signwriters'	..
1321	North Canterbury Master Painters', Signwriters' and Decorators'	60
1997	South Canterbury Master Painters', Signwriters' and Decorators'	24
343	Otago Painters'	53

* Defunct : in process of cancellation

† Registered subsequent to 31st December, 1948

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
PAINT AND VARNISH MANUFACTURERS		
1481	Wellington District Paint, Varnish and Allied Products Manufacturers'	14
PASSENGER TRANSPORT		
1998	New Zealand Motor Omnibus and Service Car Proprietors	62
*2008	New Zealand Tramways and Public Passenger Transport Authorities	..
PHOTO ENGRAVERS		
1967	Wellington Photo Engravers'	6
PLASTERERS		
†1778	Auckland District Plasterers' and Fibrous Plasterers'	55
1733	Wellington Industrial District Plasterers and Fibrous Plasterers'	25
1383	Canterbury Master Plasterers'	17
1866	Otago and Southland Fibrous Plasterers'	7
PLUMBERS		
571	Auckland Master Plumbers	250
142	Thomas Ballinger and Company, Limited	1
1274	Wanganui District Master Plumbers	29
1977	Manawatu-Wairarapa Master Plumbers	53
1969	Hutt Valley Master Plumbers'	29
886	Wellington Master Plumbers'	68
1985	Nelson Master Plumbers'	20
1925	Westland Master Plumbers'	9
894	Christchurch Master Plumbers'	65
1557	Timaru Master Plumbers'	15
867	Dunedin Plumbers'	43
875	Invercargill Plumbers'	36
PRINTERS AND NEWSPAPER-PROPRIETORS		
539	Auckland Master Printers and Allied Trades	82
1070	Auckland Provincial Newspaper Proprietors'	15
1776	Auckland Stationery Manufacturers'	4
979	Gisborne Master Printers and Book-binders'	3
861	Taranaki Master Printers', Lithographers' and Bookbinders'	9
1361	Wairarapa Master Printers and Allied Trades	5
644	Wellington Master Printers' Lithographers' and Bookbinders'	27
948	Wellington Newspaper Proprietors'	13
1800	Wellington Stationery Manufacturers'	6
694	Canterbury Master Printers'	32
914	Canterbury Newspaper Proprietors'	4
1072	Timaru Master Printers and Bookbinders'	6
519	Whitecombe and Tombs, Limited	1
936	Otago and Southland Newspaper Proprietors'	6
325	Otago Master Printers	32
RABBIT BOARDS		
1833	New Zealand Rabbit Boards'	84
RADIO MANUFACTURERS AND TRADERS		
1804	Auckland Provincial Radio Traders'	108
1643	Wellington Radio Traders'	46
1786	Wellington Radio Manufacturers'	9
1808	Canterbury, Marlborough, Nelson and Westland Radio Traders'	46

* Registered subsequent to 31st December, 1948.
and Fibrous Plasterers' recorded 14th April, 1949.

† Change of name to Auckland Provincial Plasterers'

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
RESTAURANT-PROPRIETORS		
1491	Wellington Tea Rooms, Restaurant and Refreshment Room Proprietors' ..	75
RETAILERS		
1980	Auckland Fruit and Vegetable Retailers	17
1912	Wellington United Retailers (other than Booksellers, Butchers, Florists, Grocers, Hairdressers, Opticians, Tobacconists, Tea-room and Restaurant Proprietors or Retailers of Drapery, Clothing, Boots and Shoes, Furniture, Radios and Wood and Coal)	40
SADDLERY, HARNESS, AND LEATHER GOODS MANUFACTURERS		
1780	Auckland Saddle, Bridle, Harness Collar and Bag Manufacturers' ..	5
1549	Wellington Industrial District Saddlers' Harness Makers', Bridle Makers', Collar Makers', Leather and Fibre Bag Makers'	12
SAIL, TENT, AND CANVAS GOODS		
1498	Wellington District Sail, Tent and Canvas Goods Manufacturers' Society ..	12
SAWMILLERS		
1880	New Zealand Timber Industry	401
148	Auckland Sawmillers and Woodware Manufacturers	22
305	Canterbury Sawmillers	24
SHIPOWNERS		
342	Devonport Steam Ferry Company, Ltd.	1
326	Northern Steamship Company, Limited	1
137	Union Steam Ship Company of New Zealand, Limited	1
SOAP-MANUFACTURERS		
1625	Auckland Soap Manufacturers'	3
1816	Wellington Industrial District Soap Manufacturers'	4
1843	Canterbury Soap Manufacturers'	3
1841	McLeod Bros., Ltd.	1
TANNERS AND FELLMONGERS		
1509	Auckland Tanners'	4
1714	Christchurch Tanners'	3
1715	Otago and Southland Tanners'	3
TAXI-PROPRIETORS		
1970	Northern, Taranaki and Wellington Taxi Proprietors'	12
1952	Canterbury and Otago and Southland Taxi Proprietors'	9
THEATRE-PROPRIETORS		
1858	Wellington Industrial District Theatre Proprietors'	6
1411	J. C. Williamson Picture Corporation, Ltd.	1
1854	Canterbury Motion Picture Theatre and Places of Amusement Owners' ..	13
THRESHING-MILL OWNERS		
1902	North Island Threshing Mill and Agricultural Contractors'	23
1396	North Canterbury American Type Threshing Mill and Header Harvester Owners'	31
379	South Canterbury Threshing-mill Owners'	6

