

1898.  
NEW ZEALAND.

# DEPARTMENT OF LABOUR

(REPORT OF THE).

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

The SECRETARY, Department of Labour, to the Hon. the MINISTER of LABOUR.

SIR,— Department of Labour, Wellington, 31st May, 1898.

I have the honour to present herewith the seventh annual report of this department. It covers the late financial year—viz., from the 1st April, 1897, to the 31st March, 1898.

I have, &c.,

The Right Hon. R. J. Seddon, Minister of Labour.

EDWARD TREGEAR, Secretary.

## LABOUR.

The year ending 31st March, 1898, was one of prosperity to the working-classes of New Zealand generally, with the exception of the members of two or three trades. In some branches of industry there were large demands upon labour, and, although the grain harvest failed or was impoverished in certain localities, the high price of grain compensated for a diminished yield. There were few demands upon this department for work, if we make comparisons with the numbers similarly making application five or six years ago. The total number helped during the year was 2,035 men, these having 4,928 dependents. These figures do not include some 296 women assisted to situations in Wellington by the Women's Branch of the Labour Department. The summary of men to whom advances have been made hitherto is as follows:—

	Men.	Dependents.
June, 1891, to 31st March, 1892	2,593	4,729
1st April, 1892, to 31st March, 1893	3,874	7,802
1st April, 1893, to 31st March, 1894	3,371	8,002
1st April, 1894, to 31st March, 1895	3,030	8,883
1st April, 1895, to 31st March, 1896	2,871	8,424
1st April, 1896, to 31st March, 1897	1,718	4,719
1st April, 1897, to 31st March, 1898	2,035	4,928
	19,492	47,487

This tabulation shows that the number of persons helped by the Labour Department since June, 1891—viz., 19,492 men, with their 47,487 dependents—is 66,979.

To a large proportion of the men who have applied for and received the help of the Government to proceed to work it is certain that the employment thus procured has been of immense service. It has often meant rescue, if not from starvation, from the reception of charitable aid, the acceptance of which is generally unspeakably bitter to honest working people. It has sometimes prevented a feeling of utter despair taking possession of a defeated labourer, and has enabled him not only to get a few weeks' or a few months' work at a critical time, but in many cases has allowed him the means to leave an overcrowded town and proceed to a country district, where one job has succeeded another until he has found a place in rural society that he can fill with advantage both to himself and to his neighbours. On the other hand, it must be confessed that some of those for whom work has been found have made little effort to help themselves. This class of men has not been created either by the co-operative works or the Labour Department; they formerly stood about helplessly at street-corners; they are not really idle men, but they lack energy, and are economically helpless.

The operatives that have been exceptionally well employed during the past year are the engineers and ironworkers, together with those in the building trades. Woollen-mills and clothing-factories have been in full swing, and the constantly increasing demands in the tailoring and

dressmaking business for permits from Inspectors to allow working overtime showed how unusual a strain there has been upon the resources of establishments to meet the requirements of a population with which money is evidently more plentiful than it was a few years ago. Gold-mining in the North exhibited a very depressed record during the latter portion of the year. The "mining boom" was overdone, and the usual result of undue inflation followed. In the South, on the contrary, the expansion of the gold-dredging industry not only absorbed surplus labour, but indirectly stimulated the engineering and iron trades.

The bootmaking trade is an exception to the general rule of industrial prosperity. The hands have made very irregular time, the output has fallen off, and the constant introduction of improved machinery and labour-saving inventions has had the effect of diminishing the numbers of those employed in the factories. Under the present industrial system, and with the limited commerce of the colony, there is no hope for the bootmaker, the printer, or workmen in any other business in which machinery can be used to supersede manual labour. All that can be hoped at present is that this supercession will be so gradual that the excess members of such trades may be absorbed into other occupations still demanding human skill and human judgment in their exercise.

The number of factories is still enlarging. During the year 5,601 factories were registered, and these employed 39,672 hands. This shows an increase of 424 factories, with 2,754 employés, over the figures of the previous year. These new factories are divided locally as follows:—

	Factories.	Employés.
Wellington ... ..	9	468
Auckland ... ..	99	758
Christchurch ... ..	42	312
Dunedin ... ..	26	520
Small towns and country districts ... ..	248	696
	424	2,754

It cannot be asserted that this increase is in any way due to a change in the law affecting those interested, as the numbers have not been in any way altered by an amended statute.

The return for last few years stands as follows in regard to workpeople employed in registered factories: 1894, 25,851; 1895, 29,879; 1896, 32,387; 1897, 36,918; 1898, 39,672. In addition to these is to be reckoned 1,077 men and 145 apprentices employed in the Government Railway Workshops.

#### TABULATED RETURNS.

In reference to the factory returns of wages, ages, occupations, &c., of those employed in the colony, I beg to remark that they meet with severe criticism from trade-unions and other bodies interested in such subjects. They are statistics gathered by the department and carefully tabulated from the most authentic returns procurable at present. The failure to proceed some sessions ago with the Labour Department Bill prevents the department from exercising authority in the collection of its figures, such authority, for instance, as is allowed to the Registrar-General's Department in collecting the census statistics. The result is that in many cases one-sided reports as to wages paid, &c., are supplied, these being the employers' statement as to what wages they pay. The persons receiving the wages sometimes indignantly deny the accuracy of the figures, but we have no authority to demand evidence on oath as to the truth. Another thing lately complained of is that the inclusion of a large number of persons in a return averages down the earnings of the best men, so that, for instance, while competent men may be worth £3 per week, the average of the whole class may be only £2 15s. per week. Then, in the Arbitration Court the man who claims £3 is told that he is demanding an exorbitant wage, as the earnings of his class is only £2 15s. per week. To alter this, however, a more elaborate or more elastic system of tabulation must be introduced, and an effort in that direction will be made in the next report.

#### OVERTIME.

Grave complaints are made by the trade-unions and by parents of employés as to the amount of overtime now worked. The following statement, which only records the overtime worked in factories in the four chief towns, shows how the ordinary working-day has been lengthened out and overburdened.

	Persons.	Hours.
Auckland ... ..	813	12,713
Wellington ... ..	1,024	27,577
Christchurch ... ..	1,309	33,845
Dunedin ... ..	1,196	33,381
	4,342	107,516

It is a matter of congratulation to the colony that business has lately been in such a condition as to require added exertion on the part of the operative class. It falls heavily, however, upon the particular operatives themselves, because, although many of them gladly welcome the extra pay they receive for overtime-work, they are not gifted with enough knowledge of the laws of physiology and health to recognise that working these extended hours may sap their vital forces, and cause the additional pay to be very dear money indeed. Nor are all paid for overtime. Women and youths are protected by the factory enactments in regard to this matter, but youths over eighteen years of age and adult men are not at present thus guarded, however frail or unfit they may be for exertion long continued. Neither does the pressure of business serve to absorb any outside labour. It is almost invariably upon hands already employed that the extra burden falls, and it is to these

that added payment (if any) is made. There are doubtless crises in every business when it would be seriously crippled if some expansion of the hours of labour were not permitted, but it is doubtful exceedingly whether the limit now allowed by the Factories Act should not be considerably contracted. I recommend that the overtime-limit be reduced, and the permission to work on half-holiday be rescinded altogether. The factory half-holiday should be regarded as a sacred thing. That it is not so at present is proved by the fact that, in spite of all discouragement by the department, in Christchurch alone 1,666 extra hours were worked on the half-holiday. This revoking of permission to work on the half-holiday should not apply to firms dealing with repairs to steamers or other work of urgent necessity.

#### ACCIDENTS.

I regret to say that during the year, in spite of careful supervision, 144 accidents have occurred to workpeople engaged in industrial pursuits. Some of these have been of the slightest character, and it will be difficult to entirely prevent such mishaps occurring among the hundreds of powerful and intricate machines that are tended by our workmen and workwomen. One accident, however, demands special attention, as it involves a question of principle. An unfortunate young man subject to epileptic fits was employed in a factory, and, falling (during a fit) into a vat of hot water, received injuries that caused his death within a few hours. It becomes a matter of doubt whether some responsibility should not be cast upon an employer as to the mental and physical condition of the workmen he engages. It appears to be a sheer absurdity to say that before a factory-owner employs a man he should require a certificate of health or sanity. On the other hand, it may well be urged that an employer who allows a lunatic, a weak-minded person, or an epileptic to work among machinery, or in positions where such a person may endanger his own life or the lives of other workmen (who have no voice in his engagement), is guilty of conduct little short of crime. In the particular case in question there has been no imputation of either callousness or carelessness on the part of the employer. He allowed the deceased (who could get no work elsewhere, and whose family circumstances were unfortunate) to be employed in his establishment, but with an unhappy and fatal result. Such a case shows the necessity for the introduction of a Bill on the lines of the English Workmen's Compensation Act; but it also shows that, for the sake of other workmen, discretion in the selection of doubtful employes should be rendered legally imperative.

#### EMPLOYERS' LIABILITY ACT.

Complaints are still rife as to illegal deductions being made from the wages of workmen under the pretence of a so-called "accident-insurance scheme." These complaints have generally nothing to do with private benefit societies, some of the latter being of distinct advantage, and acquiesced in by the workpeople interested. The objections refer to the arbitrary deduction of wages without consultation of the wishes of employes, and without consideration whether the workman is already a member of friendly or benefit societies. If he is such a member the mulct of wages may compel him to resign and forfeit advantages, as he probably will be unable to keep up too many premium calls on his small income. Such insurance, even if entered into with a reputable insurance company, is a direct incentive to carelessness in employers as to the life and limb of their workpeople. It has always been held that to insure another person without his consent is morally wrong, and has a criminal tendency, distinctly visible in this case, as the workman is made by his forced contribution to help to pay beforehand the fine to be levied on a careless employer for the said workman's death. As it is only when an employer is careless of life of his employes that he is liable to damages for accident under our present Liability Act, it will be seen that getting an insurance company to pay such damages, and making the workmen pay the premiums therefor, is evasion of a particularly malignant character. If legislation is not introduced and passed, all that can be done is for some workman to bring actions for all back moneys thus illegally detained, and so to vindicate the Workmen's Wages Act and other statutes intended for the protection of labour.

#### CONFERENCE.

A conference of Factory Inspectors met for the discussion of the labour-laws and for the purpose of making suggestions concerning their administration. As these Inspectors have now for seven years dealt with the administration of these laws, they have learnt at which points friction is induced, and their opinions as to the portions necessitating amendment deserve grave consideration. In spite of the animadversions of a small section who would prefer the absence of all law or restraints between themselves and their employes, the general consensus of opinion is that the labour-laws have been of inestimable benefit to the working-classes, that they have been no clog on legitimate commercial expansion, and that their administration has been marked by fearless honesty and good sense on the part of the men to whom the Government intrusted the local carrying-out of the statutes. There is little friction now in regard to the Factories Act, Shop Act, Servants' Registry, &c., but in regard to the machinery of the Acts the conference has made certain recommendations, among which the following are noteworthy:—

#### "Factories Act, 1894."

That slaughterhouses be brought under the Act, on account of the employment at present therein of boys for very long hours, and some of these boys being under fourteen years of age.

That persons intending to erect a building as a factory should first deposit plan with Inspector for approval. If this is not done the Inspector has either to register a place he considers unsuitable or cause expense by requiring (sometimes) considerable alterations.

That the Inspector should not have to prove "wilful" obstruction in the execution of his duty, as in the face of acute counsel for the defendant proof of obstruction being "wilful" is almost impossible to obtain.

That the accidents to be reported in a factory should not be limited to certain branches of work, but that all accidents should be at once reported to Inspectors for investigation.

That persons placed in charge of boilers, &c., in factories should have some kind of certificate. At present the lives of many workers are endangered through the carelessness and incompetence of those persons placed in charge of engines and boilers.

That not only factories and workshops should be kept clean, but that an Inspector should have power to compel cleanliness, &c., in the yards, enclosures, &c., adjoining a factory. It is useless to look after the health of employes within a building if in the adjoining premises there are cesspools, manure-heaps, accumulation of rubbish, &c. In such case every door, window, or ventilation is a source of danger, and the occupier of such a factory may have all his efforts to safeguard the health of his workpeople rendered nugatory by the dirtiness or carelessness of his neighbour.

Operatives should not be allowed to work in rooms below the level of the street. Cases occur where employers have kept their hands (generally women and girls) working for years in cellars having a damp or chilling atmosphere, and where the continual use of gas or artificial light causes eye-trouble.

The regulations concerning washing with lime or other disinfectant should apply to shearers' accommodation as well as to factories. Some of the dwellings in which shearers have to sleep need special precautions being taken against their becoming infested with vermin, such buildings having long periods of disuse.

That agricultural and pastoral labourers should have their accommodation inspected as much as shearers. It seems absurd that rigid inspection should be made of buildings in which men sleep only a few days, while stock-riders, labourers, &c., have to live on for years in dilapidated and unclean abodes.

That too much latitude is now allowed to Inspectors in deciding as to what is proper accommodation for shearers. The general direction should be "a suitable room for sleeping-accommodation, giving not less than 250 cubic feet of space for each person; to be properly lighted, ventilated, and supplied with stretchers or bunks. A room for meals to be provided separate from the sleeping-room." It is also suggested that a week's notice should be given to an Inspector as to commencement of shearing, so that he can at that time inform himself if accommodation is suitable.

That the "forty-eight hours in one week" (section 54) be altered to "eight hours in one day," for women, lads, and Chinese.

That no overtime should be granted to young persons, boys or girls, under the age of sixteen years. It is considered that at such an age eight hours' steady work is as much as can be performed with due consideration for health.

That permission to work overtime on half-holiday be not allowed.

That no person, irrespective of age or sex, be allowed to work overtime at a less rate than 6d. per hour.

That a penalty be inflicted by the Act upon any person found defrauding his workpeople by not paying the wages for holidays decreed by Act.

That three months, instead of one month, be allowed to an Inspector for laying informations.

That the last section of "The Factories Act Amendment Act, 1896," allowing doors of rooms in which six or fewer than six persons are engaged to be locked during working-hours, be repealed. This should not be permitted, neither in regard to the safety of workers in case of fire, earthquake, &c., nor on account of obstruction of Inspectors when on duty.

#### *Shops and Shop-assistants Act.*

That the definition of "office employé" should include messengers.

That the exempted businesses—chemists, fruiterers, fishmongers, &c.—be not exempted. That the only exemptions be for coffee-houses or eating-houses providing food to be consumed on the premises.

That Christmas Day, New Year's Day, Good Friday, the Sovereign's birthday, and Easter Monday be statutory holidays on which shops must close.

That assistants employed waiting in hotel dining-rooms, restaurants, or eating-houses should be entitled to a half-holiday on some one day in the week, as barmaids and shop-assistants are entitled.

That no woman or person under eighteen years of age shall work in or about any shop between the hours of 6 o'clock in the afternoon and 8 o'clock in the morning of the following day excepting on one day in each week, when they can be kept at work till 10 o'clock p.m. Persons employed in a shop (including the clerical staff) may, with the written consent of the Inspector, be employed for a period not exceeding two hours in any one day beyond the ordinary working-hours, on not more than thirty days in any one year, for purposes of stock-taking. No overtime may be worked on a half-holiday. Overtime shall be paid for at the rate of time and a half of usual wages, but in no case to be less than 6d. per hour. If any shop-assistant or office employé is directed by his employer to work overtime application must first be made to an Inspector for written permit, to be granted on terms similar to those in section 55 of the Factories Act, paragraphs 2, 3, and 4, except that men shall be included as well as women and youths. This section applies also to office employes and messengers. In offices no employé or messenger is to work for more than twelve hours, overtime to be paid after eight hours. Notice to be given to Inspector when half-yearly balance commences.

That a dining-room shall be provided for women and young persons who are shop-assistants, as factory operatives are provided for under the Factory Act. If the shop is connected with a factory the factory dining-room can also be used by the shop-assistants, if of sufficient area.

That the small shops hitherto claiming eccentric half-holidays on account of their employing no paid assistants should be brought into line with the other shops, and made to close on the general half-holiday. The irritation and confusion caused by the irregular opening of these small shops, both to competing tradespeople and the Inspectors, is not compensated for by the doubtful advantage of the small shopkeepers being allowed to choose their own day for closing.

That instead of ten days in each month being allowed in offices for overtime this should be altered to one day in each week.

#### SERVANTS' REGISTRY-OFFICES.

This Act is working exceedingly well, and has had the effect not only of protecting a class of people formerly much imposed on, but also of raising the character of the offices so that only the more reputable and high-class establishments have continued to exist. The Inspectors' conference recommended that a duplicate receipt-book be kept by the registry-office keeper, and that all fees and charges, &c., be entered both in the block and in the receipt given to client, the block to be signed by client.

#### THE INDUSTRIAL CONCILIATION AND ARBITRATION ACTS.

Of these Acts full advantage has been taken during the year, and a very large number of disputes has been settled by the aid of these beneficent measures. Those persons who are opposed to the principle of the Acts have, of course, much to say in their disfavour. The principal argument used in this direction is that the Acts seem to stir up rather than settle strife by enabling every petty misunderstanding to be dragged into the full light of day and become serious; that the Boards and Court foment enmity between employer and employed by binding employers under harassing restrictions and wasting the time of both parties in litigious proceedings. It must be remembered, however, that, small as some of the issues appear to outsiders, they may be mere germs of mischief that, if not eradicated, might grow to gigantic proportions if undisturbed. The disturbance of the industrial equilibrium caused by even one continued strike is so extensive and its scope so far-reaching that it is well worth almost any trouble and expense to prevent such trouble at its commencement. The cost and difficulty of settling by legal or friendly procedure a dozen small disputes is cheaply purchased if the greater calamity attending a single strike be taken into account.

A full report of all the cases which have occupied the Conciliation Boards and the Arbitration Court during the year will be found printed in full herewith, except in the case of one or two lengthy disputes already set out in detail in the "Journal of the Department of Labour."

There are certain parts of the Acts which seem to require amendment, and suggestions have been made by those interested in perfecting the measures that well deserve consideration. One of these is that the members of the Arbitration Court should be appointed by the direct vote of industrial unions, as the necessity of forming these unions into industrial associations presses heavily upon the time and organizing-power of the unions themselves, and at present the result is that they are left without representation. On the other hand, it is proposed that the present system be retained, on the ground that the suffrage is thus restrained to the most intelligent among the members of industrial unions.

Another proposal is that the decision of Conciliation Boards should be made binding if the parties to the suit agree to the Board's recommendation. Much time is now wasted by cases being heard before the Board when it is the expressed intention of the litigants to carry such cases on to the Court whatever the recommendation of the Board may be. This arises from the fact that the Board has not the power to bind the parties to any particular course of action, and therefore the decision of the higher Court, which has the effect of law, must be invoked. Whether it is desirable to destroy the principle of conciliation by giving the Board the powers of a tribunal is questionable, but it would certainly be an immense gain from the point of view of economy, and would remove a feeling of irritation from the minds of members of Boards who at present sometimes consider their time needlessly wasted.

The objection made that petty grievances are magnified and labour disputes aggravated in order that Boards may be kept sitting would probably be met if the fees and travelling-expenses of members of the Board should (like the expenses of witnesses) be charged to the disputing parties as costs. The trade-unions would certainly be unlikely to bring petty disputes forward if the heavy expenses of calling the Board together might fall upon them; but, on the other hand, great care must be taken lest the usefulness of the Acts be crippled by the fear of extreme expense supervening. In such cases justice becomes a luxury only to be enjoyed by the rich, and the present merit of the Act—viz., that it reaches down to remove even the tiniest industrial irritant—would be lost. It is better that the country should bear the slight expense attending the sitting of Boards than that one citizen should have to say, "I am oppressed and unjustly treated, but am not rich enough to make my complaint reach the ears of those in power; I must suffer in silence." This latter argument also applies to the suggestions made that when there is an appeal made to the Court from the recommendation of the Board a sum of money should be lodged by the appellant to meet the costs of the Court. The reproach often used in the past concerning Courts of justice and the part played in them by the power of wealth should never be allowed to be cast upon the Court of Arbitration, and although perhaps it may be idealistic to hope that one day justice may be dispensed free of charge to all, still in this matter the country may draw near the ideal by taking on itself the burdens of its weaker members at a cost infinitesimal when divided among all the units of its population, and it will be repaid by the steadiness with which the general level of industrial life will be sustained.

