

The Board believes that whilst the great bulk of the population is intensely loyal to the Crown, yet should any attempt be made to conscript or in any way force labour from one occupation to another under private employment or for ordinary trade profit, most serious industrial difficulties would occur.

Maintenance of Principles of Trade-unionism.

The Board is of the opinion that the greatest care must be taken in any movement, either through the Efficiency Board or through any other source, that everything shall be done to assure *bona fide* trade-unionists that no attempt will be made to destroy the main principles of trade-unionism which the unionists have deservedly obtained, and the Government must covenant that on the restoration of normal conditions everything that may have been altered by way of modification or suspension of awards, agreements, or trade-union rules shall be fully restored, and that under these conditions only shall the transference and dilution of labour in this country be permitted.

National Organization.—Council of Advice.

The first thing necessary is to make it possible in trades and industries for substituted or diluted labour to be employed. To do this it will be necessary to promote legislation to give the Government power to suspend, modify, or alter any award of the Court of Arbitration, agreements, or rules, or any other restriction which at present is placed upon the employment of particular persons. It is not suggested that any powers should be given which would enable the Government to interfere with the award wages for expert workers. Wages so fixed should remain unaltered; but it will be necessary, in order to accept the services of unskilled persons, male or female, who volunteer for special work, or who are willing to undertake particular work in order that the places of men rendered vacant by the operation of the Military Service Act may be filled in as efficient a manner as possible, that awards of the Court, agreements, or union rules should during the war and for twelve months thereafter be suspended.

Council of Advice.—The suspension of awards, agreements, or rules should not, however, be brought into operation except under the control of a special Council of Advice in labour matters, which it is suggested should be composed of representative trade-unionists duly appointed by the Government and a corresponding number of representative employers also appointed by the Government. A District Council of Advice of ten—five on each side—should be appointed, with the Commissioner of the National Efficiency Board in each military district as Chairman.

Amongst the powers which should be provided for by legislation the following appear to be most necessary :—

- (1.) The suspension of all apprenticeship clauses which in any way limit the employment of boys or girls.
- (2.) The suspension of all clauses in awards which place any restriction upon the employment of unskilled persons.
- (3.) The suspension of all clauses in awards which prevent the employment of women in any capacity.
- (4.) The suspension of all trade-union rules, agreements, or trade customs which in any way restrict the employment of any person, male or female.
- (5.) To make provision so that any person may be employed in any trade, industry, or occupation for the performance of any work he or she may be capable of undertaking; but provided always that no substitute labour may be employed in such trade, industry, or occupation if there are available members of the union connected with the trade who are capable and willing to undertake the work.
- (6.) To create a special Board in each military district, to be known as the Wages Adjustment Board. The constitution of this Board should be a Stipendiary Magistrate as Chairman, a representative nominated by the workers' section of the Advisory Council of Labour, and a representative nominated by the employers' section of the Advisory Council of Employers and appointed by the Government, together with one member appointed by the employers affected, and one member appointed by the workers affected. The services of this Board to be available at the request of any union of workers or individual worker, or union of employers or individual employer, in all cases where any disagreement arises as to conditions of employment, wages to be paid, &c., in regard to substituted labour.

Wages Adjustment Board.

The Board has submitted its views as to the direction in which legislation will probably be required, and has also suggested the formation of special Wages Adjustment Boards in each military district for the purpose, at the request of any union of workers or individual worker, or union of employers or individual employer, of arbitrating in all cases where disagreement arises as to the conditions of employment of labour or wages to be paid which may result from the substitution of labour.

SOLDIERS' FARMS AND AGRICULTURAL INTERESTS.

Settlement of Returned Soldiers.

The Board suggests that as the Trustee Boards and Committees of Advice are drawn from some of the most experienced men in the Dominion, and as they are resident locally, and therefore thoroughly conversant with the local conditions, they should be of material assistance to