TRAMWAYS. (See Passenger Transport)

INDUSTRIAL UNIONS OF EMPLOYERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
WATERSIDE EMPLOYERS		
1241	Auckland Waterside Employers Union	15
1276	New Plymouth Waterside Employers' Union	8
1245	Wanganui Waterside Employers Union	9
1239	Wellington Waterside Employers' Union	14
1279	Picton Waterside Employers' Union	4
1283	Nelson Waterside Employers' Union	6
1277	Greymouth Waterside Employers' Union	4
1244	Lyttelton Waterside Employers Union	14
1240	Timaru Waterside Employers' Union	7
1242	Otago and Southland Waterside Employers' Union	11
WICKERWORK		
1707	Wellington District Wickerwork (other than Furniture) and Perambulator Manufacturers'	6
WOOLSCOURERS		
1665	Wellington Wool Scourers'	7
1740	Canterbury Woolscourers'	10
Totals : Number of Unions as at 31st December, 1948, 277		17,811

INDUSTRIAL UNIONS OF WORKERS

Reg. No.	Name.	Number of Members, December, 1948.
AIRCRAFT WORKERS. (See Engineers and Allied Workers)		
ARCHITECTS AND STRUCTURAL ENGINEERS		
1990	Wellington Architects' Assistants'	27
1635	Christchurch Architects' and Structural Engineers' Assistants	20
ASBESTOS WORKERS		
1892	Auckland Asbestos Workers	97
ASSURANCE WORKERS. (See Clerical Workers)		
BAKERS AND PASTRYCOOKS		
1882	New Zealand Baking Trades Employees	2,007
BISCUIT AND CONFECTIONERY EMPLOYEES		
1313	Auckland Biscuit and Confectionery and Related Products Employees	660
1452	Wellington Biscuit and Confectionery Manufacturing and Related Trades Employees'	225
1439	Nelson Biscuit and Confectionery Manufacturing and Related Trades Employees'	50
1345	Christchurch Biscuit and Confectionery Manufacturing and Related Trades Em- ployees'	288
1142	Otago and Southland Biscuit and Confectionery Manufacturing and Related Trades Employees'	623
BOOTMAKERS AND REPAIRERS		
59	Auckland Operative Bootmakers' Society	1,399
14	Wellington Operative Bootmakers' Society	641
1964	Greymouth Footwear Operatives'	12
35	Christchurch Footwear Operatives'	1,176
45	Dunedin Operative Bootmakers'	280
BREWERS AND AERATED WATER EMPLOYEES		
1874	New Zealand (except Otago and Southland) Brewers, Bottlers, Bottle-washers and Aerated Water Employees	1,106
873	Otago and Southland Brewery, Bottling Houses and Aerated Waters'	245
BRICK, TILE, AND POTTERY WORKERS. (See also Labourers (Miscellaneous))		
1186	Otago and Southland Brick, Tile Pottery and Concrete Goods Makers	86
BRICKLAYERS		
1945	New Zealand (except Northern Industrial District) Bricklayers and Related Trades	212
576	Auckland Bricklayers	111
BRUSH AND BROOM WORKERS		
1693	Auckland Brush, Broom and Mop Trade	65
1879	Wellington Brush and Broom Workers	7
1064	Christchurch Brush and Broom Trade	132
1080	Dunedin Brush and Broom Trade	60

