

3. *Basis of Payment.*—

New Zealand: With very few exceptions employees are paid on a weekly-wage basis.

England: With very few exceptions employees are paid on a piecework basis. It is established that all workers on piecework must receive at least 10 per cent. more than the recognized minimum weekly rates.

4. *Tradesmen (Definition).*—

New Zealand: Any worker who has been employed five years clicking or has operated a machine for that length of time, even though they have not been apprenticed, are treated as tradesmen.

England: It is not the practice now to apprentice lads to the boot and shoe industry. Special instruction classes for workers in the industry are provided by the technical schools, and the workers get the groundwork of their trade work at these classes, and qualify to be regarded as tradesmen by working through one of the main departments of the factory.

5. *Apprentices.*—

New Zealand: All apprentices are indentured. The Arbitration Court award has fixed the maximum number that may be employed as one apprentice to every three tradesmen or fraction of three.

England: Apprentices are not bound, and there is no restriction as to the number that may be employed in any factory.

6. *Cutting Linings, &c.*—

New Zealand: This class of work is done by clickers and apprentice clickers. As one apprentice cutting linings, &c., cannot keep pace with three clickers cutting outside materials, part of the linings, &c., have to be cut by tradesmen.

England: Linings, &c., are cut by boy labour.

7. *Boy Labour.*—

New Zealand: The employment of boys is definitely restricted by the award to a few specified operations and unimportant duties.

England: With the exception that some machines must not be operated by youths under eighteen years of age, there are no restrictions as to the number of boys that may be employed in the factory or the work they may do. It has been stated that in some factories away from the cities (apart from clickers) the majority of the staff are boys and girls.

8. *Paid Holidays.*—

New Zealand: Adult workers.—No payment for holidays. Journeywomen.—The Court award provides that after five years' services they are entitled to eight paid holidays per year calculated at the individuals weekly-wage rate. Female assistants (juniors).—Receive eight paid holidays per year and in addition receive full pay for all working-days the factories are closed. Apprentices.—Same conditions regarding holidays as female assistants.

England: In those districts where the workers have a working agreement with the Manufacturers' Federation holiday-payment funds are established. The employer and the worker each contribute the same amount to the fund at the following rates: Male workers, 1s. 2d. per week for forty-eight weeks; female workers, 8d. per week for forty-eight weeks. When factories are closed the workers receive from the fund amounts as shown hereunder:—

	Male Workers.			Female Workers.		
	£	s.	d.	£	s.	d.
Easter holidays (three days)	0	16	0	0	12	0
Whitsuntide holidays (three days)	0	16	0	0	12	0
August bank holidays (one week)	2	0	0	1	0	0
Christmas holidays (one week)	2	0	0	1	0	0
Total payment	£5	12	0	£3	4	0

9. *Overtime Rates.*—

New Zealand: The award stipulates that the first four hours overtime worked in any week shall be paid for at time and a half and any further overtime at double rates.

England: For ordinary overtime payment is made at time and a quarter. Time worked on Saturday afternoons and Sundays is paid at double rates.

10. *Overtime Exceptions.*—

New Zealand: No latitude allowed under New Zealand awards.

England: Time in excess of regular shop hours can be worked at ordinary day rates to make up time lost by operatives absent on account of sickness. Similarly, extra time may be worked at ordinary rates for periods not exceeding two weeks before and two weeks after Easter, Whitsuntide, August bank holidays, and Christmas to overtake accumulation of orders.

11. *Range of Work undertaken.*—

New Zealand: The majority of the factories undertake all classes of work in the same factory—that is, men's, women's, or children's.

England: The main factories specialize in one class of work, there being separate factories for men's, women's, and children's wear.

12. *Materials.*—

New Zealand: All fancy lines, and particularly kid leathers, for uppers have to be imported, as they are not made in New Zealand. Very few items are stocked by New Zealand warehousemen, and consequently the boot and shoe manufacturers have to anticipate requirements and place bulk orders four months before required, with little knowledge how shades will take on.