MEETINGS OF CONCILIATION BOARDS AND OF THE ARBITRATION COURT DURING THE YEAR  
ENDING 31ST MARCH, 1898.

APRIL, 1897.

Wellington.

*Seamen's Dispute.*—Since the decision of the Board on the 23rd February, in reference to the seamen's dispute, the shipowners refused to consent to the last two clauses, and decided to appeal to the Arbitration Court. The clauses referred to are—(1) That preference be given to members of the Seamen's Union; and (2) the provision that a representative of the union be permitted to visit members on board ship except during working-hours be allowed. The Arbitration Court met in May to settle the dispute.

*Tailors' Dispute.*—The matter in dispute was the non-acceptance by several tailors of the time statement of the union, which proposed an advance of from 10 to 12 per cent. on previous statement. The master tailors proposed to exclude from the log the items—(1) That union men have the pre-emptive right to employment; (2) that only one day's-wage man and one apprentice be employed in any shop; and (3) that the minimum weekly wage be £3.

The Board recommended—

(1.) That the proportion of apprentices be not more than one to four men, or fraction of the first four men, but no two apprentices are to be admitted in one year. The proportion to be gauged by full employment of journey-men for two-thirds of the year. (2.) (a.) One weekly man only to one apprentice. (b.) There shall be no distribution of labour commonly known as the "team system." (3.) The minimum wage for weekly men to be £2 15s. (4.) That employers shall employ members of the union in preference to non-members, provided that there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and who are ready and willing to undertake it when non-members are employed.

That an industrial agreement be drawn out embodying the above recommendations, to last for two years at least, and which may be prolonged by consent of parties.

During October the Arbitration Court gave award with reference to the D.I.C. and Messrs. Kirkcaldie and Stains.

Christchurch.

*Christchurch Builders' Association v. The Amalgamated Society of Carpenters and Joiners.*—

The dispute was that the association failed to comply with unions' requirements, which were that the following code of working-rules should be adopted:—

(1.) That the minimum rate of wages be 10s. per day. (2.) That forty-four hours constitute a week's work, divided as follows: August to April (inclusive), from 8 a.m. to 5 p.m., one hour at dinner; May to July (inclusive), 8 a.m. to 4.30 p.m., half an hour at dinner; except on Saturdays, when the time worked shall be from 8 a.m. till 12 noon. (3.) That all time beyond eight hours on the first five days of the week and four hours on Saturday, also that the following holidays—viz., New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Prince of Wales's Birthday, Anniversary Day, Labour Day, Christmas Day, and Boxing Day—be paid for at the rate of time and a half. (4.) That all men sent to a country job shall have their travelling-expenses and their time paid for going and returning, and an additional 10 per cent. to their wages where the distance necessitates lodgings. (5.) That men be conveyed to and from suburban jobs by employers. (6.) That members of trades-unions shall be employed in preference to non-unionists. (7.) That on all outside jobs employers shall provide a suitable place, properly secured, for the safety of men's tools; and also necessary sanitary conveniences.

The award of the Conciliation Board was as follows:—

(1.) That the minimum wage for a thoroughly competent tradesmen be 10s. per day. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum, if any, as a committee of the employers and workmen (which this Board suggests should be put up for the purpose of settling union disputes) shall agree upon. (2.) This rule to stand. (3.) At the end of this rule, for "time and a half" substitute "time and a quarter for the first four hours, and time and a half afterwards." (4.) After the word "shall," in the first line, add the words "be conveyed or." (5.) The suburban limit for men walking to their work shall be one mile from the Town Belt nearest the place at which the work is being carried on. Beyond that distance Rule 4 to apply. (6.) Employers shall employ members of the Amalgamated Society of Carpenters and Joiners and the Carpenters' and Joiners' Association, or members of any other properly constituted union of carpenters and joiners, in preference to non-members, provided that the members of the unions are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions and receive equal pay for equal work. Any dispute under this rule, if it cannot be settled by the committee above referred to, shall be decided by the Board of Conciliation. (7.) This rule to stand.

The increase of wages provided for in Rules 1 and 3 to come into operation on Monday, the 24th May.

The Builders' Association and the union decided unanimously to adopt the award:

*Bootmakers' Dispute, between Federated Bootmakers' Union and the Non-associated Employers.*—

The dispute as stated was,—

That on the 30th March, 1897, the employers refused to accept, work under, and abide by the Arbitration Court's award, made at Christchurch on the 3rd December, 1896, in the recent boot-trade dispute, respecting conditions of labour, general rules, and employment of apprentices, and pay the prices and extras for work done or to be done agreed upon by the New Zealand Manufacturers' Association of Employers and the New Zealand Federated Boot-trade Industrial Union of Workers. The parties having failed to satisfactorily adjust the dispute, application is hereby made to the Clerk of Awards for the Canterbury Industrial District that such dispute be referred to the Conciliation Board for settlement.

The Board recommended:—

That in the case of Maine Brothers the firm should take the award of the Court as the basis of settlement, but that any contracts entered into with the men should not be interfered with. With regard to Mr. Clayton's case, although there appeared to be some hardship in his conforming to the award the Court had laid down, the Board had decided to recommend that he should also comply with the conditions so far as they affected any lines provided for in the statement.

The employers agreed to the recommendation *re* Maine Brothers, but the union would not do so until Maine Brothers undertook to apprentice five boys who were not apprenticed previously.

MAY, 1897.

Wellington.

*Seamen's Dispute.*—The Arbitration Court met to consider the dispute. The shipowners had refused to accept the decision of the Board in April with regard to the last two clauses, viz.: (1) That preference be given to members of the Seamen's Union; and (2) the provision that a representative of the union be permitted to visit members on board ship except during working-hours be allowed. They agreed to all the other clauses, and the union agreed to the whole recommendation. The award of the Court was as follows:—

(1.) The Court did not see its way clear to alter the existing state of things, which gave the shipowner the power to employ union or non-union men. The Court pointed out that the case of the seamen was different from that of the Christchurch bootmakers, where the Court decided that union men should have the preference, inasmuch as the boot-making shops had been and were purely union shops, whereas the steamers had been manned by both union and non-union men. (2.) The Court recommends that the secretary of the union be permitted access to the boats of the employers at reasonable times, out of business hours, for the purpose of communicating with the members of the union on union business, if he conducts himself properly and undertakes not to make use of the boats for the purpose of discussing matters in difference between the union and the employers.

Clauses 1, 2, and 3, as agreed on by the parties, would be embodied in the award. Clause 4 was merely a recommendation, and would not be so embodied. The award would take effect from the 1st March last, and would continue in force for two years.

Christchurch.

*Painters' Dispute.*—The Board met on the 17th May to consider a dispute between the Painters' Union and the employers. The union filed the following reference against twenty-four masters: "Failing to comply with the rules of the union; also with failing to meet the union in conference to settle questions of wages, employment, apprentices, and overtime."

The following is the statement put forth by the Christchurch Union of Painters:—

**General Rules:** General rules to be the rules of the Christchurch Painters' Union. Notwithstanding anything that may appear contrary in the aforementioned rules, the following shall be the conditions of labour:—

**Conditions of Labour:** (a.) The recognised hours of work shall be from 8 a.m. to 5 p.m. on five days of the week, and from 8 a.m. to 12 noon on Saturdays. One hour to be allowed each day for dinner (Saturdays excepted), from the 1st September to the 30th April (both inclusive). (b.) And from the 1st May to the 31st August one half-hour for dinner, and to leave off work at 4.30 p.m.; Saturdays, from 8 a.m. to 12 noon. (c.) All time worked outside the aforementioned hours to be considered overtime, and to be paid for at the rate of time and a half.

**Rate of Wages:** (a.) All men of the age of twenty-one years and upwards (except those hereinafter mentioned), working at any branch of the trade for any employer, shall be paid not less than 1s. per hour; but men over fifty years of age may work for less if they think fit. (b.) All men to produce satisfactory proof of their age if called upon by the union to do so.

**Union Men to have Preference:** Employers on receiving applications for employment shall give the preference to union men, according to Rule 17 of general rules.

**Holidays:** The following are the holidays to be observed: New Year's Day, Good Friday, Easter Monday, Queen's Birthday, Labour Day, Prince of Wales's Birthday, Anniversary Day, Christmas Day, Boxing Day. All workmen and apprentices required to work on the aforementioned holidays to be paid not less than time and a half.

**Funds:** Employers to assist in collecting the funds of the union.

**Employment of Apprentices:** (1.) No legal agreement in existence on the day of acceptance of this statement to be interfered with. (2.) All apprentices shall serve for a term of five years, and shall not exceed the age of sixteen years when their apprenticeship begins. Apprentices to be kept constantly employed when able to work.

**Unforeseen Circumstances:** Should an employer from some unforeseen cause be unable to carry out his obligation to his apprentices, it shall be allowed for the apprentice to complete his term with another employer, and the employer having his full complement of apprentices shall not prevent him from making such agreement.

All the employers stated that they were willing to abide by any decision arrived at by a majority of the employers.

The Board drew up a statement of a recommendation as follows:—

In the statement as submitted to the Board the words "conditions of labour" should read "conditions of employment." Rule 1, relating to hours of employment, would be the same as section (a) in the statement, and Rule 2 the same as section (b). Rule 3 would be as follows: "All men of the age of twenty-one years and upwards, except those hereinafter mentioned, shall be paid not less than 1s. per hour." Rule 4 would provide that young men who had worked two years continuously, and were not more than nineteen years of age, should be allowed two more years to complete their service. Rule 5, subject to Rule 8 (union men to have preference), would provide for less than 1s. being paid to men not considered competent, the lesser sum to be agreed upon by a Board consisting of representatives of masters and men, and such sum not to be paid less than 6s. per day. Rule 6 would provide for overtime after the hours specified in the statement being paid at the rate of time and a quarter for first four hours, and time and a half afterwards. The same conditions to apply to holidays (Rule 7). Rule 8 would provide for union men, when competent, having the preference; and added to this would be a proviso that employers should give twenty-four hours' notice to the secretary of the union before employing a non-union man. Rule 9: Employers to place no obstacle in the way of collection of union funds, if that were done after working-hours. Rule 10: The employment of apprentices to be the same as Rule 20 in the general rules; the proportion of apprentices to be left in abeyance for the masters and men to confer upon the matter; a proviso being added that all apprentices now serving under verbal agreement should be allowed to complete their term, subject to a proper agreement being entered into. Rule 11 to be the same as the provision in the statement for "unforeseen circumstances." Rule 12, as to suburban and country work, would be the same as applied to the carpenters.

The Board proposed that these conditions should be from date, and that they should be entered into for twelve months.

The Arbitration Court also dealt with this case in May. (See p. viii.)

JULY, 1897.

Christchurch.

*Building-trade Dispute.*—In the Arbitration Court the recommendations of the Board during April were all agreed to by the union excepting clause 1, viz.: "That the minimum rate of wages be 10s. per day," which was altered by the Court as follows: "That the minimum wage for a tradesman competent for the work in which he is employed shall be 10s. per day. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum, if any, as a committee of employers and workmen shall agree upon, or if they cannot agree the matter shall be

settled by the Chairman of the local Board of Conciliation." That clause would be embodied in the final award and filed in the Supreme Court. The award would be for two years from this date, and the increased wages, as per Rules 1 and 3, would start from Tuesday, the 6th July.

*Bootmakers' Dispute.*—The recommendations of the Board in April were not accepted by the three firms—Messrs. Suckling Brothers, Toomer Brothers, and C. J. Clayton—and the case went before the Arbitration Court. Messrs. Suckling Brothers and Toomer Brothers stated that they had non-union factories, employed both union and non-union hands, that there had been no difficulties between them and employes, and therefore they did not agree to the recommendation of the Board. They claimed that the award of the Court in December last did not apply to parties outside the unions or the Employers' Association. Messrs. Suckling Brothers objected to the clause which enjoined the employment of unionists in preference to non-unionists. On the other hand, the union pointed out that they had conceded a great deal in agreeing to work with non-union men. Mr. Clayton stated that in his branch of the trade—viz., manufacture of women's and children's boots—he could not get ordinary workmen, and had to train boys to the work; his was a non-union factory. His case dealt chiefly with boy-labour, and with the price of piecework and light goods. The one point in common dispute between the three employers and the union was that the union wished to enforce employers to give union men the preference. In December the Court decided that preferential employment should be given, partly because the shops concerned were all union shops. In Mr. Clayton's case, with regard to employment of boys, it was unnecessary for the Court to take any action, as the present agreement would lapse in December next, and Mr. Clayton had promised not to employ any more boys; but the Judge said there was no reason why the three firms should not adhere to prices, wages, and conditions set forth in award. The minute of the award of the Court in the cases of Messrs. Suckling Brothers, E. Toomer, and C. J. Clayton was,—

The statement of wages and conditions of labour as in the printed award, except that clause 2 should be modified, and that the firms should not be required to employ union men in preference, but only not to discriminate between union and non-union men, and also that the employers should not do anything directly or indirectly to the detriment of the union; that the provisions as to Boards should not apply; that weekly wages in clause 6 should be fixed by the General Board to be constituted under the award; and that persons in departments governed by the minimum wage incapable of earning that wage might refer their case to the local Board of Conciliation to be constituted under the award.

*Painters' Dispute, between the Christchurch Painters' Union and Messrs. Gapes and Company.*—Messrs. Gapes and Company did not agree to the recommendations of the Board in May. They stated that they had never had any dispute with their men, and did not restrict themselves to union nor to non-union men. The union complained that Messrs. Gapes and Company wished to have advantages over other employers who were willing to accept the recommendation of the Board. The Judge said the award would be practically on the lines of the recommendation of the Board. No costs were awarded.

AUGUST, 1897.

#### Auckland.

*Seamen's Dispute.*—The Conciliation Board met to consider the seamen's dispute. The parties concerned were—The Auckland branch of the Federated Seamen's Union of New Zealand and (1) the Northern Steamship Company (Limited); (2) A. McGregor, manager of steamers "Kia-ora," "Rose Casey," and "Maori"; (3) Captain Shaw, p.s. "Terranora"; (4) Messrs. Leyland and O'Brien, owners s.s. "Stella"; (5) Captain Braidwood, s.s. "Akaroa." The requirements of the union were as follows:—

(1.) Increase of 10s. per month in the wages of lamp-trimmers, able seamen, ordinary seamen, boys, or other employes (excepting officers) engaged on deck in all steamers or tenders owned or chartered by [then appeared the names of the foregoing]. (2.) Payment of overtime at the rate of 1s. per hour for all work done at cargo between the hours of 5 p.m. and 7 a.m. Overtime at the rate of 1s. per hour for firemen who work over eight hours per day in port; sea-watches to count as portion of eight hours. The crews of vessels leaving port on Sundays or stated holidays to be paid not less than 4s. per man. Schedule rates to be paid for all classes of work done in port on same days, or for being kept on board the vessel under any pretext whatever. When excursions are run on Sundays or stated holidays the whole crew to be paid overtime, such payments not to exceed 8s. and not less than 4s. per man. The foregoing to apply to all vessels irrespective of whether engaged inside or outside river limits. (3.) Increase of £1 10s. per month in all firemen's, greasers', donkeymen's, or other employes' wages engaged in engine-room or stokehole who work six-hour watches. (4.) Keeping watch on vessels safely moored alongside any wharf on Sundays or stated holidays to be paid for at schedule rates. The same to apply to any night-watch or portion of night-watch kept at any other time. (5.) The absolute discontinuance of giving time off in lieu of overtime payments. No deductions to be made from overtime when once earned. (6.) The observance of five statutory holidays during the year—viz., Christmas Day, New Year's Day, Queen's Birthday, Good Friday, Eight Hours Demonstration Day or Labour Day. Overtime to be paid for these days as per clause 2.

The full text of evidence and discussion will be found in the *Labour Journal* of the 16th September, 1897.

The Board made the following recommendations:—

(1.) That there be an increase of 10s. per month in the wages of lamp-trimmers, able seamen, ordinary seamen, boys, or other employes (excepting officers) engaged on deck in all steamers or tenders owned or chartered by the above firms. (2.) That overtime be paid at the rate of 1s. per hour for able seamen and 9d. per hour for ordinary seamen for all cargo-work from 5 p.m. to 7 a.m. in all sea-going vessels. The same overtime to apply to steamers trading within extended river limits while running double or extra trips. In all other steamers trading within extended river limits no overtime to be allowed. In the interpretation of this clause a trip shall be understood to mean a passage to any port within the extended river limits and back again, and a double trip another passage begun within the same twenty-four hours. All firemen who work over eight hours per day in port to be paid overtime at the rate of 1s. per hour, sea-watches to count as portion of the eight hours. When excursions are run on Sundays or stated holidays overtime shall be paid for the time so employed, not exceeding in all 8s. nor less than 4s. per man. When a vessel arrives in port on Sunday or stated holidays, and sails again the same day, overtime shall be paid for the time the crew is actually employed, not exceeding 8s. per man. (3.) That all firemen, greasers, and donkeymen receive the same increase of wages as seamen—viz., 10s. per month—and that all firemen working six-hour watches receive 1s. per hour for all work required of them over their eight hours per day, which day is to include their watches at sea, the owners to be allowed to give them time off as an equivalent as per clause 5. (4.) That men



keeping watch on vessels safely moored alongside any home wharf on Sundays or stated holidays be allowed time off in any port when convenient as an equivalent. (5.) That when time off is charged against overtime it shall be equivalent to the same in monetary value. Time off shall be given only at the home port, or at the port where the man resides, except as provided in clause 4. (6.) That there shall be five statutory holidays during the year—viz., Christmas Day, New Year's Day, Queen's Birthday, Good Friday, Eight Hours Demonstration or Labour Day. Overtime to be paid on these days as per clause 2. (7.) That there is no necessity for the recommendation of the Board to apply to Messrs. Leyland and O'Brien so long as they pay the same rate of wages as at present. (8.) The companies shall have the same right of employing non-members of the union as at present, but shall afford to members of the union the same right of employment as to others, and the fact of a man who has applied to the said company being a member of the said union shall not operate to prevent his obtaining such employment. (9.) The company shall have the same right as at present to engage hands by agents. (10.) The Seamen's Union representative is not to visit members on board ship. (11.) That this agreement shall be binding for the term of two years from the 1st October, 1897.

All the parties concerned agreed to the recommendations.

#### Reefton.

The Board met to consider the dispute between the Miners' Union and the Consolidated, Inkerman, Keep-it-Dark, and Big River Companies.

The statement of the union was as follows:—

(1.) Shift bosses: There was no dispute with respect to these. Their wages were at present what was mentioned in the order of reference—11s. 8d. per shift. But the union wished to protect these men by having their wages fixed under award, otherwise their wages might be reduced. For instance, some time ago the Consolidated Company intimated that they would reduce the wages of shift bosses; but they evidently thought better of it, as the wages were still 11s. 8d. The shift boss occupied a responsible position, being really an underground manager, and no possible harm could be done by fixing his wage as the union desired.

The Chairman here asked for a list showing the existing scale of wages, which was provided by Mr. Boyd.

(2.) Timber-men: Mr. Betts pointed out that their case was similar to that of the shift bosses. Their pay was 11s. 8d., and the Miners' Union now merely wanted that sum fixed under award.

(3.) Rise, winze, and shaft: This was a heavier class of work than that of working in stopes and levels, and in fairness should be better paid. They were asking 11s. per day for this class of work. This would be an increase on the existing rate—9s. 6d.—but in his opinion the nature of the work—more strength and skill being necessary—justified the increase.

(4.) Miners, 10s.: This was the old rate of wages, and in their opinion it should never have been reduced. He contended that the award last year of 9s. 6d. was on account of the dead-work before the Consolidated Company. That should by this be pretty well through. It was well known that there was abundance of rich ore in the Globe and Progress which could be crushed.

(5.) Truckers: They were demanding £2 10s. per week for these. Their work was necessarily very laborious. Formerly, even within the last three years, they were paid as high as £3 10s.

(6.) Battery-feeders: They were also entitled to £2 10s. Their work was necessarily tedious, and in view of the fact that there would soon be more crushing their work would become more arduous.

The Chairman asked Mr. Boyd what were the wages now being paid for this class of work. Mr. Boyd replied that so far the company had no batteries to feed.