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
CARBONISATION WORKERS		
1626	Waikato Carbonisation Limited Employees'	32
CARPENTERS AND JOINERS		
1940	New Zealand (except Otago and Southland) Carpenters and Joiners and Joiners' Machinists'	9,141
*2009	Auckland Carpenters and Joiners and Joiners' Machinists	..
804	Masterton Branch of the Amalgamated Society of Carpenters and Joiners and Joiners' Machinists'	177
1293	Oamaru Branch of the Amalgamated Society of Carpenters and Joiners ..	128
78	Otago Carpenters and Joiners and Joiners' Machinists'	870
792	Invercargill Branch of the Amalgamated Society of Carpenters and Joiners and Joiners Machinists'	457
CHEMICAL MANURE AND ACID WORKERS. (Also included in Freezing Workers)		
1335	New Plymouth Chemical Fertilizer Workers'	110
1446	Wanganui Chemical Fertilizer and Acid Workers'	95
CLEANERS, CARETAKERS, AND LIFT-ATTENDANTS		
1125	Auckland Cleaners Caretakers Lift Attendants and Watchmen's	339
1787	Taranaki Cleaners, Caretakers and Lift Attendants'	19
1488	Wellington Caretakers, Cleaners and Lift Attendants'	362
1515	Christchurch Cleaners', Caretakers' and Lift Attendants'	170
1781	Dunedin Liftmen, Cleaners' and Caretakers'	111
CLERICAL WORKERS. (See also Tally Clerks, Local Bodies' Officers, &c., and Sugar Workers)		
1950	New Zealand Life Assurance Agents Canvassers and Collectors	639
1528	New Zealand General Insurance	1,763
1653	New Zealand Bank Officials'	3,270
1526	New Zealand Shipping Officers	879
1636	New Zealand Freezing and Related Industries Clerical Officers'	844
1676	Auckland Legal Employees'	584
1489	Auckland Clerical and Office Staff Employees'	6,539
1651	Auckland Public Accountants' Employees'	146
1760	Auckland Stock and Station Agents Clerical Workers	502
1846	Auckland Provincial Dairy Companies' Secretaries'	37
1864	Wellington, Taranaki and Marlborough Clerical Workers'	3,709
1928	New Plymouth Public Accountants Employees	16
1571	Taranaki Legal Employees'	100
1765	Taranaki Stock and Station Agents Clerical Workers	175
1850	Hawke's Bay and Wairarapa Public Accountants' Employees'	135
1507	Wellington Legal Employees'	414
1637	Wellington Public Accountants' Employees'	305
1759	Wellington Stock and Station Agents Clerical Workers	593
1764	Marlborough Stock and Station Agents Clerical Workers	50
1552	Nelson Law Practitioners' Employees'	35
1573	Nelson Clerical Employees'	181
1766	Nelson Stock and Station Agents' Clerical Workers'	30
1835	Nelson Public Accountants' Employees'	16
1585	Greymouth Law Practitioners' Employees'	27
1792	Greymouth Clerical and Office Staff Employees'	193

* Registered subsequent to 31st December, 1948.

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
CLERICAL WORKERS. (See also Tally Clerks, Local Bodies' Officers, &c., and Sugar Workers) — <i>continued</i>		
1139	Canterbury Clerks' Cashiers' and Office Employees'	3,046
1594	Canterbury Law Practitioners' Employees'	382
1650	Christchurch Accountants' and Sharebrokers' Employees'	292
1763	Canterbury Stock and Station Agents Clerical Workers'	286
1527	Otago Clerical Workers'	1,393
1708	Otago and Southland Public Accountants Employees'	114
1758	Otago and Southland Stock and Station Agents' Clerical Workers'	303
1826	Otago and Southland Part-time and Full-time Dairy Factory Secretaries'	19
1512	Dunedin Law Practitioners' Employees'	182
1541	Invercargill Clerks and Office Assistants'	413
1536	Invercargill Legal Employees'	87
CLOTHING-TRADE EMPLOYEES		
720	Auckland Cutters, Trimmers, Pressers, and other Clothing Employees'	460
73	Auckland Tailoresses and other Female Clothing and Related Trades Employees'	5,429
67	Auckland Tailors'	65
1915	Wellington and Taranaki Clothing and Related Trades	3,675
1801	Canterbury Westland, Nelson, and Marlborough Clothing Trades	2,471
1477	Dunedin Fur Trade Employees'	140
1958	Otago and Southland Clothing and Related Trades	1,656
COACHWORKERS		
¶1705	Taranaki Coach and Motor Body Workers'	87
*1972	Wellington, and Nelson Coach and Motor Body Workers'	575
¶2011	Wellington, Taranaki, Nelson, and Marlborough Coach and Motor-body Workers'	..
†1752	Westland Coach and Motor Body Builders'	21
‡263	Canterbury Coach and Motor-body Builders'	300
§2006	Canterbury and Westland Coach and Motor-body Builders'	..
205	Otago and Southland Coach Workers and Wheelwrights	96
COAL-MINE WORKERS		
1282	Northern Coal Mine Workers'	1,480
1109	Northern Coal Mines Underground Officials'	112
1513	North Auckland Coal Miners'	150
1447	Ohura District Coalminers'	92
1703	Nelson Industrial District Coal Mine Workers'	5
1344	Buller Underviewers and Deputies'	50
1348	Grey Valley Deputies and Underviewers'	80
al1042	Millerton and Granity Brakesmen, Bricklayers, Blacksmiths, Carpenters and Fitters'	24
1753	Runanga State Coal Miners'	530
1668	Grey Valley Collieries Ltd. Employees'	241
1679	Seddonville Coal Miners'	18
1743	Runanga District Coal Mine Employees'	32
1641	Canterbury Coal Mine Workers'	52
829	Otago Coal Miners'	266
1290	Ohai District Underviewers, Deputies' and Shotfirers'	30
1728	Mataura District Coal Mine Workers'	20

* Change of name to Wellington, Nelson, and Marlborough Coach and Motor Body Workers recorded 15th February, 1949. Registration cancelled 29th June, 1949.

† Cancelled subsequent to 31st December, 1948.

‡ Cancelled subsequent to 31st December, 1948.

§ Registered subsequent to 31st December, 1948.

|| Cancelled 29th June, 1949.

|| Registered 29th June, 1949.

a Cancelled subsequent to 31st December, 1948.

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
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COOKS AND STEWARDS (MARINE)

393	Auckland Federated Cooks and Stewards'	225
1309	Wellington District (New Zealand) Marine (Chief Stewards'	11
212	Federated Cooks and Stewards of New Zealand	625

CREAMERIES, CHEESE, BUTTER, AND DAIRY EMPLOYEES

1723	New Zealand Dairy Factories and Related Trades Employees'	3,467
1738	North Island Dairy Factory Managers'	302
753	Auckland Milkroundsmen's	161
966	Wellington Dairy Employees'	227
1830	South Island Dairy Factory Managers'	32
833	Otago and Southland Dairy Factory Managers'	57
1039	Southland Milk Condensing Factories Employees'	71

CURRIERS, TANNERS, AND FELLMONGERS

508	Auckland Curriers, Beamsmen's, Fellmongers, Tanners, Soap workers and General Tannery Employees'	396
1908	Wellington and Taranaki Soap, Candle, Tannery and Related Trades Employees	130

DENTAL ASSISTANTS AND TECHNICIANS

1567	Auckland Dental Assistants' and Technicians'	210
1543	Wellington Dental Assistants' and Technicians'	174
1746	Canterbury Dental Assistants and Technicians	118
1807	Otago and Southland Dental Assistants' and Technicians'	68

DRIVERS

2001	Northern (except Gisborne) Road Transport and Motor and Horse Drivers' and their Assistants'	3,027
699	Gisborne Road Transport and Motor and Horse Drivers and their Assistants	275
1151	Taranaki Road Transport and Motor and Horse Drivers and their Assistants'	465
375	Hawke's Bay Road Transport and Motor and Horse Drivers and their Assistants	540
730	Wanganui Road Transport and Motor and Horse Drivers and their Assistants	370
219	Wellington Road Transport and Motor and Horse Drivers' and their Assistants'	1,620
1223	Blenheim Road Transport and Motor and Horse Drivers' and their Assistants	140
1146	Nelson Road Transport and Motor and Horse Drivers and their Assistants	288
1654	Westland Road Transport and Motor and Horse Drivers and their Assistants	180
281	Canterbury Road Transport and Motor and Horse Drivers and their Assistants	1,550
1468	Southland Road Transport and Motor and Horse Drivers' and their Assistants'	400
1119	Otago Road Transport and Motor and Horse Drivers and their Assistants	1,001

ELECTRICAL WORKERS. (See also Engineers and Allied Workers)

1939	North Island Electrical Trades	2,534
892	Dunedin and Suburban General Electrical Workers'	136

ENGINE-DRIVERS. (See also Coal-mine and Gold-mine Workers; Flour-mill Employees; New Zealand Railways Employees)