(7.) Men working in bad air or wet ground to work six hours per shift: Mr. Betts said that none but practical miners knew the danger of working in foul air or in wet ground. The Coal-mines Act made specific provision as to ventilation, but no such provision was made in the legislation affecting gold-mining.

(8.) Pick-and-shovel labour, 10s. per day: It was never understood last year that the term "surfacedmen" included all pick-and-shovel labour, but it was tacitly understood that "surfacedmen" meant men at work on the immediate surface of the mine. Nevertheless, the Consolidated Company had taken advantage of the omission in the award, and had reduced pick-and-shovel labour to the level of what was understood by "surfacedmen"—8s. per day. Ordinary pick-and-shovel labour was never in question in the dispute of last year. The company had taken advantage of an oversight. He would also point out that men who followed this class of labour had broken time, especially in this climate, whereas miners had not this disadvantage to contend against. Therefore, to say the least, they were entitled to as much as miners. They could not in the West Coast climate make more than four days a week.

(9.) Bushmen: They were in the same position as shift bosses and timber-men, in that they were now paid the rate mentioned in the order of reference—12s. Their work was particularly laborious, as they had to cut and carry timber along the steep declivities. All the union contended for was to insure them against possible reduction.

(10.) Men in charge of shafts and batteries: These men, like the others he had referred to, received the rate mentioned in the order of reference—£4 per week. He need hardly say they filled responsible positions, as the amalgam was under their control.

The Chairman: Suppose a man is dishonest, and steals the amalgam, who suffers?

Mr. Betts argued that dishonesty was often induced by low wages. To pay men inadequately was often to make thieves of them.

Mr. Thorburn would like to state that men who discharged the duties referred to were paid £4 per week salary. Men in charge of shafts were really blanket-washers, and were satisfied with £3 per week.

Mr. Betts did not doubt Mr. Thorburn. The person whom he (Mr. Thorburn) had in his mind was, no doubt, in receipt of the salary stated, but he was an exception, as he did smith's work, &c., but as a general rule the men referred to in the order of reference had charge during the midnight shift.

(11.) Blanket-washers: They were asking £3 10s. for this class of labour, which would be remuneration in keeping with their responsibilities. They had charge of the batteries during their shifts.

(12.) Rock-drill men: They were asking for these an increase from 9s. 6d. to 11s. 8d., and this was justified by the unhealthy nature of their work, which was the most trying of any in mining. What with the fumes of dynamite and the dust which the men inhaled it was no small wonder that their health soon gave way. As a rule, a man who followed this class of work for three years broke down in health.

The Chairman saw no reason why these men should be specialised. Any man who was a miner knew the work of rock-drilling.

Mr. Betts admitted that a rock-drill worker was necessarily a miner, but there were some miners who never used a rock-drill. It by no means followed that a man who worked in a mine could necessarily do this class of work.

(13.) Engine-drivers and wheelmen: In regard to these, as in other cases he had mentioned, there was no dispute, as the rate demanded was that already paid, but in this as in other cases they wanted to insure the retention of the wages at the existing rate.

(14.) Blacksmiths: These were in the same position.

(15 and 16.) Brace- and chamber-men: They sought to increase their wages to £3 10s. Their duties required constant care and attention. On them was the responsibility of lifting and letting down the men who went below as well as the timber, tools, &c., and what would happen if they were careless in their duties could be imagined. Moreover, with crushing on a large scale they would be kept continually occupied.

(17.) That the working-hours of miners be forty-six, from surface, per week. The manner in which miners were at present worked was not creditable to a Christian community. Men had to cease and commence work on Sunday. What they wanted was really two hours less on Sunday, and in this respect they were only seeking what the law of the land compelled for workers in factories and shops. There had been a time on this field—when directors were generous and liberal-minded—when this privilege was allowed the men, but of late, since the dispute had arisen, it was taken away. It was really Sunday now before a man could leave a mine, and, in order to be at his work, he had to enter the mine while it was still Sunday. They were asking nothing unfair or unprecedented in this. They only sought to revert to the old custom, and what the law provided in respect of factory-labourers and shop-assistants.

(18.) That where the mine exceeds 250 ft. in depth the company shall at all times lift the men, and keep a man on the brace while the men are working below: This was to prevent the great evil of climbing ladders. It was not reasonable to expect men to climb hundreds of feet of steep ladders when exhausted after a hard day's toil.

(19.) That all contracts under 100 ft. be abolished for driving, sinking, or rising, and that no contract be let for breaking out quartz: It was impossible on this field, where the width of lodes varied so frequently, to give a correct estimate of the value of driving, consequently tenderers had to guess. The men had been badly treated by the Consolidated Company who had taken contracts. Some of them had been knocked off who were doing well out of their contracts. If the lode narrowed down the position was that the battery could not be kept going, and, though this would be no fault of the contractor, he would be fined. If, however, the lode did not narrow, but widened, the contract was cancelled.

The Chairman said this was a serious statement. He would like proof.

Mr. Betts said that, if the companies denied what he said, proof would be forthcoming, if not before this Court before a higher one.

The Chairman could not see the use of dealing with the matter at all if Mr. Betts had a pre-conceived determination to appeal.

Mr. Betts said proof would be obtained if need be. No contract could be honestly and consistently estimated, for the reason he had given; men would be simply led astray by a good face of stone.

The Chairman could not see, therefore, the force of a 100 ft. limit.

(20.) That two delegates, appointed by this association, be allowed to inspect the mines, &c.: This was allowed under the Coal-mines Act. They did not ask to have it provided for by law if an understanding could be arrived at.

The Chairman said he would prefer to see it provided for by law, if it was necessary. He would take note of it, in view of the fact that an amending Mining Bill would probably be submitted to Parliament; but was there not already an Inspector of Mines?

Mr. Betts said they had no fault to find with the Inspector, but he had more work than he could attend to. Their parliamentary representative had asked that another Inspector be appointed, but so far it had not been done.

(21.) *Re holidays*: The union wanted the Christmas holidays, from Christmas Eve to New Year's Day, both inclusive, also Good Friday, Easter Monday and Tuesday, the Queen's Birthday, and the union anniversary. These holidays were being adhered to still, but they wanted to secure them.

(22.) *Re a week's notice*: This was fair for both sides. At present a company had the power to take a man to a mine, and, after he had taken out provisions, discharge him immediately.

The Chairman: Suppose a man proved incompetent?

Mr. Betts: Perhaps he would be put for a week at some work for which he was fitted. He had known, however, of competent men being discharged and incompetent men put in their places.

(23.) *Relating to Sunday labour*: They had inserted this clause because of trouble in the North over Sunday labour, and they merely wanted to safeguard the district against such a contingency.

(24.) That in all cases members of the union to have preference of work: Without this provision a union was of no use at all.

The Chairman said this was his great difficulty with regard to unions: Had not non-union men a right to live also? Were good men to be shut out because they did not belong to a union, while incompetent men were employed because they were members of a union? He believed the solution of the difficulty to some extent would be the fixing of a sliding scale with a minimum wage.

Mr. Betts said the union had no objection to a minimum wage being fixed, provided it was a living wage. No man in his senses, however, would say that 8s. per day was a living wage.

The statement of the employers was as follows:—

They were at present paying 11s. 8d. to shift bosses, but they objected to having the shift bosses classed with the men. They were really officers of the company who employed them. His experience was that the moment a man became a shift boss he left the union. Timber-men were also paid 11s. 8d. They were perfectly willing to accept the award of the Board as far as they were concerned. He wished to incorporate rise, winze, and shaft men, miners, and rock-drill men under one heading. They were all miners, and a man who could do one class could do the other, except with regard, perhaps, to using rock-drills; but this work could be soon mastered, and whatever difficulty there was could only be at the expense of the company. The wages for these men was 9s. 6d., except of the men in charge of the drill, who get 10s. Invariably they had to push rock-drill work as expeditiously as possible. The work in rises, winzes, and shafts was similar. The workers in shafts were given a bonus of half a shift. Only the best men were employed at this class of work, and they got the bonus as extra pay. Trucking was the only kind of work at which a young man could begin at once without preparation. With regard to battery-feeders, they were men who shovelled the ore and kept the stampers going, and the work was supposed to be one of the sinecures for old men; at any rate, they generally applied to him for that class of work. Men working in bad air were protected by law, and it was the duty of the Inspector of Mines to see that the law was carried out. His company had no bad air. According to the evidence of Dr. Whitton wet ground was often healthier than dry. Their pick-and-shovel men were allowed to work on all days if they wished. The fact of their not being able to do as much on wet days was the company's loss. The company only employed bushmen indirectly, and their contractors informed him that they would have to give up their contracts if they paid 12s. per day. The man in charge of a shift at the battery had no better opportunity of stealing amalgam than the man behind the battery. The work was not at all laborious, and was paid for at the rate of 10s. per shift.

Blanket-washers' actual work was merely boys' work, for, as his information went, the work was attended to by the man in charge of the shift at the battery. If boys could not do it, girls could; it was merely passing a blanket through a trough and washing it. Engine-drivers and certificated winders were now paid £3 10s., and £3 was paid to the men at air-compressors, of whom they only employed three. There was a distinction between winders and engine-drivers. Blacksmiths were paid according to their work, the minimum being 11s. 8d. Brace-men were paid 8s. The responsibilities they had were such that nothing but gross carelessness could account for their not being undertaken. Chamber-men were paid 9s. 6d., and the work was worth no more than miner's work. The working-hours of many of their company's employes were seven and a half. To concede to the demands of the union for forty-six hours would prevent men from being at the face when the preceding shift left. As regards lifting the men where the height exceeded 250 ft., Mr. Foster said that the adoption of this clause practically prevents all prospecting shafts below that depth; it would practically shut down many of the smaller mines; it would necessitate a special winding apparatus being erected. It might be necessary to sink 300 ft., but in order to avoid erecting a special hoisting-engine they would have to cease sinking 50 ft. short. The clause would have no effect on his company, as they hoisted all their men. As to abolishing contracting, the company wished to stand to their rights. They did not let contracts with a view to taking advantage of the men. They instituted contracts to expedite the work, and had offered bonuses for the fastest work. They did not have the danger from the coal-gas in quartz mines, and hence there was no necessity for such rigid inspection. To allow the union to send delegates would be to cause irritation. But they agreed that it was desirable to have a resident Inspector appointed by the Government, and they would ask the Board to recommend a resident Inspector being appointed. It was manifestly to the interest of the company to keep the air good, as the men could work better. Regarding holidays, the company had no objection to the Christmas holidays or the Queen's Birthday. On the other days, if the men so desired, they could go off work, provided they gave notice. If the men desired to work on the Easter holidays and the Queen's Birthday the company would not prevent them. If the clause respecting a week's notice were adopted it would mean that the company would keep a man a week after he had been found no good. The men were engaged by the day, and the question of a week did not enter into it. The Sunday work done at present was that which was absolutely necessary in order to allow work to be proceeded with on other days. The absolute advantage of such Sunday work was that the men were able to be kept on, to the advantage of themselves and their employers. To give preferential treatment in the matter of employment to union men they objected. They made no distinction with regard to religion in employing men, and they objected to giving preference solely to members of a secret organization.

The Conciliation Board made the following recommendation:—

(1.) Shift-bosses' wages as at present, 11s. 8d., but suggests that they should not be members of the union. (2.) Timber-men as at present, 11s. 8d. (3.) Rise, winze, and shaft wages, 10s. (4.) Miners' wages, 9s. 6d. (5.) Truckers as at present, 8s. (6.) Feeders as at present, 8s. (7.) Struck out. (8.) Pick-and-shovel labour, 8s. 6d. (9.) Bushmen, 9s. 6d. (10.) Men in charge of shift at batteries, 10s. (11.) Blanket-washers, 8s. (12.) Men working rock-drills, 10s. (13.) Engine-drivers and wheel-men, stationary, £3; with winders' certificates, £3 10s. per week. (14.) Blacksmiths, 11s. 8d. to 13s. 4d. (15 and 16.) Brace- and chamber-men, 9s. per day. (17.) Saturday afternoon shift to leave the mine at 11 p.m.; Sunday night shift to go on at 1 a.m. (18.) Struck out. (19.) Where tenders are called for contracts, written specifications shall be provided to work by. (20.) The Board will recommend to the Government the advisability of an appointment of an Inspector for gold-mines only. (21.) The Easter holidays are done away with; Christmas holidays to commence on Christmas Eve and end on New Year's Day, both days inclusive; and that Queen's Birthday and Labour Day be holidays. (22.) Struck out. (23.) That necessary work only be performed on Sunday. The extra pay in this clause was struck out. (24.) Residents of the district, if competent, to have preference of employment.

The award in McKay's case is: Pick-and-shovel men, 8s. 6d.; bushmen, 9s.; blacksmiths, 11s. 8d. to 13s. 4d.

The parties did not agree to these recommendations, and the Arbitration Court gave an award (see October list).

#### Dunedin.

*Dispute between the Baker's Union and various Master Bakers.*—The rules of the union provided as follows:—

For bread-bakers a working-day of eight hours' duration, starting at 4 a.m., with half an hour for breakfast and an hour for dinner; in houses where dough-machines are used, dough-men only may start an hour and a half sooner; time and a quarter to be allowed for overtime up to 6 p.m., and time and a half to be allowed up to 10 p.m., and that no work be done after that time; for work done on a-holiday the workman to receive time and a half payment besides the weekly wage. In regard to apprentices, it is stipulated that they must be bound for a period of four years after a month's trial, and that no more than one apprentice to one, two, or three men be employed, and that there be not more than two boys, either apprentices or improvers, in any one house. No bread-carter to be employed in a bake-house, but a baker may deliver bread so long as he works eight hours per day only. No foreman to receive less than £3 per week, second hand £2 10s., and table-hands £2 5s. A jobber employed by the day to receive not less than 10s., or by the week £2 10s. The rules further provide that preference in employment be given to members of the union.

The rules for pastrycooks provide that no member of the union shall work more than eight hours a day, commencing at 7 a.m., with half an hour for breakfast and one hour for dinner. If overtime is required, time and a quarter shall be allowed up to 8 p.m., and time and a half up till 12 p.m., and that no work be done after that hour, except in case of emergency, when double time must be paid. The rules for rates of wages are practically the same as for bakers. No boys under fourteen years of age or over seventeen are to be employed, and, after a trial of one month, must be bound for five years; no more than one apprentice to one or two men, and no more than two apprentices in any one shop.

The Master Bakers' Association submitted the following proposals:—

That the hours of labour be fifty-four hours per week, and the hour of starting be left in the hands of the employer; that one apprentice be allowed to one man, two to three men, and so on in proportion; that no man receive less than £2 2s. per week; that jobbers receive 8s. per day. In all other respects the association agreed to the rules governing bakers as submitted.

The master bakers not members of the association objected to the rules relating to hours of labour and time of starting, apprentices, rates of wages, and to the dough-machine rule. They agree with the Master Bakers' Association's recommendations in regard to hours of labour and starting work, and the wages of jobbers. The rule that members of the union get preference of employment was objected to by both the associated and non-associated masters.

The Board recommended:—

(1.) As to Rule 48: (a.) That the hours of work be nine hours per day until the 1st day of November next, and thereafter eight hours per day. (b.) That the hour for starting work be not earlier than 4 a.m., except on Wednesday, Saturday, and the day immediately preceding any public holiday, when it may be an hour not earlier than 3 a.m. (c.) That, if the employers are not satisfied with the hour of starting as fixed by the preceding recommendation, the association may have that question reopened and reconsidered at any time after the 1st February, 1898. (2.) As to Rule 49: That this rule be agreed to as framed—viz., in any house where the dough-machines are used the dough-men may start one hour and thirty minutes sooner. (3.) As to Rules 50 and 51: These were agreed to by all parties.

(4.) As to Rule 52: That this rule be struck out and the following substituted: The proportion of apprentices to men to be as follows: For the first three men or any less number, one apprentice; for more than three men and up to six men, two apprentices; and so on in the same proportion. (5.) As to Rule 55: This was agreed to by all parties. (6.) As to Rule 56: (a.) That the provision as to a foreman's wage be struck out, and the rate of such wage to be settled in each case by agreement between the employer and the foreman. (b.) That the other wages be as proposed in the rule—viz., second hands not less than £2 10s. per week, and table-hands not less than £2 5s. per week. (c.) Members of the union to be employed in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. (d.) The last-preceding recommendation is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions in their employment. (e.) When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. (7.) As to Rule 57: That this rule be agreed to as framed. (8.) As to Rule 58: This rule was agreed to by all parties. (9.) That the foregoing recommendations be embodied in an industrial agreement, to remain in force for two years from the 1st September, 1897.

The Chairman added: In making the recommendation as to giving preference to union men, the Board desire to say that the Arbitration Court in the bootmakers' dispute, as the Board understands it, laid down the general rule that, unless under special circumstances, union men shall get preference of employment. That decision has been followed in other cases, and, as there are no special circumstances in this case as there were in the seamen's dispute, the Board consider they are bound to follow the ruling in question. So far as the reference affects pastry-cooks, that part has been withdrawn with the consent of all parties, and the Board make no recommendation in regard to it. It is for the parties now to say whether they will accept the recommendation of the Board or not.

Mr. Anning said that, on behalf of the members of the Bakers and Pastrycooks' Union, he thought he could say they would be very well satisfied with the Board's decision. He had to thank the Board for the very fair way in which the case was conducted.

#### SEPTEMBER, 1897.

##### Wellington.

*Furniture Trades Dispute.*—A dispute between the union and various employers, Messrs. Flockton, Scoullar, Linley, Diederich, Drake and Son, Kressig, Eller and Son, Fielder, Stonebridge, D.I.C., and others.

The union's statement for consideration by the Board was as follows:—

(1.) That forty-five hours be a week's work, made up as follows: Eight hours and a quarter for the first five days, and three hours and three-quarters on Saturday. (2.) That the minimum rate of wage be 1s. 4d. per hour. (3.) That all overtime-work and work on holidays be paid for at the rate of time and a quarter for the first two hours, and time and a half after two hours. (4.) That on all outside contracts employers shall provide a properly secured place for employés' tools. (5.) That the proportion of boys or apprentices and non-tradesmen employed by any employer or firm of employers in carpentering- or joining-work be not more than one to every five tradesmen employed by such employer or firm of employers. (6.) That on all jobs beyond three miles from the workshop the employer shall provide conveyance to and from any job, or pay the fare to and from such job, and pay for the time taken in travelling to or reaching such job. (7.) That an industrial agreement embodying the above terms be entered into for two years.

Mr. Flockton made the following statement for the employers: He said the employers were going to ask that three boys be allowed to five cabinetmakers, and one boy to each upholsterer, polisher, and mattress-maker. The idea of the union was to make men so scarce that they would get higher wages. Upholsterers were very scarce at present. People could hardly get one, and why? Because there were no apprentices. This curtailing of the power of the employer was enhancing the value of everything that was produced, and making it more costly to live. They must leave it to the good judgment of the Board to see that one boy to five men was not sufficient. If this was carried these boys would be turned out into the street. If an errand-boy was wanted they were inundated with boys, but if they wanted to make him an apprentice, at better wages, the union stepped in and said, "No, you shan't," and stopped the boy from learning a trade. It was one item of a scheme by which they were trying to get the upper hand of the employers.

The Chairman said the question was not who should have the power, but that they should have a mutual agreement.

Mr. Robinson said the injustice was all the other way. A boy was taken on at 8s. a week, and in his second year he got 15s. That was all very well, but the pinch came when the boy reached manhood. At the end of the third year the boy was kept about the shop doing jobs until he was almost too late to learn. He had then to go on as an improver. If the employer was bound to employ an apprentice, at the end of his five years, if he did not learn his trade properly through the negligence of the employer, the boy had a remedy. At present there was no remedy.

Mr. Scoullar, after explaining that it was not through any act of discourtesy that the employers had not met the men in conference, went on to say that it was absurd to have only one boy apprentice to five men. The population of Wellington was growing at the rate of a thousand a year, and if the Board granted what the men asked in the upholstering trade there would not be an apprentice to be got for love or money in five years. The employers really required the number of apprentices Mr. Fielder had mentioned. He had been paying as high a rate of wages as he could afford, and if he were made to pay a higher rate of wages he would not be able to keep boys at all. If employers were not allowed some benefit for educating boys to earn their living, they would not go to the trouble of teaching them at all. He did not want to say anything rash, but he believed they would admit that there were a number of men not capable of earning 10s. a day. There were a number of elderly men whose sight was failing, and who were not able to earn full wages: If this hard-and-fast rule were drawn, these men would be thrown out in the street. The Dunedin Board had seen the difficulty, and had drawn up a log for inferior men, and fixed a minimum wage at 8s. a

day. The employers had other things—the salerooms, for instance—to contend with. He challenged any one to say that during his thirty-three years in the business he had not always paid the highest wages in the trade. (Hear, hear.) Even Mr. Robinson would not deny that the furniture trade was in as good a position as it had ever been. If they restricted the employers in this way, then good-bye to cabinetmaking. It would simply open the door to cheap imported English furniture. The duty was at present  $27\frac{1}{2}$  per cent., and, if the cost of producing furniture locally was increased 25 per cent., it would pay to import English furniture.

In reply to the Chairman, Mr. Scoullar said he employed some piecework-men. Because there was an industrial union, they could not see why they should give the preference to its members instead of non-union men. They objected to that *in toto*.

Mr. Robinson, in reply to the proposal of the employers, said that his union could not agree with these as to the proportion of apprentices to men, but the question of apprentices' wages might be settled without any trouble. If this question was settled he thought the other questions would settle themselves.

Considerable discussion arose over the possibility of a log for piecework, and most of the union men were of the opinion that it was impossible in this trade; but Mr. Scoullar thought that a log could be drawn up that would give satisfaction to both masters and men. The difference in the woods would not be a difficulty. A witness had said that if a log was drawn up the men would be given gnarly wood to put into extension tables and other works. This was not right, as no master ever thought of putting such wood into tables, as it would warp.

Mr. Flockton gave evidence as follows: In his opinion indenturing boys was not advantageous either to master or apprentice. Indenturing apprentices was not general here, and there was no necessity for altering the custom. It was an antiquated custom that he did not at all approve of. As to the proportion of apprentices to men, every upholsterer should have a boy. After the first year it was necessary to put the boy up a step, and then another boy was needed to take his place and do the requisite preparatory work. If a boy was kept doing this preparatory work he would never learn his trade, and would naturally complain. In the cabinet trade he thought three boys to five men an absolute necessity. A boy was always needed in the French-polishing room, and, with perhaps four exceptions, there was not a shop in the town that employed more than one French-polisher; therefore he thought they should have a boy to every man, in order to keep up the supply. If there was only one boy to five men the boy would never learn his trade. A minimum wage of 10s. a day would be disastrous to the trade. It would tend to curtail trade by enhancing prices, would force half the cabinetmakers to close their shops, throw out of employment all old men and poor workers, lead to the importation of furniture, and an almost certain influx of Chinese labour. The profits at the present rate were too meagre to allow of such an increase. Men who could not earn the 10s. a day would be thrown on to the streets, and would have to work for the auction-rooms, and compete unduly with the trade. There would be no difficulty in forming a log to work piecework. He did not work piecework in his shop, but if a minimum wage was decided on it was necessary to work piecework, or else discharge all hands who could not earn that minimum wage. There was not much piecework done in Wellington.

The Board made the following recommendations: That the proportion of apprentices be not more than one to the first three men or fraction of the first three men. That the proportion be gauged by full employment for two-thirds of the year. (Mr. Wilkie objected to this award on the ground that it was contrary to the evidence adduced. The claim of the men was for one apprentice to five men, while the employers wanted three apprentices to five men.) This award applied to cabinetmakers, chair- and couch-makers, and polishers. With regard to upholsterers and mattress-makers, an extra boy is to be allowed as soon as the previous one has served two years of his term of apprenticeship. The claims of the men that no two apprentices should be taken on in any one year was struck out. The term of apprenticeship is to be five years. The terms of remuneration of apprentices were fixed as follows: First year, 6s. a week; second, 9s.; third, 12s.; fourth, 15s.; fifth, £1 per week. By consent, boys not engaged as apprentices not to count.

Regarding piecework, the men claimed that no piecework should be allowed in any shop. This was struck out, and the following reasons given: The Board does not deem it advisable to make any suggestion as to piecework. The evidence shows that at present there is very little piecework in the furniture trade in Wellington, and the Board is not justified in any interference with the present state of things, even were it advisable so to do under other circumstances.

As to the minimum wage (the men asked for 10s.), Mr. Quick proposed that it be 8s. per day. This was carried, and it was at this stage that Messrs. Fisher and Collins retired, remarking that it was no use their staying there any longer.

The question of giving preference to union men seeking employment, which was asked for by the union, was dealt with by a clause providing that employers in employing labour shall not discriminate against members of a union, and they shall not in the engagement or dismissal of their hands, or in the conduct of their business, do anything directly or indirectly that will operate to the injury of the union.

Finally, that an industrial agreement be drawn up embodying the above recommendations, to last at least one year, which may be prolonged by consent of the parties; such agreement to be signed by both parties within fourteen days, failing which the Board must report that it has been unable to bring about a settlement.

The Chairman of the Board obtained opinions from Judges Williams and Denniston upon the question of whether employers of non-union hands were affected by the decision of the Board in any dispute between a particular trade-union and the employers. The opinion of the Judges mentioned was that section 2 of the Act gave the Board jurisdiction to inquire into any dispute between an employer and his employes, even although the latter employed non-union hands. This decision did away with any doubt upon that point.

The union disagreed with the recommendations of the Board, and the Arbitration Court dealt with the case in November.

OCTOBER, 1897.

Wellington.

The *Building Trades dispute* between the Amalgamated Society of Carpenters and Joiners and the Wellington Builders' and Contractors' Association and other employers in the trade came before the Board in October.

The society submitted the following statement:—

(1.) That forty-five hours shall constitute a week's work, divided as follows: Eight hours and a quarter for the first five days, and three hours and three-quarters on Saturday. (2.) That the minimum rate of pay be 1s. 4d. per hour. (3.) That all overtime work and work on holidays be paid for at the rate of time and a quarter for the first two hours, and time and a half after two hours. (4.) That on all outside contracts employers shall provide a properly secured place for the safety of employes' tools, and also necessary sanitary conveniences. (5.) That the proportion of boys, apprentices, and non-tradesmen employed by any employer or firm of employers in carpentering or joining-work be not more than one to every five tradesmen. (6.) That the distance for men walking to their work shall be as far south as Newtown Park; north, Pipitea Point; west, Grant Road; and east, Point Jerningham. Outside of these distances employers shall provide conveyances, or pay fare and time for travelling to the job. (7.) That members of this society, or any other properly constituted union of carpenters and joiners, shall have prior right of employment. (8.) That no piecework whatever be allowed on any job. The union notified its desire to add a further clause to the effect that employes must have two hours' notice of discharge.

The question as to the proper mode of procedure was raised, and the Board adjourned *sine die*; the employes to make their demands to the employers, who would then have to either agree to the demands or let the case go before the Board. This was done, and the Board met in November to consider the case.

*Tailoring Dispute.*—The Court of Arbitration met to deal with the dispute between the Tailors' Union and Messrs. Kirkcaldie and Stains and the D.I.C., who had stood out of the agreement between the union and other firms which had been recommended by the Conciliation Board in April. These two employers objected to the recommendation of the Board, on the ground that any other firm would be able to take advantage of the whole trade of Wellington being bound for two years by bringing outside workers into Wellington, thereby entering into safe and unfair competition. After a conference between the disputing parties the Court announced that the firms had agreed to the union log, and the following award was made and agreed to:—

That the D.I.C. and Kirkcaldie and Stains and the union be bound by the terms and conditions of the industrial agreement filed in the Court for the term of the agreement; provided that, if any other person or firm in conducting their business shall not conform with such terms and conditions, the union shall take the necessary steps to compel them to do so within a period of fourteen days after notice from the employers; and if the union fails to commence and carry out proceedings, or if in taking such proceedings it shall be unable to compel such persons or firms to conform with the terms or conditions, then the parties bound by this award shall thereafter be released from compliance with the terms and conditions laid down.

Reefton.

*Gold-mining dispute* between the Inangahua Miners' Industrial Union of Workers and the following companies: The Consolidated Goldfields of New Zealand, the Welcome Gold-mining Company, and the Keep-it-Dark Gold-mining Company, and the Inkerman Combined Gold-mines Company. The Big River Company and the Globe and Progress Mines of New Zealand were afterwards included in the dispute. The recommendations of the Conciliation Board in August were not accepted by both parties, and the case was referred to the Arbitration Court, which sat in September, and made an award as follows:—

Wages at the following rates shall be paid by each of the above-named companies, and shall be accepted by the said union and the members thereof: (1.) Shift-bosses, per shift, 11s. 8d. (2.) Timber-men, per shift, 11s. 8d. (3.) Men employed in rise, winze, or shaft, per shift, 10s. (4.) Miners, per shift, 9s. 6d. (5.) Truckers, per shift, 8s. (6.) Battery-feeders, per shift, 8s. (7.) Pick-and-shovel men, per shift, 8s. 6d. (8.) Ordinary surface labour, per shift, 8s. (9.) Men in charge of shift at batteries, per shift, 10s. (10.) Men working rock-drills, per shift, 10s. (11.) Engine-drivers and wheel-men, per shift, 11s. 8d. (12.) Blacksmiths, per shift, 11s. 8d. to 13s. 4d. (13.) Brace-men, per shift, 9s. And this Court doth hereby further award that the work of each of the above-named companies shall be conducted subject to the conditions and obligations hereafter mentioned, that is to say,—

(1.) The Sunday night shift to go on at 1 a.m. The day shift to go on at 8 a.m. on Monday, and knock off at 2 p.m. on Saturday. The afternoon shift to go on at 2 p.m. on Saturday, and knock off at 8 p.m. (2.) That where the main shaft exceeds 250 ft. in depth, and where there is machinery, the company shall at all times lift the men. (3.) That where tenders for work are called for written specifications shall be provided to work by. (4.) The Christmas holidays shall commence on Christmas Eve and end New Year's Day, both days inclusive. The Queen's Birthday and Labour Day shall also be holidays. (5.) That no work shall be done on Sunday or during any of the holidays above mentioned, except that which is of absolute necessity. (6.) Each of the above-named companies, in employing labour, shall not discriminate against members of the union, and shall not either directly or indirectly do anything with a view to injure the union. Members of the union shall work in harmony with non-union men.

And this Court doth further award and order that this award shall be binding upon the said union and its members, and upon each of the above-named companies; and shall remain in force, and its provisions be enforceable, for a period commencing at this present date and ending on the 30th day of September, 1899.

A *Gold-mining dispute* between the Inangahua Miners' Industrial Union of Workers and Andrew McKay, contractor, had been referred to the Arbitration Court; but, as the said Andrew McKay had failed to appear or be represented before the Court, after notice had been given him, the following award was made, to be accepted by both parties:—

Wages at the following rates shall be paid by the said Andrew McKay, and shall be accepted by the said union and the members thereof: (1.) Pick-and-shovel men, per shift, 8s. 6d. (2.) Blacksmiths, per shift, 11s. 8d. to 13s. 4d.

And this Court doth further award and order that this award shall be binding on the said union and its members, and upon the said Andrew McKay; and shall remain in force, and its provisions be enforceable, for a period commencing at this present date and ending on the 30th day of September, 1899.

*Christchurch.*

*Furniture Trades Dispute.*—This was a dispute between the Furniture Trades Union and various employers. The statement filed by the union was as follows:—

This agreement is made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894." (1.) That forty-four hours constitute a week's work. (2.) That the minimum rate of wages be £2 10s. a week of forty-four hours for cabinetmakers, upholsterers, polishers, turners, framemakers, and carvers, and £2 for mattress-makers. (3.) Piecework, according to Exhibits A, B, C. Disputes to be settled by three delegates from employers and three from the union. (4.) Overtime to be paid as overtime and a quarter up to 12 p.m. After 12 p.m., and on Sundays, double time. (5.) Apprentices: No arrangement in force at this date shall be interfered with except that the increase of wages shall apply. All apprentices shall serve five years, wages to be 5s. per week first year, and rise 5s. each subsequent year. The proportion to be one apprentice to every three men or portion thereof who have been employed the previous six months at equal to two-thirds full time. (6.) Only two classes shall be recognised—viz., apprentices and journeymen. (7.) Unionists shall have preference to all employment.

The Board, after hearing evidence from both sides, decided to adjourn until the 15th November, by which time the Arbitration Court was to have settled the Furniture Trades dispute in Wellington.

*Dunedin.*

An agreement between the Operative Bootmakers' Union and the unassociated employers has been made, both sides agreeing to abide by the award of the Court of Arbitration made in November, 1896.

*Tailoring Dispute.*—The Conciliation Board met to consider the dispute between the Operative Tailors' Society and various master tailors of Dunedin.

The union asked for the following conditions of employment:—

(1.) That the number of apprentices be limited to one to four pieceworkers or fraction of the first four; all apprentices to be indentured after three months' trial, and to serve for five years. (2.) That not more than one day-wage man be allowed to each shop; the day-wage man to have charge of the apprentices, and have no other permanent assistance. (3.) Members of the society to have the pre-emptive right of employment. (4.) The minimum wage for day-wage men shall be £2 10s. (5.) The hours of labour shall be from 8 a.m. to 5 p.m., with one hour for dinner, and on Saturday from 8 a.m. to 12 a.m. There was a further clause providing that where females are employed they must make and press their own work.

The full text of evidence and examination will be found in the *Labour Journal* of the 11th November, 1897.

On the 21st October the Chairman read the following recommendations of the Board:—

*Conditions of Labour.*

(1.) Apprentices: The proportion of apprentices to journeymen to be as follows: For the first four men or any less number, one apprentice; for more than four men and up to eight men, two apprentices; and so on in the same proportion. The proportion of apprentices to be ascertained in the manner prescribed by clause D. Clauses B and E to be struck out. This recommendation is not to interfere with engagements of the present apprentices.

(2.) Day-wage: Clause 2 to be struck out, and the following substituted: "Not more than two day-wage men to be employed in any shop; the day-wage men to have charge of the apprentices."

(3.) Unionism: (a.) Members of the union to be employed in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. (b.) The last-preceding recommendation is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other position in their employment, nor is it to interfere in any way with the employment of females. (c.) When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work.

(4.) Minimum Wage: The minimum wage for wages-men to be £2 10s. per week.

(5.) Hours of Labour: The hours of labour shall be forty-eight hours per week, the work to be done between the hours of 8 a.m. and 6 p.m. on the first five days of the week, and between 8 a.m. and 1 p.m. on Saturday.

(6.) Overtime: The rule as to overtime to be accepted as framed.

(7.) Employment of Females: The clause, "Where females are employed they must make and press their own work," to be struck out.

(8.) Log: The log attached hereto to be accepted by all parties.

(9.) The foregoing recommendations to be embodied in an industrial agreement to remain in force for two years from the 1st November, 1897.

The Board adjourned to allow the parties time to decide whether they would agree to the recommendations.

The union refused to accept, and the case went before the Arbitration Court in December.

NOVEMBER, 1897.

*Wellington.*

*Furniture Trades Dispute.*—The union had disagreed with the recommendations of the Conciliation Board in September, and the case came before the Arbitration Court, which awarded as follows:—

(1.) The proportion of apprentices shall be not more than one to three men or fraction of first three men, the proportion to be gauged by full employment of journeymen for two-thirds of the year: but with the exception that, in the case of upholsterers, a second apprentice can be allowed as soon as the first has served three years. (2.) The time of apprenticeship shall be five years. It shall be optional on the part of the employer whether he indenture an apprentice or not. The terms of remuneration for apprentices shall be as follows: First year, 6s.; second year, 9s.; third year, 12s.; fourth year, 15s.; and fifth year, £1 per week. (3.) That the minimum wage shall be for cabinetmakers and upholsterers 9s., and for polishers 8s. per day. Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum, if any, as shall be fixed by a committee consisting of two persons nominated by the employers and two persons nominated by the union, and, if they cannot agree, by the Chairman of the Board of Conciliation. (4.) Overtime shall be at the rate of time and a quarter for the first four hours, and after that time and a half. (5.) Piecework shall be allowed, provided the payment for it is based on the minimum wage. (6.) Employers in employing labour shall not discriminate against members of the union. Employers shall not in the engagement or dismissal of their hands, or in the conduct of their business, do anything directly or indirectly to operate to the injury of the union. Members of the union shall work in harmony with non-union men.

And this Court doth further award and order that this award shall be binding upon the said union and its members, and upon each of the persons or firms, parties to this dispute; and shall remain in full force, and its provisions shall be enforceable, for a period commencing on Monday, the 15th day of November next, and ending on the 31st day of December, 1898.

*Bakers' Dispute* (before the Conciliation Board).—Dispute between the Operative Bakers' Union and various employers. The union filed the following statement:—

(1.) That employers give members of the union prior right to employment. (2.) That nine hours and a half constitute a day's labour, including half an hour for breakfast and one hour for sponging. (3.) The rate of wages shall be as follows: Foreman, not less than £3 per week, with thirteen loaves; second hand, not less than £2 10s. per week, with thirteen loaves; and any others not less than £2 5s. per week, with thirteen loaves; all hands to receive dry pay. (4.) No workmen to commence work before 4 a.m., except Saturdays, when he shall start at 2 a.m. After the stated hours are up overtime to be paid as follows: Time and a quarter up to 5.30 p.m., and time and a half after 5.30 p.m. (5.) No apprentice shall be allowed to any firm unless two *bonâ fide* journeymen be employed; if four men, two apprentices, but no more than two in any firm. Each apprentice to be under sixteen years of age when bound, and to be bound for a period of five years. Indentures of apprentices to be produced to the secretary of the union if required. (6.) Jobbers to receive 10s. per diem of nine hours and a half, and overtime as stated in clause 3, allowing half an hour for breakfast. (7.) Sunday sponging shall cover all statutory holidays (nine). If workmen requested to work on holidays, time and a half to be allowed. (8.) No carter to be employed in any bakehouse—either he must be a *bonâ fide* carter or baker; but a baker may deliver bread as long as he does not work more than the stipulated hours. (9.) That all employers of union labour, all employers of non-union labour, and all employers in the baking trade enter into an industrial agreement under the Industrial Conciliation and Arbitration Act embodying the above recommendation for a period of two years.

It was announced that all members of the Employers' Union had agreed to the demands made by the workmen. The settlement of the difficulty rested with the employers who were not members of the Masters' Union, and were mostly pastrycooks.

Messrs. McVicar, Renner, Skinner, W. Jounnax, and St. Clair Jounnax, having agreed to the demands, were excluded from the dispute, and this left six employers in the dispute.

The Board then made the following recommendation:—

(1.) That nine hours and a half constitute a day's labour, including half-hour for breakfast and one hour for sponging. (2.) The rate of wages shall be as follows: Foreman, not less than £3 per week, with thirteen loaves; second hand, not less than £2 10s. per week, with thirteen loaves; and any others not less than £2 5s., with thirteen loaves—all hands to receive dry pay. (3.) No workman to commence work before 4 a.m., except Saturdays, when he shall start at 2 a.m. After the stated hours are up, overtime shall be paid as follows: Time and a quarter up to 5.30 p.m., and time and a half after 6 p.m. (4.) No apprentice shall be allowed to any employer or firm unless two *bonâ fide* journeymen be employed; if four men, two; but not more than two in any firm. Each apprentice to be under sixteen years of age when bound, and to be bound for a period of five years; indentures of apprentices to be produced to the secretary of the union if required. (5.) Jobbers to receive 10s. per diem of nine hours and a half, and overtime as above stated in clause 2 hereof. (6.) Sunday sponging shall cover all statutory holidays, as expressed in rule 24 of the Baker's Union (these being nine). If workmen requested to work on holidays, time and a half to be allowed. (7.) No carter to be employed in any bakehouse—either he must be a *bonâ fide* carter or baker; but a baker may deliver bread as long as he does not work more than the stipulated hours. (8.) That employers shall employ members of the Bakers' Union in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it when non-members are employed. (9.) That an industrial agreement be drawn up embodying the above recommendations, to be signed by all parties, to take effect from 15th November, and to last two years. The agreement is to be executed within seven days of 15th November, 1897, or the chairman shall file a report to the effect that the Board has failed to conciliate.