1813	New Zealand Engine Drivers, River Engineers, Marine Engine Drivers, Greasers, Firemen and Assistants'	884
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INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
ENGINEERS AND ALLIED WORKERS		
1951	New Zealand Engineering, Coachbuilding, Aircraft and Related Trades ..	22,265
596	Auckland District Boilermakers, Iron Ship Workers and Bridgebuilders ..	283
149	Auckland Iron and Brass Moulders	224
779	Ohinemuri Branch of the Amalgamated Engineering Union (including Electricians and Motor Mechanics)	49
97	Wellington Iron and Brass Moulders'	110
930	Wellington Metal Workers' Assistants	170
19	Wellington United Boilermakers, Iron and Steel Ship and Bridge Builders ..	120
107	Christchurch Iron and Brass Moulders	253
372	United Boiler-makers, Iron and Steel Ship-builders of Canterbury	48
703	Dunedin Canister Workers	84
80	Dunedin Iron and Brass Moulders	301
1140	Green Island Iron Rolling Mills Employees'	29
197	Otago Metal Workers' Assistants	195
102	United Boilermakers Iron and Steel Shipbuilders of Otago	85
FARM WORKERS. (See Rural Workers)		
FELT-HATTERS		
1494	Auckland Hatters'	66
FERRY EMPLOYEES		
1130	Devonport Ferry Company's Employees	140
FIRE-BRIGADESMEN		
1920	New Zealand Fire Brigade Superintendents and Deputy Superintendents ..	32
921	Auckland Fire Brigades' Employees'	106
1811	Northern Wellington, Taranaki and Nelson Fire Brigades Employees' ..	120
1342	Christchurch Fire Brigades' Employees'	60
1131	Dunedin Firebrigades Employees	96
FISH-TRADE EMPLOYEES		
381	Auckland Fish Trade Employees (other than Fishermen)	68
1539	Wellington Fish Workers'	25
FLAXMILL EMPLOYEES		
540	Manawatu Flaxmill and Flax Textile Employees'	263
1754	Southland Flaxmill Employees'	65
FLOUR-MILL EMPLOYEES		
183	Auckland United Flourmill Employees'	100
1719	Wellington Industrial District Flour Mills Employees'	20
1180	Timaru United Millers and Flour Mill Employees'	85
174	Canterbury United Flour Mill Employees'	110
1059	Oamaru Flourmills Employees'	39
1538	Dunedin Flourmills Employees	60
FREEZING WORKERS		
1923	Auckland Freezing Works and Abattoir Employees'	4,678
1406	Gisborne District Freezing Works and Related Trades Employees'	380
1975	Wellington, Nelson Marlborough and Taranaki Freezing Works, Abattoir and Related Trades Employees	6,095
747	Canterbury Freezing Works and Related Trades Employees'	2,540
599	Otago and Southland Freezing Works and Related Trades Employees	2,670

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
FURNITURE-TRADE EMPLOYEES		
910	Auckland United Furniture and Related Trades	1,120
1330	Taranaki Federated Furniture Trades	16
1823	Wellington, Nelson and Marlborough Federated Furniture and Related Trades ..	846
1906	Christchurch and Greymouth Federated Furniture and Related Trades ..	681
84	Dunedin Federated Furniture and Related Trades	288
411	Southland Federated Furniture Trades	74
GARDENERS. (Also included in Labourers)		
*1856	Auckland Gardeners' Gardeners' Labourers', and Greenkeepers	27
GASWORKS EMPLOYEES		
1955	Auckland Gas Works and Related Trades Employees	290
2002	Gisborne Gas Works and Related Trades Employees'	26
1957	Wellington, Taranaki, Nelson and Marlborough Gas Works and Related Trades Employees ..	320
1960	Canterbury and Westland Gas Works and Related Trades Employees'	160
1953	Otago and Southland Gas Works and Related Trades Employees	89
GOLD-MINE WORKERS		
863	Ohinemuri Mines and Batteries Employees' (other than Engineers, Engine-drivers and Firemen)	335
16	Thames Miners'	55
1471	Westland Gold Dredge and Alluvial Gold Mines Employees'	228
1546	Otago Gold Dredge and Alluvial Gold Mines' Employees'	71
1657	Southland Gold Mine Employees'	6
1994	Waiuta Quartz Gold Miners'	111
GROCERS' SUNDRIES MANUFACTURING EMPLOYEES		
1548	Auckland Fruit and Vegetable Preserving and Canning, Condiments, and Related Products Manufacturing Employees	305
†1588	Auckland Drug Factories' Employees'	..
1863	Wellington Taranaki, Marlborough, Nelson and Canterbury Grocers' Sundries Chemical and Related Products Factory Employees	500
1837	Otago and Southland Manufacturing Chemists, Preserved Foods, Jam, and Starch Factories Employees'	356
HARBOUR BOARDS EMPLOYEES		
1660	New Zealand Harbour Boards Employees'	1,775
HERD-TESTERS		
1686	Auckland Herd Testers'	167
1901	Taranaki Herd Testers'	25
1803	Wellington Herd Testers'	44
HOTEL AND RESTAURANT EMPLOYEES		
688	Auckland Hotel, Restaurant and Related Trades Employees'	4,690
1214	Taranaki Hotel, Restaurant and Related Trades Employees'	362
218	Wellington District Hotel, Restaurant and Related Trades Employees	4,251
1271	Marlborough Hotel, Restaurant and Related Trades' Employees	190
1265	Nelson Hotel, Restaurant and Related Trades Employees'	230
1228	Westland Hotel, Restaurant and Related Trades Employees'	422
652	Canterbury Hotel, Restaurant, and Related Trades Employees'	2,090
675	Otago Hotel, Restaurant and Related Trades Employees'	1,488
1295	Southland Hotel Restaurant, and Related Trades Employees'	656

* Cancelled subsequent to 31st December, 1948.