The parties did not agree to the recommendations, and the case went before the Arbitration Court in February.

*Building Trades Dispute* (before the Conciliation Board).—Dispute between the Amalgamated Society of Carpenters and Joiners and the Wellington Builders' Association.

The statement of the society was given in October list, and the case was adjourned until the society had followed the proper mode of procedure. The statement proposed amongst other things a reduction in hours of one hour per week, and an advance of  $\frac{1}{4}$ d. per hour on the existing rate.

The Conciliation Board recommended as follows:—

(1.) That forty-five hours shall constitute a week's work, divided as follows: Eight hours and a quarter for the first five days, and three hours and three-quarters on Saturday. (2.) That the rate of pay be 1s. 4d. per hour for competent workmen. Men who are considered to be unable to earn that wage shall be paid such lesser sum, if any, as shall be fixed by a committee, consisting of two persons nominated by the employers and two persons nominated by the union, and, if they cannot agree, by the chairman of the Board of Conciliation. (3.) That all overtime and work on statutory holidays be paid for at the rate of time and a quarter for the first two hours, and time and a half after two hours. (4.) That on all outside contracts employers shall provide a properly secured place for the safety of employes' tools and necessary sanitary arrangements. (5.) That the proportion of boys and apprentices employed by any employer who is capable of teaching carpentry and joinery, and finding constant employment for sufficient competent workmen to teach them, shall be not more than one boy to two journeymen, and so on in proportion; and, in cases where the work is intermittent with the employer, the proportion shall not be more than one to four journeymen, or part of the first four, the time to be estimated on the basis of two-thirds of the total employment of journeymen during the year; that the proportion of inferior tradesmen who do not rate under the provisions of clause 2 as earning standing wage or a modification of it shall not be more than one to every three competent journeymen or fraction of the first three. (6.) That the distance for men travelling to their work, whether living inside or outside the town boundary, shall not exceed two miles. If beyond that distance, employers shall provide conveyances or fares. (7.) That employers, in employing labour, shall not discriminate against members of this or any other properly constituted union. Employers shall not, in the engagement or dismissal of their hands, or in the conduct of their business, do anything directly or indirectly to operate to the injury of the union. Members of the union shall work in harmony with non-union men. (8.) That the rates for all piecework shall be based on the standard wage. (9.) That every employer shall provide appliances for sharpening tools on his contracts. (10.) That the above provisions shall not apply to existing contracts. (11.) That, the Union Steamship Company and their employes having entered into an agreement as to hours of work and rate of wages, this Board does not desire to interfere with their arrangements. (12.) That an industrial agreement be drawn up and signed by all parties to this dispute within fourteen days from the 13th day of November, 1897, to last for two years, failing which the chairman do file a report that the Board has failed to conciliate.

The society disagreed with the recommendations, and the case went before the Court of Arbitration in February.



*Christchurch.*

*Furniture Trade Dispute* (before the Conciliation Board).—The evidence was taken by the Board in October, but the case was adjourned until after the award of the Arbitration Court in Wellington was given. The recommendation of the Board has now been made, as follows:—

(1.) That forty-four hours constitute a week's work, and that the half-holiday be observed on Saturday, provided that the committee referred to in clause 7 shall have power to appoint any other day for any workshop on sufficient cause being shown. (2.) The minimum wages shall be—for cabinetmakers, upholsterers, turners, framemakers, and carvers, 8s. 6d.; polishers, 8s.; mattress-makers, 7s. 6d. (3.) Piecework according to log agreed upon. Log to be added to or amended by the committee proposed by clause 7. (4.) Overtime as agreed to—viz., time and a quarter to midnight, and double time after that and on Sundays, Good Friday, and Christmas Day. (5.) Holidays to be New Year's Day, Easter Monday, Queen's Birthday, Show Day, Anniversary Day, and Boxing Day. Men working on these days to be paid time and a quarter for eight hours, and after that time and a half till midnight, and after that double time. (6.) Apprentices: No arrangement in force at the date of the filing of the dispute herein shall be interfered with. All apprentices shall serve five years. Wages to be: First year, 6s.; second year, 9s.; third year, 12s.; fourth year, 15s.; fifth year, £1. The proportion to be one apprentice to every three men or portion thereof. The proportion to be gauged by full employment of journeymen for two-thirds full time during the previous six months, but with the exception that in the case of upholsterers a second apprentice can be allowed as soon as the first has served three years. (7.) Men who are considered to be unable to earn the minimum wage shall be paid such lesser sum (if any) as shall be fixed by a committee, consisting of three persons nominated by the employers and three persons nominated by the union, and, if they cannot agree, by the chairman of the Board of Conciliation. (8.) Employers, in employing labour, shall not discriminate between unionists and non-unionists; both shall work together in harmony, and under the same conditions, and shall receive equal pay for equal work. Employers shall not, in the employment or dismissal of hands, or in the conduct of their business, do anything directly or indirectly to operate to the injury of the union.

The recommendation to come into force on the 15th day of November, and remain in force until the 31st day of December, 1898.

The Board and the representatives agreed that the holidays should be New Year's Day, Easter Monday, Queen's Birthday, Show Day, Anniversary Day, and Boxing Day; men working on these days to be paid time and a quarter for eight hours, and time and a half till midnight, and double time after midnight on these holidays.

It is understood that the union has agreed to the recommendations.

*Engineering Trades Dispute* (before the Conciliation Board).—Dispute between the Amalgamated Society of Engineers and various employers.

The statement filed by the union was as follows:—

Hours of Labour: Forty-four hours shall constitute a week's work, divided as follows: August to April (inclusive), work shall not commence (except as overtime) before 8 a.m. or continue after 5 p.m., with one hour for dinner. From May to July (inclusive), 8 a.m. to 4.30 p.m., with half an hour for dinner, except on Saturdays, when the time worked shall be from 8 a.m. to 12 noon. Each day shall stand by itself.

Rates of Wages in different Departments of the Trade: The minimum rate of wages for journeymen fitters, turners, brassfinishers, coppersmiths, millwrights, milling-machine men, and blacksmiths shall be 10s. per day of eight hours; pattern-makers, 11s. per day of eight hours; for planers, borers, slotters, and other machine-men, 9s. per day of eight hours. Men at present receiving over 9s. per day shall receive 10 per cent. advance on present rates. Young journeymen having served their apprenticeship shall be allowed (if necessary) to work for 1s. a day less than the above rates, until attaining the age of twenty-three years, in the shop in which they have served their time, but shall then (at twenty-three) receive journeymen's minimum wage.

Rate for Overtime: All time worked, either previous or after the hours named in Rule 1; also New Year's Day, Easter Monday, Queen's Birthday, Prince of Wales's Birthday, Labour Day, Anniversary Day, and Boxing Day, shall be paid at the rate of time and a half. For Christmas Day, Good Friday, and all Sundays double time must be paid. Nightshifts shall be paid 2s. per night extra (three consecutive nights to be worked before it can be called a nightshift), otherwise overtime rates must be paid. Only one shift out of the twenty-four can be reckoned as a day-shift.

Number of Apprentices and Term of Apprenticeship: The number of apprentices in each department of the trade shall not exceed one to every four journeymen, or fraction of the first four. All apprentices shall serve a term of five years before reaching the age of twenty-one years.

Outwork Allowance: All time going and returning from outside work, and all travelling-expenses, shall be paid for, irrespective of distance. Outside a radius of three miles from the Christchurch Post-office the rate per day shall be 1s. above the afore-mentioned rate in Rule 2. When working at a distance and unable to return the same night suitable board and residence shall be provided.

Dirt-money: On all marine repair-work 1s. per day dirt-money shall be paid. Members of trade unions shall be employed in preference to non-unionists.

This statement proposed to give men a concession of four hours' work per week. The existing wages of pattern-makers were 9s. to 11s.; fitters, 9s. to 14s.; turners, 9s. to 14s.; coppersmiths, 8s. to 10s. 6d.; millwrights average same as fitters and turners; machinists, 7s. upwards; blacksmiths, 9s. to 15s.; planers, 9s. upwards; slotters, 7s. upwards. With regard to overtime, some shops paid time and a half, while others paid time and a quarter, and some paid double rates for Sunday, Christmas Day, and Good Friday.

The case was adjourned until the 20th December.

*Auckland.*

*Tailoring and Shirtmaking Dispute* (before the Conciliation Board).—Dispute between the Tailoresses' Union and certain employers—Messrs. Powley, Ehrman, Van Breda, and Smith, Mesdames Lumsden and Jordan.

For the union the Hon. W. Jennings, on behalf of the Auckland Tailoresses' Union, said,—I wish to state a few of the reasons that have led up to the case now before the Board. For a great number of years past there has been a strong desire on the part of the intelligent and best work-women engaged in the clothing industry in this city to have what is technically termed a "log" brought into operation in the various manufactories. It was felt that if a fair "log" could be established matters between employers and employed would be placed on a fairer, surer, and better basis, and that dreaded evil of the clothing industry, "sweating," would be minimised. A number of the employers also were strongly in sympathy with the movement for the establishment of a fair "log," many of them believing that it would be conducive to better trade, and would also tend to counteract in a marked degree the "cutting" practices that prevailed. That there was need for raising the standard of the wage-earning women of this city was proved by inquiries made

in 1892. Though there was a "log" in existence, it was more honoured in the breach than in its observance, and a low rate of pay was the order in several work-places; besides, several cases of intimidation were proved, evidence being conclusive that girls were discharged for joining the union formed in 1892, and for stating the low rates of wage paid for the work done—one young woman stating that though she had been four years at the trade, and was considered a fairly good worker, she was receiving the munificent sum of 9s. per week. Other young women gave evidence which proved that the average wage paid was about 10s. per week, and the hours worked were considerably over ten per day. The outcome of gaining this information, which was placed before the public, was that a feeling of strong sympathy was evoked, and many of the best men and women in the community gave help in the formation of the union in 1892. A determined effort was then made to get a "log" established, and many meetings took place between the employers and the representatives of the union. The then president of the Chamber of Commerce (Mr. Adam Porter) stated at a public meeting that there was a great deal of under-pay going on in Auckland, and it was the duty of every citizen to see that the weaker section of the community received protection. After protracted delays, however, the negotiations between the union and the manufacturers broke down, and matters remained quiet till within eighteen months ago. Then, owing to complaints made by the girls to the committee of the union about wages being lowered, owing to the undercutting among some of the employers, a further attempt at securing a "log" suitable to the requirements of the Auckland trade was made. Negotiations between various manufacturers and the union, extending over ten months, resulted in a "log" being prepared which was acceptable to both parties. The "log" was printed, and sent to all the factories in the city, with a request from the union asking for an interview, so that it could be discussed and fairly considered. The result of the appeal from the union was that four firms, Messrs. A. Clark and Sons, J. M. Morran, F. Greer, and Mrs. Davy, accepted the proposed "log" as a fair and just one, and were prepared to pay it if other firms would do so. The parties to the dispute, as cited on the margin of the application paper—Messrs. G. Powley, Joseph Ehrman, Van Breda, Mrs. Jordan, and Mrs. Lumsden—returned no written acknowledgment as to their intention in connection with the said "log," which is filed with the application form lodged with the clerk of the Conciliation Board. The Auckland Tailoresses' Union therefore claim the matter now submitted to the Board as a fair subject of contention, as it is undoubtedly wrong that honourable and fair-dealing manufacturers, who are prepared to pay a fair wage to their employes, should have to compete against others who are working their factories at a difference of over 30 per cent. as far as wages to the women workers are concerned. We also wish to state that the "log" submitted to the Auckland employers is not so high as the "log" drawn up by the representatives of the Dunedin, Christchurch, and Wellington Tailoresses' Unions, who assembled in conference at Wellington last week. We claim that all through our negotiations in the matter of this "log" we have acted in a spirit of conciliation and with a due regard to in no way harass or hamper the local trade requirements. I have been assured within the past twenty-four hours that there are manufacturers at present offering to do work for warehouses fully 20 per cent. under another factory which has not paid log prices. There has not been any spirit of antagonism in this matter. It is a battle really on behalf of those who are prepared to do the right thing and to keep down the extension of the "sweating" system.

Mrs. Hendre, secretary to the union, said in the matter of making these arrangements about the log they had been treated with consideration by employers, which made her hope that this dispute would be amicably decided. That the claim made by the union was just was shown by the fact that the log had been accepted by a number of firms. They were not asking even now what the Southern girls were getting. She believed in co-operation as far as possible. The best interests of the workers were best conserved by considering the interests of employers. That was her opinion, and the girls also were quite of one opinion—that it was their interest to conserve as far as possible the interests of their employers.

The following recommendation was made:—

That the shirt and clothing logs herewith be adopted, subject to the following alterations:—

*In the Shirt Log.*—(1.) Paragraph 1 to read: "It is to be distinctly understood that the following statement is based upon power-driven and treadle machines, and that all button-holes and eyelet-holes are machine-made." ("And treadle" added to original log.) (2.) Paragraph 2 to read: "Prices for any class of work not provided for in this list shall be arranged between the manager and advisory committee" (instead of between the manager and committee of the union). (3.) Button-holes to be paid for at the rate of 3d. per 100. (4.) Weekly wages: Machinists—Altered from first three months (3s. 6d.) to first four months (3s. 6d.), second three months (5s.) to second four months (5s.), third three months (7s. 6d.) to third four months (7s. 6d.); finishers—altered from first three months (3s. 6d.) to first four months (3s. 6d.), second three months (5s.) to second four months (5s.), third three months (7s. 6d.) to third four months (7s. 6d.); third-class finishers from 15s. to 12s. 6d., second-class from 17s. 6d. to 15s., first-class from £1 to 17s. 6d. (5.) Improvers after twelve months instead of nine months. (6.) Drills and denims to be included in this log as well as in the clothing log. (7.) The last paragraph to read: "An advisory committee may be provided for in every working establishment, to be elected annually. The number of said committee to be six. The committee to be chosen by the workers themselves." ("Shall" altered to "may be provided.")

*In the Clothing Log.*—(1.) "Machinists' weekly wages" to read "machinists' and finishers' weekly wages." (2.) Apprentices: The rate of wages to be as in the shirt log. (3.) Improvers after twelve months instead of nine. The "advisory committee" to read, "An advisory committee may be provided, &c." (as in shirt log). The last two items under shop trousers to read: "Denims with patent buttons, felling bottoms, 1d.; denims, felling bottoms and buttons, 1½d.; American denims, men's, 5½d." In last paragraph to read "advisory committee" for "committee of the union." The above recommendation to be embodied in our industrial agreement, to remain in force for one year from the 1st December, 1897. The above-named employers and the union to be bound by the terms and conditions of the agreement, provided that if any other person or firm in conducting their business shall not conform to such terms the union shall take the necessary steps to compel them to do so within fourteen days of the notice from any employer or employers, and if the union fail to commence to carry out proceedings it shall be unable to compel such persons to the terms, then the parties to this agreement shall be released from it.

By comparing the above with the original Tailoresses' and Shirtmakers' Logs, which cannot be published here, the alterations made by the Conciliation Board will be better understood.

DECEMBER, 1897.

*Auckland.*

*Seamen's Dispute* (before the Conciliation Board).—Dispute between the Federated Seamen's Union and—(1.) The Clevedon Steam Navigation Company (represented by Mr. Alison), the Onehunga and Waiuku Shipping Company (represented by Mr. Hoskings), Mr. Parker (owner of the "Invincible" and the "Waitoa"), and Mr. Holgate. The union wished them to pay rates and conform to conditions arranged by the Board with regard to the Northern Shipping Company and others in August. (2.) The Northern Shipping Company, Captains McGregor, Shaw, and Braidwood, and Messrs. Leyland and O'Brien, who were stated to have failed to comply with the recommendations of the Board in August. Several other owners were included in this part of the dispute.

In the first part of the case it was stated that the ruling wages of the Clevedon Company were: Seamen, £8 13s. 4d.; "boy" on deck, £4 6s. 8d.; "boy" in engine-room, £6 10s. Proof was required that the "boys" were not "men"; if they were only boys the wages were up to the standard. The wages of the Onehunga and Waiuku Company were £8, £7, and £6 for three men on deck, and £6 for fireman; engineer, £17 16s. The standard wages for firemen were £8 10s. and found, and £8, £7, and £6 for seamen. Therefore it remained for the company to raise the firemen's wages from £6 to £8 10s., but this was not agreed to.

Mr. Parker ("Invincible" and "Waitoa") paid two men on deck at £6, and a lad in stokehole at £4, all to find themselves.

The recommendations of the Board with regard to these firms are given.

In the second part of the case, with reference to Messrs. Leyland and O'Brien, clause 7 of the previous finding of the Board said, "That there is no necessity for the recommendation of the Board to apply to Messrs. Leyland and O'Brien so long as they pay the same rate of wages as at present." The union contended that the firm should sign the agreement, as if the wages were reduced there would be the necessity of bringing them under the agreement. If the firm intended keeping to the present wages there would be no harm in signing the agreement. The employers concerned (the Northern Shipping Company and others) jointly refused to accept the original recommendations of the Board for the following reasons: (1.) There is no dispute between the parties cited and their employés, but, on the contrary, mutual good feeling and satisfaction is existing. (2.) The minimum rate of wages fixed by the Board to be paid to the crews of the "Weka," "Hirere," "Invincible," and "Waitoa" is in excess of that which can be profitably paid by the owners. (3.) That the parties cannot accede to the demand to pay overtime on any fixed basis. (4.) That it is not equitable or reasonable to expect that the employés of small vessels running within such river limits should be paid an equal rate of wage with men employed on large steamers running outside. (5.) That the employés are paid a fair living-wage.

Mr. Ranson (Northern Shipping Company) stated he had framed a clause on the lines of Judge Williams's recent decision. The shipowners were agreeable to accept the Board's recommendations, with this clause added: "That the above-named firms and the union shall be bounded by the provisions of this agreement, for the term of the agreement, provided that if any other person or firm trading with steamers or vessels propelled other than by sails to any port served by the above-named owners (auxiliary vessels or vessels propelled otherwise than by sails being employed, such provision as shall be approved of by both parties to this agreement, or that may be fixed by the Board of Conciliation), in conducting their business, shall not conform with such terms and conditions, the union, within fourteen days after notice in writing, shall take the necessary steps under the Act to compel them to do so; and, if the union fails to commence and carry out proceedings, or if, having taken and carried out such proceedings, it shall be unable to compel such person or firm to conform to the terms and conditions, then the parties bound by this agreement shall thereafter be released from any further obligations to conform to such terms and conditions." Mr. Ranson said that, if any arrangement was arrived at, it would not take effect until these other vessels were brought before the Board, in order that they might all start with a definite arrangement.

As a result of this, Mr. Ranson formally gave notice for several other owners to be joined in the proceedings; and the following firms were eventually cited under the same order of reference: The Clevedon Company (owners of "Hirere"), the Devonport Steam Ferry Company (owners of the "Admiral"), Mr. Parker (of "Invincible" and "Waitoa"), the Onehunga and Waiuku Company (owners of "Weka"), Messrs. Hare Brothers (of "Hercules"), Subritzky (of the "Medora"), Captain Martin (of the "Waipu"), Captain Skinner (of the "Aotea"), Mr. Darrack (of the "Oban"), and the owner of the "Kawau" (Mr. Holgate).

Captain Skinner paid following wages: Able seamen, £5 and boat-money (this represented for one month £9 16s. in all); ordinary seamen, £3 and boat-money (this represented for one month £4 16s. in all), all found. These rates were considered well up to the standard.

Messrs. Hare Brothers paid able seamen £7 and found, and ordinary seamen £6 and found.

The Devonport Steam Ferry Company's representative stated that the Board had recognised that a tugboat's trade was not on parallel lines with steamers running regular time-table with goods and passengers, and contended that the "Admiral's" case was similar to that of Leyland and O'Brien's "Stella." The same agreement would not apply to all steamers alike, as there were three different classes, tugboats, steamers running inside extended river limits, and steamers outside such limits.

The recommendations of the Board were as follows:—

In the matter of an industrial dispute between the Auckland branch of the Federated Seamen's Union of New Zealand and the Clevedon Steam Navigation Company, the Onehunga and Waiuku Steam Navigation Company, Mr. Parker, and Mr. Holgate, and of a reference for settlement. After a full investigation the Board is unanimously of opinion that there is no necessity for the first three firms to be brought under the recommendations of the Board with

respect to the Northern Shipping Company and other owners. As no evidence has been tendered on either side with regard to the case against Mr. Holgate, the Board cannot make any recommendation.

In the matter of an industrial dispute between the Auckland branch of the Federated Seamen's Union of New Zealand and the Northern Steamship Company, A. McGregor, Captain Shaw, Messrs. Leyland and O'Brien, Captain Braidwood, and Messrs. Hare Brothers, Mr. Subritzky, Captain Martin, Captain Skinner, Mr. J. Darrach, and the Devonport Steam Ferry Company, who were joined as parties to the dispute on application, and with the consent of the Board, and a reference thereof for settlement. The Board unanimously recommends that the following be added to its former recommendations—namely: (1.) That so long as the Devonport Steam Ferry Company continues to pay the same rate of wages on the "Admiral" as at present—viz., £10 16s. 8d. per month—the other recommendations shall not apply to them. (2.) That on vessels partially propelled by oil-engines the minimum rate of wages shall be: Able seamen, £6 per month; ordinary seamen, £4 per month. On these vessels no overtime shall be paid. (3.) That while Captains Skinner and Martin continue to pay the same rate of wages as at present—viz., able seamen, £5 per month and 1s. per boatload boat-money; ordinary seamen, £3 per month and 6d. per boatload boat-money—the other recommendations of the Board shall not apply to them. (4.) That as the "Medora," owned by Mr. Subritzky and others, is worked on co-operative principles, the recommendations of the Board only apply to it when seamen are employed on wages. (5.) That the above-named firms and the union shall be bound by the terms and conditions of this agreement, provided that if any other person or firm trading with steamers to any port served by the above-named owners, in conducting their business, shall not conform to such terms and conditions, or, in the case of auxiliary vessels or vessels propelled otherwise than by sails being employed, to such provisions as shall be approved by the parties to this agreement or that may be fixed by the Board of Conciliation, the union shall, within fourteen days after notice in writing from any owner or owners, take the necessary steps to compel them to do so, and if the union fails to commence and carry out such proceedings, then the parties to this agreement shall thereafter be released from any further obligation to conform to such terms and conditions. (6.) That the industrial agreement shall be signed by the parties on or before the 14th instant.—(Signed) GEORGE BURGESS, Chairman of the Board.

The employers did not accept the recommendations of the Board, and the case went before the Arbitration Court in January.

It was pointed out by the employers that some vessels according to the proposed agreement would be quite exempt, which would be unfair to vessels in the same trade; and it was contended that all vessels, whether propelled by oil-engines or by steam, should be placed on equal footing. Another point raised was that the "Kawau" was exempted from the agreement because the owner had been absent from the meetings.

With regard to the original recommendations of the Board in August, it is explained that although the parties agreed they had not signed the agreement.

#### Christchurch.

*Carpenters and Joiners' Dispute* (before the Conciliation Board).—Dispute between the Carpenters and Joiners' Association and Messrs. J. Goss and Williams and Stephens, whom the union applied to have brought under the award of the Arbitration Court, given in July.

The Board recommended that both these firms should comply with the agreement.

#### Westport.

*Coal-mining disputes*, between the Denniston Coal-miners' Union and the Granity Creek Coal-miners' Union and the Westport Coal Company.

The order of reference of the union recites the award of the Arbitration Court, delivered the 19th September, 1896, which applied for one year from date. The union applied to the company for increase of wages, which was refused, and the company submitted another schedule of rates. After conferences of both parties, the thirty-one references in dispute were reduced as follows:—

##### List of References of the Denniston Coal-miners' Industrial Union of Workers.

(2.) Bords to be 18 ft. wide, but not less than 16 ft.—Agreed to. (3.) From 6 ft. down to be single places.—Agreed to. (5.) When taking up bottoms in bords any thickness down to 3 ft. 6 in. to be paid at pillar rates; below 3 ft. 6 in. to be bord rates; below 2 ft. to be deficient places.—Agreed to. (6 and 7.) In the event of a man driving narrow work through one pillar to take out another pillar he shall in all such cases be paid ordinary pillar yardage rates.—Agreed to. (10.) Tops to be classed as pillars.—Agreed to. (15.) All coal-work to be cavilled for three months—bords, pillars, and headings. All men who are competent to be included in the cavil, and in any case when a man has finished his place in any section of the mine, and has to remove to another section through scarcity of places, he shall have the first place that is ready in the section which he left.—Agreed to. (16.) That the turn of trucks throughout the mine at Denniston be regulated as evenly as possible.—Agreed to. (18.) Contracting on all coal-work to be abolished.—Struck out. (21.) All trucking to be shift-work at 11s. per day.—Withdrawn. (22.) Tippers to be paid 11s. per day. Struck out. (26.) Check-weigh money to be deducted at company's office.—Agreed to on terms of last award. (27.) Unclaimed boxes to go to the check-weigh fund.—Agreed to. (28.) Water to be removed from the working-place by the company.—Agreed to. (29.) No workman to be discharged without a just cause.—Withdrawn. (30.) The company to provide tamping, and place it conveniently for the truckers to take it to the face.—Agreed to. (31.) The union deem necessary they shall be allowed to send men through the various sections of the mine for subscriptions for needy persons.—Struck out.

The following were submitted to the Board to decide:—

(1.) Tonnage rate on all solid working in the mine to be 2s. 6d per ton. (4.) Prices for different heights of coal: 5 ft. down to 4 ft. 9 in. to be 2s. 8d. per ton; 4 ft. 9 in. down to 4 ft. 6 in. to be 2s. 10d.; below 4 ft. to be deficient places. (8.) All pillars below 6 ft. in height to be single places. The manager to have the right to put on two men if it is necessary. (9.) Prices for pillars below 6 ft. in height to be paid for as under: From 5 ft. down to 4 ft. 9 in., 2d. per ton extra; from 4 ft. 9 in. down to 4 ft. 6 in., 4d. per ton extra. (11.) Headings 6 ft. wide, 7s. per lineal yard; headings 9 ft. wide, 6s. per lineal yard; headings 12 ft. wide, 5s. per lineal yard. (12.) 6 in. sets in bords to be paid for at the rate of 3s. 6d. per set. Blinded 6 in. sets, 5s. 6d. per set; blinded 8 in. sets, 7s. 6d. per set; blinded 12 in. sets, 15s. per set; blinded over 12 in. sets, £1 per set. (13.) If the stone comes down with the coal, the men to be paid—1d. per inch per ton for first 3 in.; ½d. per inch per ton for next 6 in.; ¼d. per inch per ton for every inch or fraction of an inch above 9 in. in thickness. This to take effect up to 7 ft. of coal; above that height half the above rate. (14.) In lieu of discharging or suspending men for filling stone with their coal they shall be fined as follows: For the first 20 lb. weight in each box, 6d.; and 3d. for every extra 10 lb. of stone. These fines to be made by the company and paid to the union; the union to pay the money to the Westport Hospital. (17.) That the company should not lay idle certain sections of the mine in turns, but, if they wish to restrict the output, that all miners be allowed to work at one time, and when coal is not required the whole of the mine to be idle; and that power be given the union by this Board, or the Arbitration Court, to at any time restrict the daily output of miners not less than what will make up the monthly demand for sale. (19.) Wages of miners taken from their places to be 12s. per day. (20.) Wages of men working at the "iron man": 12s. per day for men working the machines, 11s. per day for fillers and general workers, Men

working at these machines to work the same time as the mine. (23.) All outside general labourers to be paid 10s. per day. (24.) Working-hours to be not more than eight hours from bank to bank and six hours on every Saturday. (25.) All work to be shared amongst unionist employes.

The Board recommended as follows:—

*Denniston Industrial Union of Workers v. Westport Coal Company,*

This agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 21st day of October, 1897, between the Westport Coal Company (Limited) Industrial Union of Employers and the Denniston Coal-miners' Industrial Union of Workers.

The said parties to this agreement agree that—(1.) Tonnage rates on all solid workings to be 2s. 4d. per ton. Any place below 4 ft. to be a deficient place. (2.) Bords to be 18 ft. but not less than 16 ft. wide. (3.) Headings—6 ft., 7s. per yard; 9 ft., 6s. per yard; 12 ft., 5s. per yard. (4.) Bottoms: When taking up bottoms in bords the full width any thickness down to 3 ft. 6 in. to be paid for at pillar rates; from 3 ft. 6 in. down to 2 ft. to be paid for at bord rates; below 2 ft. to be a deficient place. (5.) In the event of a man driving narrow work through one pillar to take out another pillar he shall in all such cases be paid ordinary pillar yardage rates—that is, 4s. per yard. (6.) Pillars: Prices to be paid for pillars as follows: Any thickness from 6 ft. 6 in. and upwards, 1s. 8d. per ton; below 6 ft. 6 in. and down to 5 ft. 6 in., 1s. 10d. per ton; below 5 ft. 6 in. and down to 4 ft., 2s. per ton. Places below 4 ft. to be deficient places. (7.) All pillars below 6 ft. in height to be single places, the manager to have the right to put on two men if necessary. (8.) Tops to be classed as pillars. (9.) In any height of coal up to 5 ft. 6 in. thick, if stone in coal or stone on top of coal which cannot be kept up, the price to be paid shall be, for anything up to the first 3 in., 1d. per ton, and  $\frac{1}{2}$ d. per ton per inch afterwards. Before any stone scale comes into force the stone must be of sufficient thickness to necessitate its being picked out of coal. Above 5 ft. 6 in. of coal the stone scale shall cease, and no allowance will be made for stone. This scale is not applicable to Big Dip, as special charges are paid there. (10.) All coal to be cavilled for every three months—bords, pillars, and headings. All men who are competent to be included in the cavit, and in any case where a man has finished his place in any section of the mine, and has to remove to another section through scarcity of places, he shall have the first place that is ready in the section which he left. (11.) 6 in. sets of timber in bords not to be paid for by company. (12.) Trucking to be by contract or shift-work at option of company. (13.) Water to be removed from working-places by company. (14.) Men taken from the face to be paid 10s. 6d. per day clear of cost. (15.) The company to deduct check-weigh money from the wages of each miner if authorised to do so, under section 19, subsection (7), of "The Truck Act, 1891." (16.) All unclaimed boxes to go to the check-weigh fund. (17.) Working-hours to be the same as heretofore. (18.) The company to provide tamping, and place it conveniently for truckers to take to a place. (19.) That as regards hewing coal and trucking and tipping, so long as there are sufficient capable men at Denniston out of work the company shall employ these either by contract or day-labour, provided that they are willing to contract or work at reasonable rates, before the company calls for tenders from outsiders or employs outsiders. (20.) That the turn of trucks throughout the mine be regulated as evenly as possible. The prices for Big Dip section to remain as at present. Mechanics to be the same as heretofore. The provisions of this agreement to continue in force for one year from this date.

In witness whereof the parties have hereto set their hands this 21st day of October, 1897, at Westport, in the Colony of New Zealand.

For the Westport Coal Company (Limited) Industrial Union of Employers—

ADAM JAMIESON, Agent.  
THOMAS BROWN.  
ALFRED B. LINDOP.  
JOHN FOSTER, Chairman.

For the Denniston Coal-miners' Industrial Union of Workers—  
Witness—C. A. Barton, Clerk of Awards.

*The Westport Coal Company (Limited) Industrial Union of Employers and the Granity Creek Coal-miners' Industrial Union of Workers.*

This agreement, made in pursuance of "The Industrial Conciliation and Arbitration Act, 1894," this 21st day of October, 1897, between the Westport Coal Company (Limited) Industrial Union of Employers and the Granity Creek Coal-miners' Industrial Union of Workers.

The said parties to this agreement agree that—(1.) Tonnage rates on all solid workings to be 2s. 3d. per ton; any place below 4 ft. to be a deficient place. (2.) Bords to be 18 ft. wide, but not less than 16 ft. wide. (3.) Headings 10 ft. wide: Single shifts, 3s. per yard; double shifts, 4s. per yard; treble shifts, 5s. per yard. (4.) In any height of coal up to 5 ft. 6 in. thick, if stone in coal or stone on top of coal which cannot be kept up, the price to be paid shall be, for anything up to first 3 in., 1d. per ton, and  $\frac{1}{2}$ d. per ton per inch afterwards. Before any stone scale comes into force the stone must be of sufficient thickness to necessitate its being picked out of coal. Above 5 ft. 6 in. of coal the stone scale shall cease, and no allowance will be made for stone. (5.) All coal to be cavilled for every three months—bords and headings. All men who are competent to be included in the cavit, and in any case where a man has finished his place in any section of the mine, and has to remove to another section through scarcity of places, he shall have the first place that is ready in the section which he left. (6.) 6 in. sets of timber in bords not to be paid for by the company. (7.) Trucking to be by contract or shift-work at option of the company. (8.) Water to be removed from the working-places by the company. (9.) Men taken from the face to be paid 10s. 6d. per day clear of cost. (10.) The company to deduct check-weigh money from the wages of each miner if authorised by such miner so to do, under the provisions of section 19, subsection (7), of "The Truck Act, 1891." (11.) All unclaimed boxes to go to the check-weigh fund. (12.) Working-hours to be the same as heretofore. (13.) The company to provide tamping, and place it conveniently for truckers to take it to the face. (14.) That as regards hewing coal and trucking and tipping, so long as there are sufficient capable men at Granity Creek out of work the company shall employ those either by contract or day-labour, provided that they are willing to contract or work at reasonable rates, before the company calls for tenders from outsiders or employs outsiders. (15.) That the turn of trucks throughout the mine be regulated as evenly as possible. The provisions of this agreement to continue in force for one year from this date.

For the Westport Coal Company (Limited) Industrial Union of Employers—

ADAM JAMIESON, Agent.  
THOMAS BROWN.  
ALFRED P. LINDOP.  
WILLIAM DAVIDSON, Chairman.

For the Granity Creek Coal-miners' Industrial Union of Workers—  
Witness—C. A. Barton, Clerk of Awards.

*Dunedin.*

*Tailoring Dispute.*—The union disagreed with the recommendations of the Conciliation Board in October, and the case came before the Arbitration Court. Both sides agreed *re* overtime; and the employers agreed to the minimum wage of £2 10s., but based it on a forty-eight-hours week instead of on forty-four hours.

The chief points in dispute were those fixing proportions of apprentices after the first one, proportion of females to males, and that in reference to the number of hours per week.

The union asked for the following conditions of labour:—

(1.) That the number of apprentices be limited to one to four pieceworkers or fraction of the first four; all apprentices to be indentured after a three-months trial, and to serve for five years. (2.) That not more than one day-wage man be allowed to each shop; the day-wage man to have charge of the apprentices, and have no other permanent assistance. (3.) Members of the society to have the pre-emptive right of employment. The minimum wage

for day-wage men shall be £2 10s. (5.) The hours of labour shall be from 8 a.m. to 5 p.m., with one hour for dinner, and on Saturday from 8 a.m. to 12 noon. The society also asked that where females are employed they make and press their own work.

With respect to what appears to be the principal matter in dispute, the proportion of wagemen to journeymen, it was stated by the Court,—

It has been recognised in the Old Country, and here in the colony in Wellington, that it is considered in the trade to be a reasonable thing that a proportion should be fixed. An agreement has been come to in Wellington between the masters and the union on the subject, and our award will be to place trade here in that respect on the same footing as the trade in Wellington—that is, one day-wage man in any shop, and a second day-wage man for the second four pieceworkers employed. As to the question of apprentices, and as to the question of hours, we do not think it is necessary to interfere with the recommendations of the Board of Conciliation. We do not think that it is shown that two apprentices to five to eight journeymen is excessive, and that is the maximum number of apprentices. We leave the number of hours as the Board of Conciliation recommended. I will read the minutes of the award in this, as in the last, case:—

The recommendations of the Board of Conciliation as to apprentices to be adopted. The recommendations as to day-wage be struck out, and in lieu thereof the following be inserted: "That not more than one weekly-wage man to be employed in any shop unless pieceworkers are also employed; and that the proportion of weekly-wage men be not more than one to every four pieceworkers or fraction of the first four: the proportion to be determined in the same manner as the proportion of apprentices to journeymen is determined." The recommendations of the Board contained in paragraphs 3 to 7 inclusive to be adopted. The log produced to be binding, with the reduction of one hour on trousers, as suggested at page 12.

The award, to come into force on the 20th December, and to remain in force until the 31st December, 1898, is as follows:—

Whereas a dispute arose between the Dunedin Operative Tailors' Society (hereinafter called "the union") and the several persons and firms, being master tailors in Dunedin (hereinafter called "the employers"), whose names follow, that is to say—William Aitken and Sons, John and James Arthur, Bennett and Griffin, Brown, Ewing, and Co., Craig and Smith, James Crombie, Duthie Brothers and Co., Lewis Faigan, Thomas F. Feltham, Hallenstein Brothers, Hendry and Son, Herbert, Haynes, and Co., Walter Isles, Thomas Jenkins, Joseph A. Kirby, John McDonald, Alexander Robb, W. and R. Scott, Frederick Smith, Stokes and Sons, Todd and Brown, G. M. Wilkie, Andrew Walker: And whereas the said dispute was duly referred to this Court: Now this Court, having heard the parties and the evidence adduced on both sides, doth hereby award as follows:—

(1.) The proportion of apprentices to journeymen to be as follows: For the first four men or any less number, one apprentice; for more than four men and up to eight men, two apprentices; and so on in the same proportion. (2.) For the purpose of determining the number of apprentices to journeymen the calculation shall be based on a two-thirds full-time employment for the six months previous for the average of the labour. (3.) The preceding rules are not to interfere with the engagements of present apprentices. (4.) That not more than one weekly-wage man be employed in any shop unless pieceworkers are also employed, and that the proportion of weekly-wage men be not more than one to every four pieceworkers or fraction of the first four: the proportion to be determined in the same manner as the proportion of apprentices to journeymen is determined. (5.) Members of the union shall be employed in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. (6.) The last-preceding rule is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions in their employment; nor is it to interfere in any way with the employment of females. (7.) When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. (8.) The minimum wage for wages-men shall be £2 10s. per week. The hours of labour shall be forty-eight hours per week. The work shall be done between the hours of 8 a.m. and 6 p.m. on the first five days of the week, and between 8 a.m. and 1 p.m. on Saturday. (9.) Overtime shall be paid as follows: Day-wage men, time and a quarter up to 10 p.m.; from 10 to 12 p.m., time and a half; and double after 12 p.m. Pieceworkers, 3d. per hour extra up to 10 p.m.; 6d. per hour after 10 p.m. to 12 p.m.; and 1s. per hour after 12 p.m. (10.) The log attached hereto shall be binding upon all parties.

And this Court doth further award and order that this award shall be binding upon the union and its members, and upon the employers and each and every of them, and shall remain in force, and its provisions shall be enforceable, for a period commencing on Monday, the 20th December instant, and ending on the 31st day of December, 1898.

And this Court doth further order that a duplicate of this award be filed in the Supreme Court at Dunedin.

#### Dunedin.

*Bakers' Dispute.*—The recommendations of the Board *re* this dispute in August were not agreed to by the employers, and the case came before the Arbitration Court.

Messrs. John Peterson and J. L. Hewton (bakers) were included in the disputes; pastrycooks had been withdrawn by the Board of Conciliation, and they therefore could not be included by the Court.

The portions of the recommendations of the Board that were disagreed to were: The question of the hours of working, the number of apprentices to men, the scale of wages, and the wages in connection with jobbers—that is, casual labour. The following proposals were submitted in lieu of the rules as recommended: Rule 48 at present read, "No member of this association to work more than eight hours per day, starting at 4 a.m., half an hour for breakfast, and one hour for dinner." The Masters' Association submitted in place of that: "That no member of this association work more than nine hours per day, or fifty-four hours per week." The Bakers' Union wanted to fix the wages of foremen at £3, second hand at £2 10s., and table-hands at £2 5s. The master bakers said it was not a fair way to fix the wages for work that varied, and they submitted the following proposals: That no foreman receive less than 1s. per hour; second hand, 11d. per hour; table-hands, 10d. per hour. With nine hours' labour that brought the wages up to what the union asked, with the exception of the wages of the foreman. In the case of the foreman the Masters' Association did not wish to bind any foreman to accept that wage; they left it open to the two parties to make an agreement with regard to the matter. If a man was worth more than £2 14s. he should claim what he was worth. Elevenpence an hour for fifty-four hours gave £2 9s. 6d. for second hands, as against £2 10s. asked for by the union; and 10d. an hour for fifty-four hours for table-hands gave a weekly wage of £2 5s., which was the same as was asked for by the union for a week of forty-eight hours. Those wages were 1d. an hour more in each instance than the Auckland bakers had agreed upon. In Wellington the rates were the same—£2 5s., £2 9s. 6d., £2 10s., and £2 15s. His Honour said that £3 a week was recommended as the minimum for foremen in Wellington.