† No return supplied—inquiries commenced vide Section 23

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
ICE-CREAM WORKERS		
1995	Northern Ice-cream and Related Products	50
1907	Wellington and Taranaki Ice Cream and Related Products	95
JEWELLERS AND WATCHMAKERS		
1609	Auckland Jewellers and Watchmakers Employees'	45
1529	Wellington Jewellers' Watchmakers' and Related Trades	80
1563	Dunedin Watchmakers', Jewellers', and Related Trades	15
JOURNALISTS		
853	Auckland Journalists'	127
1485	Taranaki Journalists'	36
1023	Wellington Journalists'	215
1658	Nelson Journalists'	10
1663	Greymouth Journalists'	11
857	Christchurch Journalists'	83
854	Dunedin Journalists'	46
1893	Invercargill Journalists	28
LABOURERS (MISCELLANEOUS)		
2003	Auckland Ceramic, Concrete, Builders' and General Labourers' and Related Trades	2,100
825	Auckland and Suburban Local Bodies Labourers and Related Trades	700
777	Poverty Bay General Labourers' and Related Trades	331
811	Taranaki Labourers and Related Trades	325
1173	Wanganui Municipal Labourers'	104
1938	Wellington, Nelson, Westland, and Marlborough Local Bodies', other Labourers, and Related Trades	3,000
176	Canterbury Builders and General Labourers, and Related Workers	1,807
903	Dunedin and Suburban Operative Licensed Drainers'	25
507	Otago Labourers and Related Trades	526
1492	Southland Labourers and Related Trades	250
LAUNDRY EMPLOYEES		
1520	Northern District Laundries, Dyers and Dry Cleaners Employees'	536
1936	Wellington, Taranaki, Marlborough and Nelson Laundry Workers, Dyers and Dry Cleaners	500
1924	Greymouth Laundry Workers	16
1710	Christchurch Laundry Workers', Dyers' and Dry Cleaners'	186
1560	Dunedin Laundry Employees'	121
LIME AND CEMENT WORKERS (also included in Labourers)		
1535	Portland Cement Workers'	200
1145	Golden Bay Cement Company's Employees'	98
1176	Otago and Southland Lime and Cement Employees'	180
LOCAL BODIES' OFFICERS		
1680	Auckland Provincial District Local Authorities' Officers'	1,299
1726	Taranaki Local Authorities Officers'	65
2000	Wellington and Marlborough Local Bodies' Officers'	859
1721	Nelson Local Bodies Officers'	51
1820	Canterbury Local Bodies' Officers' (other than Clerical)	189
1506	Dunedin City Corporation and Dunedin Drainage and Sewerage Board Engineer Officials'	33
1501	Dunedin Municipal Clerical and other Employees' (other than Inspectors)	215
1889	Dunedin City Council and Dunedin Drainage and Sewerage Board Inspectors (other than Tramway Inspectors)	36

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
MATCH-FACTORY EMPLOYEES		
1591	Wellington Match Manufacturing Employees'	59
1165	Dunedin Wax Vesta Employees'	46
MERCHANT-SERVICE EMPLOYEES		
1720	New Zealand Merchant Service Guild	470
OPTICAL EMPLOYEES. (See also Jewellers, &c.)		
1991	New Zealand Optical Employees'	83
PAINT AND VARNISH MANUFACTURERS' EMPLOYEES		
1572	Auckland Paint and Varnish Manufacturers' Employees'	66
1911	Wellington and Canterbury Paint, Varnish, Lacquer, Printer's Ink and Related Products Manufacturers Employees	175
1595	Dunedin Paint and Varnish Manufacturing Employees'	25
PAINTERS AND DECORATORS		
108	Auckland Painters and Decorators	516
1965	Gisborne Painters and Decorators	47
1312	Taranaki Amalgamated Society of Painters, Decorators and Leadlight Workers' ..	122
1433	Hawke's Bay Amalgamated Society of Painters and Decorators	88
258	Wanganui Society of Painters and Decorators	60
129	Wellington Amalgamated Society of Painters, Decorators Display and Poster Artists	520
1484	Marlborough Painters and Decorators'	23
445	Nelson Painters'	27
1890	Westland Painters and Decorators	27
81	Christchurch Painters	372
481	Timaru Society of Painters and Decorators'	65
1037	Oamaru Painters'	11
93	Dunedin Painters'	180
784	Southland Painters'	50
PAPER-MILLS EMPLOYEES		
1971	Auckland and Otago and Southland Wood Pulp, Paper and Paper Products	446
PHOTO-ENGRAVERS		
1888	New Zealand Photo Engravers	178
PILOTS		
1993	North Island Air Line Pilots'	73
PLASTERERS		
1946	New Zealand (except Otago and Southland) Plasterers and Related Trades ..	507
216	Otago and Southland Operative Plasterers'	96
PLUMBERS AND GASFITTERS		
1817	New Zealand Plumbers, Gasfitters and Related Trades	1,332
PRINTING-TRADE EMPLOYEES		
1862	New Zealand Printing and Related Trades'	4,106
*1108	Auckland City Female Printing and Related Trades	..
267	Otago Box-Workers	65

* Defunct; in process of cancellation.

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
RADIO OFFICERS AND TELEGRAPHISTS		
1922	New Zealand Radio Officers	43
1989	Cable and Wireless, Ltd., Auckland, Overseas Communications Employees' ..	30
RAILWAY EMPLOYEES		
710	Amalgamated Society of Railway Servants	14,184
1217	Engine-drivers, Firemen, and Cleaners' Association	2,270
1325	New Zealand Railway Tradesmen's Association	2,741
ROPE AND TWINE WORKERS		
1246	Auckland Rope and Twine Workers	78
1201	Canterbury Rope, Twine and Flax Mill Employees	32
1038	Dunedin Rope and Twine Spinners	54
RUBBER WORKERS		
1976	Northern, Wellington and Canterbury Rubber Workers	580
RURAL WORKERS		
1616	New Zealand Workers'	17,931
SACK AND BAG WORKERS		
1937	Auckland Textile Sack and Bag Workers'	90
SADDLERY AND HARNESS WORKERS		
150	Auckland Saddlers', Collar Makers', Bag Makers' Sailmakers' and Related Trades ..	421
1871	Wellington, Taranaki and Nelson Saddlers, Bagmakers, Canvas Workers and Related Trades	169
223	Christchurch Saddlery, Bag and Canvas Workers	128
182	Otago and Southland Saddle Makers, Harness Makers, Collar Makers, Bag Makers, Cover Makers, and Bridle Cutters'	33
SEAMEN AND FIREMEN		
1297	Auckland Federated Seamen's	955
1305	Wellington Federated Seamen's	1,062
1298	Dunedin Federated Seamen's	528
SHIPWRIGHTS. (See also Carpenters and Joiners)		
1839	New Zealand (except Northern, Taranaki and Westland) Shipwrights' and Boat-builders' and Ship Joiners and Joiners Machinists engaged on Ship Repair Work ..	161
494	Auckland Ship, Yacht and Boat-builders'	240
SHOP-ASSISTANTS		
152	Auckland Butchers	686
314	Auckland Grocers' Assistants'	1,104
1434	Auckland Grocers' Shop Managers'	245
501	Auckland Hairdressers' Assistants'	333
1082	Auckland Retail Chemists' Assistants and Related Trades	204
1100	Auckland Amalgamated Society of Shop Assistants and Related Trades (other than Butchers', Grocers', Hairdressers' and Chemists' Assistants)	3,758
1275	Gisborne Grocers and other Shop Assistants'	344
1122	Taranaki Amalgamated Society of Shop Assistants and Related Trades	802
1502	Wellington Amalgamated Society of Shop Assistants' and Related Trades	5,526

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
SHOP-ASSISTANTS—<i>continued</i>		
*1624	Blenheim Amalgamated Society of Shop Assistants' and Related Trades	203
1178	Nelson Grocers' Assistants	113
1499	Nelson Shop Assistants'	260
1639	Nelson Operative Butchers'	60
1164	Westland Retail Shop Assistants	487
274	Canterbury Grocers' Assistants'	569
236	Christchurch Hairdressers' and Tobacconists' Assistants'	183
1933	Canterbury Amalgamated Shop Assistants' and Related Trades (other than Grocers', Tobacconists' and Hairdressers' Assistants)	2,868
221	Dunedin and Suburban Operative Butchers'	202
1098	Dunedin Retail Chemists Assistants	47
1167	Invercargill Retail Grocers' Assistants'	200
1160	Oamaru Grocers' Assistants'	30
1359	Otago and Southland Amalgamated Society of Shop Assistants (other than Grocers', Butchers', Chemists', Tobacconists' and Hairdressers' Assistants)	1,690
217	Otago Grocers' Assistants'	196
578	Otago and Southland Hairdressers' and Tobacconists' Assistants	93
225	Southland Operative Butchers'	93
SPORTS-GOODS EMPLOYEES		
1670	Auckland Sports Goods Employees'	54
1992	Wellington Sports Goods Workers'	22
STONEMASONS		
1788	New Zealand Stonemasons'	185
STOREMEN AND PACKERS		
1101	Auckland United Storemen and Packers (other than in Retail Shops) and Ware- house Employees (other than Drivers and Clerks)	2,000
1200	New Plymouth United Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks)	50
1797	Wellington and Taranaki Cool Stores and Cold Stores Employees'	80
1323	Hawke's Bay United Storemen and Packers (other than in Retail Shops) and Ware- house Employees (other than Drivers and Clerks)	220
773	Wellington United Warehouse and Bulk Store Employees' (other than Drivers and Clerks)	1,170
1163	Marlborough United Storemen and Packers (other than in Retail Shops) and Ware- house Employees (other than Drivers and Clerks)	109
1613	Nelson Storemen and Packers'	45
1095	Christchurch Storemen and Packers (other than in Retail Shops) and Warehouse Employees (other than Drivers and Clerks)	1,050
1403	Invercargill Wholesale Storemen and Packers and Warehouse Employees' (other than Drivers and Clerks)	205
1179	Otago and Southland Wholesale Storemen and Packers	878
1822	Otago and Southland Cool Store Employees'	14
SUGAR-WORKS EMPLOYEES		
1168	Auckland Sugar Works Employees'	247
1799	Auckland Sugar Manufacturing Industry Technical and Engineering Staff and Office Employees'	29
TALLY CLERKS. (See also Waterside Employees)		
830	Northern Industrial District Tally-clerks'	203
1818	Napier Ships Tally Clerks'	10
1134	Wellington City Ships' Tally Clerks'	104
1152	Lyttelton Ships Tally Clerks	40
1510	Dunedin and Port Chalmers Ships Tally Clerks'	39