His Honour then made the following statement of award :—

In the dispute between the Dunedin Bakers and Pastrycooks' Union and the Master Bakers' Association and three other gentlemen—Messrs. Wood, Peterson, and Hewton—we have considered the matter, and we are not prepared to go quite the length the Conciliation Board went in the matter of hours. We want to avoid any risk of fixing such a number of hours as would possibly entail a chronic state of overtime. We have therefore decided to fix the hours at eight and a half. In other respects we adopt the recommendations of the Conciliation Board. We do not think that sufficient cause has been shown for adopting what would practically be a complete innovation in the trade and fixing the payment at per hour instead of at per week. The result, therefore, of our award in that case will be that we adopt the recommendations of the Board of Conciliation, except in the matter of hours, and we fix the hours at eight and a half instead of eight as recommended by the Board. I will read the minutes of the award :—

“The recommendations of the Board of Conciliation to be carried out, except that paragraph 9 be struck out, and, in paragraph 1, subsections (a) and (c) be struck out, and in lieu of sub-paragraph (a) the following be inserted: ‘That the hours of work be eight hours and a half per day.’ The award to come into force on Monday next, the 13th December, and to remain in force until the 31st December, 1898.”

The President subsequently drew up the award, as follows :—

Whereas a dispute arose between the Dunedin Bakers and Pastrycooks' Union (hereinafter called “the union”) and the Master Bakers' Association of Dunedin and William Wood, John Peterson, and John Hewton, master bakers (hereinafter called “the employers”), as to what should be the rules for carrying on the business of bread-bakers: And whereas the said dispute was duly referred to this Court: Now this Court, having heard the parties and the evidence adduced on both sides, doth hereby award as follows: (1.) That the hours of work be eight hours and a half per day. (2.) That the hour for starting work be not earlier than 4 a.m., except on Wednesday, Saturday, and the day immediately preceding any public holiday, when it may be an hour not earlier than 3 a.m. (3.) In any house where the dough-machines are used the dough-men only may start one hour and thirty minutes sooner. (4.) If overtime is required, time and a quarter shall be paid up to 6 p.m., and time and a half up to 10 p.m., and that no work be done after that hour. (5.) Any member working on a holiday shall receive time and a half payment besides the weekly wage. (6.) The proportion of apprentices to men to be as follows: For the first three men or any less number, one apprentice; for more than three men and up to six men, two apprentices; and so on in the same proportion. (7.) No bread-carter to be employed in bakehouse, but a baker may be employed to deliver bread so long as he works eight hours and a half per day only. (8.) That the rate of wages of a foreman be settled in each case by agreement between the employer and the foreman. (9.) That no second hand receive less than £2 10s. per week, and no table-hand less than £2 5s. (10.) That members of the union shall be employed in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. This rule is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions in their employment. (11.) When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. (12.) If a jobber is employed by the day the wage must not be less than 10s., or by the week £2 10s. Jobbers working overtime shall receive the same rate of payment as other men. (13.) Sunday sponging will cover all statutory holidays.

And this Court doth further award and order that this award shall be binding upon the union and its members, and upon the Master Bakers' Association and each of the persons above named as parties to this dispute, and shall remain in force, and its provisions shall be enforceable, for a period commencing on Monday, the 13th December instant, and ending on the 31st December, 1898. And this Court doth further order that a duplicate of this award be filed in the Supreme Court at Dunedin.

JANUARY, 1898.

*Auckland.*

*Seamen's Dispute* (before the Arbitration Court).—Dispute between the Federated Seamen's and Firemen's Union of New Zealand and certain shipowners. Messrs. Belcher and Marks represented the Union. Mr. C. Ranson and Mr. G. Gow represented the Northern Steamship Company; Mr. M. G. McGregor was for A. McGregor and others, owning s.s. “Kiaora,” “Rose Casey,” and the “Maori”; Mr. M. Nicoll was for Captain Shaw, of the p.s. “Terranora,” and Captain Braidwood; Mr. William Leyland was for Messrs. Leyland and O'Brien, of the s.s. “Stella.” Messrs. Hare Brothers, Mr. Subritzky, Captain Martin, Captain Skinner, Mr. J. Darroch, and the Devonport Steam Ferry Company did not appear when their names were called.

The recommendations of the Board of Conciliation in December were not accepted by both parties, and the case came before the Arbitration Court, which made the following award :—

In the Court of Arbitration of New Zealand; in the matter of an industrial dispute between the Auckland branch of the Federated Seamen's Union of New Zealand (hereinafter call “the union”) and the following firms, that is to say: The Northern Steamship Company; Messrs. McGregor, owners of the “Kiaora,” “Rose Casey,” and “Maori”; Captain Shaw, of the p.s. “Terranora”; Messrs. Leyland and O'Brien, owners of the s.s. “Stella”; and Captain Braidwood, of the s.s. “Akaroa.” Whereas the above dispute was dully referred to, and heard, and considered by this Court, now this Court doth award as follows :—

(1.) That there be an increase of 10s. per month in the wages of lamp-trimmers, able seamen, and ordinary seamen, and in the wages of all firemen, greasers, lamp-trimmers, and donkey-men, in all steamers owned or chartered by the above firms, where such employes are not receiving wages in excess of the wages now current. (2.) That overtime remain as at present, and not be paid for vessels trading within extended river limits, except as hereinafter specified. (3.) That when time off is charged against overtime it shall be equivalent to the same in monetary value; time off shall be given only at the home port, or the port where the man resides. (4.) That when excursions are run on Sundays and stated holidays, whether within or without extended river limits, overtime shall be paid for the time so employed, not exceeding in all 8s. nor less than 4s. per man. (4.) That Christmas Day, New Year's Day, Queen's Birthday, Good Friday, and Labour Day (being the second Wednesday in October) shall be stated holidays. (6.) That in other respects the conditions and remuneration of labour shall remain as at present. (7.) That the said firms in employing labour shall not discriminate against members of the union, and shall not, in the engagement or dismissal of their hands, or the conduct of their business, do anything, directly or indirectly, for the purpose of injuring the union. (8.) That this award shall come into force on the 1st February next, and remain in force until the 28th February, 1899. (9.) That this award shall be binding upon the union and its members, and upon the said firms and each of them, save that of Messrs. Leyland and O'Brien, so long as they pay the rate of wages to seamen and firemen they at present pay, shall not be bound by it; but if they discontinue to pay such rates they shall thenceforth be bound. (10.) That a duplicate of this award be filed at the Supreme Court of Auckland.

In witness whereof the seal of the said Court has been hereunto affixed, and the President thereof has hereunto set his hand, this 24th day of January, 1898.

Mr. Justice Williams explained that the 28th February, 1899, would also be the date of expiry of the Union Company's and the Wellington coastal agreements.

The following are the union claims laid before the Conciliation Board on the 23rd August last:—

(1.) Increase of 10s. per month in wages of lamp-trimmers, able seamen, ordinary seamen, boys, or other employés (excepting officers) engaged on deck in all steamers or tenders owned or chartered by [owners previously mentioned]. (2.) Payment of overtime at the rate of 1s. per hour for all work done at cargo between the hours of 5 p.m. and 7 a.m. Overtime at the rate of 1s. per hour for firemen who work over eight hours per day in port, sea-watches to count as portion of eight hours. The crews of vessels leaving port on Sundays or stated holidays to be paid not less than 4s. per man. Schedule rates to be paid for all classes of work done in port on same days, or for being kept on board the vessel under any pretext whatever. When excursions are run on Sundays or stated holidays the whole crew to be paid overtime, such payments not to exceed 8s. and not less than 4s. per man. The foregoing to apply to all vessels, irrespective of whether engaged inside or outside river limits. (3.) Increase of £1 10s. per month in all firemen's, greasers', donkey-men's, or other employés' wages engaged in engine-room or stokehole who work six-hour watches. (4.) Keeping watch on vessels safely moored alongside any wharf on Sundays or stated holidays to be paid for at schedule rates. The same to apply to any night-watch, or portion of night-watch, kept at any other time. (5.) The absolute discontinuance of giving time off in lieu of overtime payments. No deductions to be made from overtime when once earned. (6.) The observance of five statutory holidays during the year—viz., Christmas Day, New Year's Day, Queen's Birthday, Good Friday, Eight Hours Demonstration Day or Labour Day. Overtime to be paid for these days as per clause 2.

The following are the concessions offered on the 28th July, 1897, by Mr. Ranson, of the Northern Steamship Company, providing other owners sailing from Auckland were brought in, and again offered on the 23rd August, 1897, before the Conciliation Board:—

(1.) Will agree to 10s. advance to all sailors. (2.) Will agree to 1s. per hour overtime, as at present, to A.B.s and firemen, and 9d. per hour to ordinary seamen, for all cargo-work done between 5 p.m. and 7 a.m., but to have the option of giving time off while in the Port of Auckland. Cannot consent to allow any overtime for vessels trading within extended river limits—viz., between Capes Colville and Bream Head. Thames, Coromandel, and Paeroa are tidal ports and smooth-water runs. (3.) Cannot consent to an increase of £1 10s. per month to firemen and greasers who work six-hour watches, as the company's steamers are all small and have short runs, but would increase their salary 10s. per month. (4.) Willing to abolish keeping watches alongside Auckland Wharf on Sundays, but would require not less than one-half of the crew to remain on board the vessel. The selection when necessary to be made by the officer in charge. (5.) Willing to abolish keeping watch after 5 p.m. when lying alongside Auckland Wharf, but would require one-half of the crew to remain on board the vessel. The selection when necessary to be made by the officer in charge. (6.) Cannot consent to the discontinuance of giving time off in lieu of overtime. (7.) Will observe the five statutory holidays through the year—viz., New Year's Day, Queen's Birthday, Good Friday, Eight Hours Demonstration or Labour Day, and Christmas Day. Overtime to be paid for all work done on these days at 1s. per hour, or, if working for the whole day, 8s. for the day. (8.) The company shall have the same right of employing non-members of the union as at present, but shall afford to members of the union the same right of employment as to others, and the fact of a man who has applied to the said company being a member of the said union shall not operate to prevent his obtaining such employment. (9.) The company shall have the same right as at present to engage hands by agents. (10.) The Seamen's Union representative is not to visit members on board ship.

#### Christchurch.

*Engineering Dispute* (before the Board of Conciliation).—The statement of the Amalgamated Society of Engineers was given in November last, and the case was adjourned. Messrs. Taylor and Oakley (plumbers, &c.) were exempted from the dispute, as they did not employ any engineers. The engineering firms included in the dispute were Messrs. Anderson and Sons, Scott Brothers, Allison and Small, Topliss Brothers, Johnston and Sons, H. Hepburn and Sons, Morton and Aschman, J. and T. Danks, and T. Troup.

Agricultural-implement makers were afterwards included in the dispute.

The freezing companies refused to take part in the dispute, and their portion of the case will have to go to the Arbitration Court.

Mr. Fraser appeared on behalf of the union.

Mr. Scott (for Messrs. Scott Brothers) said, so far as he could see, the action brought by the society was not because there was any dispute, but because, as other unions had got 1s. per day rise, the Amalgamated Society of Engineers did not see why they should not get it. He pointed out that in the matter of wages Christchurch compared favourably with other parts of New Zealand. There were twenty-nine boys and thirty-nine adults in Auckland, and the average rate of wages for adults was two guineas per week. In Auckland there are thirty-seven apprentices in the blacksmithing trade against fifty-two adults, the average wage £2 3s. 3d. per week; pattern-makers, one apprentice and four adults, receiving the average wage of £2 12s. 4d. per week. In Wellington there are twenty-nine apprentice engineering blacksmiths and forty-one adults, receiving the average wage of £2 9s. 2d. per week. He pointed out that in the returns, where the engineering is lumped together, under the heading of foundry-hands, it meant those who were working at engineering in foundries. At jobbing mechanical engineering in Wellington, there is one apprentice and ten adults, receiving the average wage of £2 7s. 6d. In the engineering trade in Christchurch: Turners, there are three apprentices and seven adults, the average rate of wages £2 8s. 3d.; machinists, there are fourteen apprentices and eleven adults, the average rate of wages £2 4s. 8d.; pattern-makers, seven apprentices and eight adults, average rate £2 12s. 7d.; fitters, thirty-one apprentices and twenty-three adults, the average rate £2 13s. 10d.; blacksmiths, thirteen apprentices and six adults, average rate £2 8s. 8d. In the Dunedin returns they are all lumped together under the heading of engineering, ninety-one apprentices and 176 adults, the average rate £2 8s. 10d. In reference to the railway workshops, at Addington the fitters receive 8s. 11d. per day; at Hillside the fitters receive 9s. 3d. At the present rate of wages Mr. Scott said that they could not compete successfully with imported manufactures. He could not point to a single individual in New Zealand who had made money out of manufacturing in the engineering trade. If the rate of wages were increased they would have to import very much more in proportion than they had done. He pointed out that the average rate of wages for the four large centres of the colony was about £2 8s. per week, including the railway workshops. The Amalgamated Society of Engineers asks for the minimum rate of 10s. per day. They ask not an increase of 1s. per day, but an increase of over 50 per cent. Mr. Scott said the figures he had stated had



shown: adults, 569; apprentices, 366. The average was 1.65 adults. The figures given in the returns were those referring to workmen who have reached their twenty-first birthday. He considered that there was a great deal of selfishness with regard to the proportion of apprentices. There was no doubt that the only reason for urging it was not in the interests of the young people of New Zealand, nor the interests of the Colony of New Zealand, but that the members of the union think there will be more work for them at a higher rate of wages. There were many subjects on which he should like to have touched, but he hoped that the other gentlemen who would be speaking later on would bring up any subject he had omitted.

Mr. Anderson (for Messrs. Anderson and Sons) said he would like the Board to take into consideration the wages of the Old Country. How could the union expect employers to pay 10 per cent. advance on men receiving over 9s. per day? He considered that the clause where it states "Young journeymen having served their apprenticeship shall be allowed to work for 1s. per day less than the above rates, until attaining the age of twenty-three years, in the shop in which they have served their time, but shall then (at twenty-three) receive journeyman's minimum wage," was too arbitrary altogether. This matter must be well known to the union—that young men do not take such an interest in their work in their first years at the trade. It could not be expected that an apprentice should be worth only 1s. per day less than an experienced tradesman. He thought that this matter should be left to the discretion of the employer to say that he could afford to pay him a certain wage. With regard to the overtime, he pointed out that it was not in the interests of the employer to work overtime. He considered that the rule existing, 25 per cent. and 50 per cent., was a fair and just one. Some of his employes were very glad to work overtime so as to get extra-time pay. Work was very spasmodic here, and the employers could not comply with the conditions asked for and keep their machinery going. With regard to apprentices, he considered that the union were taking the wrong view altogether with regard to apprentices being employed debarring journeymen. He said that if they could employ journeymen they could employ apprentices. With regard to the outwork allowance, it had been the custom to pay the time lost in travelling one way, and he did not see any necessity why the extra 1s. per day should be paid. The union demanded 1s. extra when a man went outside three miles from the Christchurch Post-office. With regard to dirt-money, he thought that in some cases it should be paid; it was well earned on marine work. The only other demand made by the union was about the union men having the preference of employment. He never asked his men whether they were unionists or not, as long as they were competent workmen. He said he should like to bring two of the foremen from his firm to give their opinion on apprentices and number of apprentices employed.

In answer to Mr. Chalmers, Mr. Anderson said that he was paying his head blacksmith 13s. per day. There were plenty of men who were not worth the minimum wage. His fitters received 10s. per day, but they could not get good fitters at the present time.

For the union, Mr. Fraser said that he did not consider that range-makers should receive the minimum wage. What the union term a fitter is a man that will take a class of machinery, fix it together, and erect it.

Mr. Troup said he admitted that he had men who he was willing should come under the ruling of the union.

It was then decided for Messrs. Troup and Fraser to go into and endeavour to come to an amicable arrangement as to what men should come under the statement.

Mr. Fraser (for the union) then stated that there were thirty-five members of the union employed at the Government workshops, Addington. There were fifty-seven adults in the engineering trade in Christchurch. He said that any man working at the trade in Auckland received 10s. per day. In the Canterbury District, excluding all other large towns, there were nine under twenty years of age receiving the average wage of 5s. 6d. per week to £1 5s., and twelve over twenty receiving £2 8s. 2d. per week. In the Southland District there were two under nineteen who received 5s., three under twenty receiving £3 per week. In Wellington City there were seventy-nine under twenty averaging from 7s. to £1 3s.; over twenty, there were 113 averaging £2 10s. In Christchurch, turners received £2 8s. 3d., and fitters £2 8s. 3d. The average that is struck in Auckland is £2 2s. There are ten from sixteen to twenty years of age in Napier, and their average wages are from 8s. to £1 1s. There are thirty-four adults, and their average wage is £2 16s. 9d. He found that in Messrs. Scott Brothers' there were nine apprentices; also three fitters, at 9s. per day; two turners, at 9s. per day; two pattern-makers, at 9s. per day; two blacksmiths, at 6s. per day; and one brass-finisher, at 10s. per day: making ten journeymen and nine apprentices.

Mr. Scott considered that five years was a very fair term for an apprenticeship.

In answer to Mr. Chalmers, Mr. Fraser stated that they had not mentioned apprentices' wages in their statement because they left it as a matter that would be best fixed between parents and employers.

The Board then proceeded with evidence in the agricultural-implement trade.

The employers were represented by Messrs. G. Booth, A. W. Beaven, P. Duncan, J. Bain (Reid and Gray), and R. Tomline.

There was argument as to whether Messrs. Morrow, Bassett, and Co. should be included, the firm holding that their men were on the same footing as those of the Walter A. Wood Company, and were not skilled men. The Board decided to exclude them.

Representing the union, Mr. Fraser said that there were four firms that were on the same footing—viz., Messrs. Booth, MacDonald, and Co., Reid and Gray, P. and D. Duncan, Andrews and Beaven, and R. Tomline.

Mr. Fraser agreed to all these cases being taken together.

Mr. Booth pointed out that there was no union amongst the employes in the agricultural-implement trade, as required by the Act, to bring a dispute before the Board. He said that all the

men in his employ were outside the union, consequently he could have no possible dispute with the union.

Mr. Fraser said that boilermakers and ironmoulders had a society of their own. There were fifty-five altogether: twenty-one adults and thirty-four boys. He stated that there were seven adult turners; fourteen adults and fourteen boys at machining. Pattern-making, there were eighteen adults and seven boys; brass-moulders and finishers, two adults. Under the heading of fitters there were thirty-one boys and twenty-three adults.

Mr Fraser said that the Amalgamated Society of Engineers had never drawn any distinction between agricultural-implement makers and ordinary engineers. He had never contended that the agricultural-implement makers was a separate branch. He stated that pattern-makers' wages in the agricultural-implement trade were £2 16s. 3d. There were twenty-six adult fitters employed at the agricultural-implement trade, receiving the average wage of £2 8s. 9d. per week. Under the heading of ironfounding and engineers there are fitters receiving £2 3s. 10d. There are ten adult machinists and turners, receiving the average wage of £2 4s. 2d. per week. Of machinists, under the heading of ironfounders and engineers, there are eleven adults receiving the average wage of £2 4s. 8d.; turners, £2 8s. 3d. Of blacksmiths, under the heading of agricultural-implement makers, there are twenty-three adults receiving the average wage of £2 11s. 6d. There are six blacksmiths, under the heading of ironfounding and engineering, receiving the average wage of £2 8s. 8d. There were seven adult carpenters at the agricultural-implement trade in Christchurch, but they had a society of their own; they were not recognised by the Amalgamated Society of Engineers. He stated those figures to show that the union did not stand on a small proportion of the trade, as had been stated at that Board. The Amalgamated Society of Engineers had always contended that they never did make any difference between the agricultural-implement makers and the general engineers. With regard to the outwork allowance, he (Mr. Fraser) considered that it had been proved that it had been the usage of the trade to pay 1s. per day extra when on outside work. With regard to dirt-money, he thought that any one who had seen an engineer return from a marine job for eight hours would say that 1s. per day dirt-money had been well earned. With reference to the last clause—that unionists should have the preference of employment—reasons had been given by witnesses the previous day why that should be the case. It had been granted by the Board to other societies who had been before them, that unionists should have the preference, and he did not think that other societies could have shown a better record of how they treated the non-unionists than the Amalgamated Society of Engineers had.