* Change of name to Blenheim Amalgamated Shop Assistants' and Related Trades recorded 25th May, 1949.

INDUSTRIAL UNIONS OF WORKERS—*continued*

Reg. No.	Name.	Number of Members, December, 1948.
THEATRES AND PLACES OF AMUSEMENT EMPLOYEES		
1981	Actors Equity of New Zealand	65
1794	New Zealand Musicians'	2,053
1805	New Zealand (except Northern, Nelson and Westland) Theatrical and Places of Amusement and Related Employees'	959
1129	Auckland Theatrical and Places of Amusement Employees'	894
923	Auckland Motion Picture Projectionists'	92
715	Auckland Stage Employees	51
1729	Auckland Picture Theatre Managers'	51
1449	Taranaki Motion Picture Projectionists'	12
1377	Wellington District Motion Picture Operators'	103
1750	Nelson and Westland Picture Theatre Employees'	45
1931	Canterbury, Westland and Nelson Motion Picture Operators'	56
5	Christchurch Stage Employees'	58
1450	Dunedin Motion Picture Projectionists'	30
711	Dunedin Stage Employees'	31
942	Dunedin Theatrical and Shows' Employees' (other than Stage Hands)	151
TILERS AND SLATERS		
1542	Auckland Roof Tilers' and Slaters'	159
TIMBER-YARDS AND SAWMILL EMPLOYEES		
1771	New Zealand Timber Workers'	5,667
444	Auckland Coopers'	39
1942	Nelson Timber Industry Employees'	271
1943	Marlborough Timber Industry Employees'	38
1944	Westland Timber Industry Employees'	1,002
TOBACCO-MANUFACTURERS' EMPLOYEES		
1929	New Zealand Tobacco Products Employees	816
TRAMWAY EMPLOYEES		
1865	New Zealand Tramways Authorities Employees	3,120
1652	Auckland Transport Board Inspectorial Staff	40
1638	Auckland Transport Board's Maintenance Officers'	44
1500	Wellington Tramway Inspectors, Despatchers and Depot Officers'	29
1094	Dunedin Corporation Transport Officials'	27
WATERSIDE EMPLOYEES, STEVEDORES, AND TIMEKEEPERS		
1718	New Zealand Waterside Workers'	6,755
1532	Auckland Assistant Stevedores, Foremen and Timekeepers' (in connection with Waterside Work)	70
1730	Auckland Receiving and Forwarding Wharf Foremen's and Assistant Foremen's	60
1519	Wellington Foreman Stevedores, Timekeepers and Permanent Hands'	85
1524	Lyttelton Foreman Stevedores' and Permanent Hands'	36
1692	Otago and Southland Shipping Foremen's and Assistant Foremen's	28
WOOLLEN-MILLS EMPLOYEES		
1155	Auckland District Woollen Mills, Knitting Mills and Hosiery Factories Employees	439
769	Wellington District Woollen Mills Knitting Mills and Hosiery Factories Employees'	912
1979	Canterbury and Westland Woollen, Knitting and Hosiery Trades	1,015
776	Otago and Southland Woollen Mills and Hosiery Factories Employees'	1,181
Totals: Number of unions registered as at 31st December, 1948, 374 ..		271,100

Approximate Cost of Paper.—Preparation, not given; printing 1,824 copies), £375.

By Authority: R. E. OWEN, Government Printer, Wellington.—1949.

Price 2s. 3d.]