Mr. Booth (for the employers) said the claims of the union could be divided into three heads—(1) a general claim for an advance in wages; (2) limitation of the number of apprentices; (3) the preference to unionists when requiring employment. He contended that there had been in this case no dispute in the ordinary meaning of the term between the Amalgamated Society of Engineers and the employers. There had been no spontaneous local demand for concessions. There had been no proof of an employé approaching his employer as to there being any dissatisfaction. A comparison of the union rates with the average rates paid in this colony tended to prove that the union rates of wages were not the average rates of wages earned in Christchurch. The union's comparison between the rates of wages paid in Christchurch and other districts was not a fair one. In Auckland the rate paid, for thirty-nine men, was £2 2s.; the rate in Wellington, for ten men, was £2 7s. 6d. per week. This was the average rate of wages. In Christchurch, in engineering shops, £2 3s.; in agricultural shops, £2 8s. 9d. In Auckland, in agricultural-implement shops, there were four men employed receiving the average wage of £2 2s. 6d.; in Dunedin, 146 men, average wage £2 0s. 9d.; in Christchurch, sixty-one men, average wage £2 9s. 3d. The union had failed to show that the wages paid in the agricultural-implement manufacturing shops in Christchurch were lower than they were in Dunedin. They had also failed to show that the men working in the agricultural shops in Christchurch, on the average, earned less wages than those in Dunedin. The average rates for Christchurch were: For fitters and turners, £2 9s. 3d.; for brass-finishers, £2 2s. 2d.; for cycle engineers, £1 17s. 9d.; coppersmiths, £2 1s. 7d.; plumbers average £2 2s. 2d. As a matter of fact, the wages of the agricultural machinists compared more than favourably with all other trades requiring equal skill. The following was a list of wages paid to men in England: Fitters and turners, 18s. per week; head man, £1 4s. per week; pattern-makers, £1 10s. per week.

*Engineers' Dispute.*—The following is the recommendation of the Board of Conciliation:—

In the matter of a dispute between the Amalgamated Society of Engineers (Christchurch branch) and Messrs. Anderson; Andrews and Bevan; Booth, MacDonald, and Co.; Christchurch Tramway Company; J. and T. Danks; P. and D. Duncan; H. Hepburn and Sons; Scott Brothers; R. Tomline and Co.; Topliss Brothers; Troup and Co.; Johnston and Sons; Reid and Gray; Queere; Morton, Aschmann, and Co.; McLaren; Lucas Brothers; N. Jowett; Dalby; Childs; and Allison. The Board of Conciliation recommends that the conditions of labour be observed in the engineering trade in Christchurch as follows:—

1. Hours of Labour: Forty-eight hours shall constitute a week's work. The daily division of the time to be a matter of mutual arrangement between the employer and his workmen, and if they cannot agree the matter shall be referred for decision to the Chairman of the Board of Conciliation. In no case shall the ordinary day exceed eight hours and three-quarters.

2. Rates of Wages: The minimum rates of wages for journeymen fitters, turners, brass-finishers, coppersmiths, millwrights, milling-machine men, and blacksmiths shall be 10s. per day of eight hours; pattern-makers, 11s. per day of eight hours. For planers, borers, slotters, and other machine-men, 9s. per day of eight hours. A young journeyman, having served his apprenticeship, shall be allowed (if necessary) to work for 1s. per day less than the above rates, until attaining the age of twenty-three years, in the shop in which he served his time, and he shall then, at twenty-three years, receive a journeyman's minimum wage; but, in the event of his failing to obtain employment in such shop, he shall be at liberty to obtain work elsewhere at such reduced rate. Men who are unable to earn the minimum wage shall be paid such lesser sum, if any, as shall be fixed by a committee consisting of three persons nominated by the union and three persons nominated by the employers, and if they cannot agree, by the Chairman of the Board of Conciliation.

3. Rate of Overtime: Overtime shall be paid at the rate of time and a quarter for the first two hours beyond the recognised hours for an ordinary day; beyond two hours the rate of pay to be increased to time and a half. Overtime for holidays, including New Year's Day, Easter Monday, Queen's Birthday, Show Day, Anniversary Day, and

Boxing Day, shall be paid at the rate of time and a quarter the first four hours, and time and a half for the second four hours, and after that double time. For Sunday, Christmas Day, and Good Friday, double time all through. Night-shifts shall be paid 2s. per night extra. Only one day-shift in the twenty-four hours shall be allowed. Men employed as "night-shift men" working less than three consecutive hours can claim overtime rates.

4. Apprentices: No arrangement in force at the date of the filing of the dispute herein to be interfered with. All apprentices shall serve five years. The number of apprentices in each department of the trade shall not exceed one to every three journeymen or fraction of the first three: the proportion to be gauged by full employment of journeymen for two-thirds full time during the previous six months.

5. Outwork Allowance: All time going and returning from outside work, and all travelling-expenses, shall be paid for irrespective of distance. Outside a radius of three miles from the Christchurch Post-office, the rate per day shall be 1s. above the before-mentioned rate in Rule 2. When working at a distance and unable to return the same night, suitable board and residence shall be provided.

6. Dirt-money: On all marine work 1s. per day dirt-money shall be paid.

7. Employment: Employers in employing labour shall not discriminate between unionists and non-unionists; both shall work together in harmony and under the same conditions, and shall receive equal pay for equal work. Employers shall not, in the employment or dismissal of hands, or in the conduct of their business, do anything, directly or indirectly, to operate to the injury of the union. In Mr. Danks's case these provisions to apply only so far as work, or product of his workshop, comes into competition with other engineering firms in Christchurch. In case of dispute the matter to be referred to the committee to be set up by Rule 2.

These recommendations to come into force on this date, and remain in force for two years.

Dated the 12th January, 1898.

Mr. Beswick requested the parties to the dispute to notify within seven days their acceptance or otherwise of the award.

It is considered unlikely that the recommendations will be accepted by both parties.

#### Dunedin.

*Pastrycooks' Dispute* (before the Conciliation Board).—Dispute between the Dunedin Bakers and Pastrycooks' Union and the following master pastrycooks: Messrs. W. Wood, J. Hopkins, E. Aldred, R. Brown, S. Lean, Mrs. Binnie, and James Connor.

The order of reference contained the following matters in dispute:—

(1.) That no member of the union work more than eight hours a day, commencing at 7 a.m.; half an hour for breakfast, and one hour for dinner. If overtime is required, time and a quarter shall be paid up to 8 p.m.; time and a half up to 12 p.m.; and that no work be done after that hour save in case of emergency, when double time shall be paid. (2.) That the foremen shall receive not less than £3 per week, and second hand not less than £2 10s. per week. (3.) That no more than one apprentice be allowed to one or two men, and no more than two boys in any bakehouse. (4.) That boys after one or three months' trial shall be bound for a period of five years. (5.) That pastrycooks shall start work on Saturdays at 5 a.m., and finish at 1.30 p.m. (6.) That union men have preference of employment.

Mr. Aldred said the masters were prepared to concede nine hours as a day's work, with the hours of starting and stopping work to be left to mutual arrangement between employer and employé; fifty-four hours to be worked in one week before any overtime is started. They thought a man was entitled to receive the same payment for overtime as he received for his regular hours. They considered £3 per week too much for foremen, and were prepared to pay £2 10s. per week, with 10s. less when the men were found; with regard to second hands, they thought £1 15s. a week was sufficient, with 10s. less when found. They objected to the provisions for boys, and wanted two boys at least for every bakehouse. With regard to apprentices, they thought that should be left over until the Master and Apprentice Bill became law. In regard to the employment of men, speaking personally, he would ignore the fact of whether a man belonged to a union or not. He would employ him on the grounds of his ability to suit him, and not merely because he belonged or did not belong to a union.

Mr. Anning then proceeded to open the case for the union. Since the union had been before the Court in connection with the bakers' dispute they had tried to meet the pastrycooks and come to some arrangement, but the masters had ignored them altogether. Continuing, Mr. Anning said: The conditions of labour under which persons engaged in the pastry-baking trade are working in Dunedin are very similar to the bakers. They differ to a certain extent, but the difference in no way indicates a better condition for them. For example, they do not start work so early as the baker, but they work as long hours. The work being of a lighter nature, the employers in consequence have more boys engaged at it. However, the wages are about the same, and run from £1 5s. to £2 10s. per week of from sixty to seventy hours. But I have known cases where ninety hours have been worked without extra pay. The union have on two occasions communicated with the masters with the view of discussing the rules and to try and come to an amicable arrangement, but I am sorry to say that, with one single exception, they ignored our overtures. Mr. Anning then went fully into the various matters in dispute, and was followed by Mr. Aldred for the employers.

The Chairman (Mr. W. A. Sim) announced the recommendations of the Board on the pastrycooks' dispute, the award being as follows:—

(1.) That the hours of labour be eight hours and a half per day, between the hours of 7 a.m. and 5 p.m., after which overtime shall be paid at the rate of time and a quarter for the first two hours, and thereafter at the rate of time and a half until midnight, after which double time shall be paid. On Saturday, Monday, or the day immediately preceding any public holiday, work may be started at an hour not earlier than 5 a.m. Arrangements to be made between the union and the several employers as to the exact hours (within the above-mentioned limits) during which the work is to be done, so as to complete fifty-one hours per week by 1.30 p.m. on Saturday; and also as to meal-hours, which are to be half an hour for breakfast and one hour for dinner. (2.) That the rate of wages for a foreman be settled in each case by agreement between the employer and the foreman. (3.) That no journeyman pastrycook receive less than £2 2s. per week. If any journeyman cannot obtain employment at this wage he may refer his case to the union, and the union may give him permission to work at a wage which his proposed employer is willing to pay, and which the workman is willing to accept. (4.) That the proportion of apprentices to journeymen be as follows: For the first one or two men, one apprentice; for more than two men and up to four men, two apprentices; and so on in the same proportion; but this recommendation is not to interfere with the existing engagements of any apprentices. (5.) That the clause as to binding apprentices be struck out. (6.) That members of the union be employed in preference to non-members, provided there are members of the union who are equally qualified

with non-members to perform the particular work required to be done, and are ready and willing to undertake it. (7.) That the last-preceding recommendation is not to interfere with the existing engagements of non-members, whose present employers may retain them in the same or other positions. (8.) When non-members are employed there shall be no distinction between members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. (9.) That the foregoing recommendations be embodied in an industrial agreement to remain in force till the 31st December, 1898.

Dated this 26th day of January, 1898.

*Invercargill.*

*Tailors' Dispute* (before the Conciliation Board).—The matters in dispute were as to day's-wages men and apprentices, hours of labour, female labour, and the log adopted in Dunedin. The master tailors present or represented were Messrs. T. Millar, E. Norton, McDonald Brothers, F. Snowden, J. H. Geddes, A. R. Porter, Herbert Haynes and Co., Thomson and Beattie, Robert Tooley.

The demands of the Tailors' Union were as follows :—

(1.) That the number of apprentices be limited to one to four men pieceworkers, or a fraction of the first four. All apprentices to be indentured, and to serve for a term of five years. Each apprentice may have a trial of three months previous to being indentured. Should an employer under the rules be lawfully released from his obligation to the apprentice, it shall be allowed for the apprentice to make an arrangement with another employer, and the employer, having his full complement of apprentices, shall not be prevented from making such agreement. That the employer be allowed an apprentice every three years to four men, or fraction of four. (2.) That not more than one day-wage man be allowed to each shop; the day-wage man to have charge of the apprentices, and to have no other permanent assistants. (3.) Members of this union to have the pre-emptive right of employment. (4.) The minimum wage for day-wage men shall be £2 15s. per week. (5.) The hours of labour shall be forty-four hours a week—that is, eight hours a day for five days, and four hours on one day. (6.) Overtime shall be paid as follows: Day-wage men, time and a quarter up to 10 p.m., from 10 p.m. to 12 p.m. time and a half, and double time after 12 p.m.; pieceworkers, 3d. per hour extra up to 10 p.m., 6d. per hour from 10 p.m. to 12 p.m., and 1s. per hour after 12 p.m. (7.) The number of females not to exceed the males.

For the union, Mr. Wilson stated that the employers had notified him of their agreement to adopt the Dunedin log.

The Chairman of the Board then read the decision arrived at, as follows :—

In the matter of an industrial dispute between the Southland Trades and Labour Union and Thomas Millar and other master tailors of Invercargill. The Board of Conciliation, having heard the parties and the evidence adduced on both sides, doth hereby recommend :—

Conditions of labour: (1) The proportion of apprentices to journeymen to be as fixed by the award of the Arbitration Court in the dispute between the Dunedin Operative Tailors' Society and the master tailors in Dunedin, and clauses 1, 2, and 3 of that award to be adopted; (2) that the proportion of weekly-wage men to pieceworkers be as fixed by the said award, and clause 4 of that award to be adopted; (3) clauses 5, 6, and 7 of the said award, as to the employment of union men, to be adopted; (4) the minimum wage for wages-men to be £2 10s. per week; (5) the hours of labour to be forty-eight hours per week, the work to be done between the hours of 8 a.m. and 6 p.m. on five days of the week, and between 8 a.m. and 1 p.m. on the sixth day; (6) overtime to be paid as set forth in the reference; (7) the clause as to female labour to be struck out; (8) the log attached to the said award to be accepted by all parties; (9) an industrial agreement embodying these terms to be signed, and remain in force till the 31st December, 1898.

With respect to the employment of females, the Board did not feel justified in making any recommendation, as the tailors were not represented before the Board, and any recommendation on the subject might and probably would affect them.

With respect to the log, the Board thought that, as the matter was gone into fully in Dunedin, and as the conditions of labour are the same as in Invercargill, it would be undesirable to have a difference between the logs in Dunedin and Invercargill, especially as the whole question of the log may be reopened by the two unions at the end of the year, and as going into any question in connection with the machine-log might involve the reconsideration of the whole log.

FEBRUARY, 1898.

*Wellington.*

*Tailors' Dispute.*—In Chambers, at the Supreme Court, Mr. Justice Edwards gave his reserved judgment in the matter of a summons laid against Messrs. Veitch and Allan by the Wellington Tailors' Industrial Union, under the Industrial Conciliation and Arbitration Act.

The matters in controversy between the union and Messrs. Veitch and Allan are the proportion of apprentices to journeymen, and the rate at which the journeymen in the employ of the firm are charged for the machine-sewing in connection with pockets.

His Honour said this was a summons purporting to be issued under the provisions of the Act, calling upon Messrs. Veitch and Allan to show cause why they should not be ordered to pay a penalty of £500 to such public officer or to such person or persons as the Judge should direct, upon the ground that the respondents had been guilty of certain breaches of an industrial agreement entered into under the provisions of the Act. The alleged breaches were denied, and a preliminary objection was raised by the respondents that the Supreme Court had no jurisdiction to deal with the matter. The agreement in respect of which the proceeding was taken did not in itself contain any provision for penalties, and the proceeding was founded upon section 22 of the Act, which provided that every person bound by an industrial agreement who should commit or suffer a breach thereof should for every such breach be guilty of an offence against the Act, punishable by a penalty not exceeding such amount as should be fixed by such agreement, and, if no amount should be fixed, then not exceeding £500; and upon section 23, which provided that Part III. of the Act, with reference to the enforcement of awards, should apply to the enforcement of industrial agreements and of penalties thereunder. The respondents contended that the penalty sought to be recovered was not a penalty under the agreement within the meaning of section 23, but that it was a penalty imposed by the statute in respect of an offence against the statute, and was only recoverable by proceedings under the Justices of the Peace Act, as provided by section 89. In his opinion this contention must prevail. He thought the penalties under an industrial agreement, to come within the meaning of section 23, must be penalties which the agreement itself provided should be payable to some party to the agreement in respect of breaches of its conditions. Moneys payable in respect of such penalties would, as provided by section 81, belong to the persons to whom they were made

payable by the agreement. Penalties imposed by the statute in respect of the offence created by the statute, and not by agreement of the parties as between themselves, stood upon a different footing. It appeared to be unquestionable that these might, by virtue of section 89, be recovered by proceedings under the Justices of the Peace Act, and when recovered they were to form part of the Consolidated Fund. He did not find it necessary to express any opinion as to whether or not an award under the statute might provide for penalties for breach of its provisions, or as to the difficulties which it had been suggested existed in enforcing the provisions of such an award. The summons must be dismissed, but, as the point was novel, and the contention of the statute was not free from difficulties, without costs.

*Bakers' Dispute* (before the Arbitration Court).—The recommendations of the Conciliation Board in November were not agreed to by two employers, Messrs. Tonks (Wellington Bread Company) and Isaacs.

It was stated that the sole cause of the present dispute was the hour of commencing work.

The President of the Court, in delivering the award, said he might shortly state that the award of the Court followed in most respects the line of the industrial agreement which was entered into between the Bakers' Union and the Master Bakers' Union. It differed from it in one or two particulars. It embodied a provision for those who were not competent to earn a minimum wage. It struck out the provision of the agreement that an employer shall not work in his bakehouse before 4 a.m., but it embodied a provision that no baker or workman shall commence work before 4 a.m. The other difference between the award and the agreement was that the award did not give a preferential right to unionists in the case of Messrs. Tonks and Isaacs. It simply provided that they shall not discriminate against unionists, and shall not do anything to injure the union. In making this provision the Court had followed the course it had hitherto adopted where shops had not previously been union shops, as neither Mr. Tonks's shop nor that of Mr. Isaacs had been. Mr. Isaacs was included in the award; but, so far as he (the President) understood, the award would not affect his operations, as he did not employ outside labour. However, if he did employ outside labour he would come within the scope of the award. The award would terminate with the industrial agreement. The award, which was read by the President, is as follows:—

(1.) That nine hours and a half constitute a day's labour, including one half-hour for breakfast and one hour for sponging. (2.) The rate of wages shall be as follows: Foremen, not less than £3 per week, with thirteen loaves; second hand, not less than £2 10s. per week, with thirteen loaves; and any others, not less than £2 5s. per week, with thirteen loaves. All hands to receive dry pay. (3.) Tradesmen not fully competent, by reason of age or physical weakness, may be employed at such wage as may in each case be settled between the union and the employers. (4.) That no baker or workman shall commence work before 4 o'clock in the morning, except Saturdays, when he shall not commence work before 2 o'clock in the morning. After the stated hours are up, overtime shall be paid as follows: Time-and-a-quarter time up to half-past 5 o'clock in the afternoon, and time-and-a-half time after half-past 5 o'clock in the afternoon. (5.) That no apprentice shall be allowed to any employer unless two *bonâ fide* journeymen be employed. If four journeymen be employed, then in such case the employer may employ two apprentices. But in no case shall the employer employ more than two apprentices. Each apprentice to be under sixteen years of age when bound, and to be bound by indentures for a period of five years, the indentures of apprentices to be produced to the secretary of the union if required. (6.) Jobbers to receive 10s. per diem of nine hours and a half, and overtime as above stated in clause 4. (7.) Sunday sponging shall cover all statutory holidays as expressed in Rule 24 of the union. If workmen are requested to work on holidays they shall be paid at the rate of time and a half. (8.) That no carter shall be employed in any bakehouse. The respective positions of a baker and a carter shall be kept separate. Either an employé must be a *bonâ fide* baker or a *bonâ fide* carter, but a baker may deliver bread so long as he does not work more than the prescribed hours. (9.) That neither of the employers shall discriminate against members of the union, nor shall either of them in the engagement or dismissal of their hands, or in the conduct of their business, do anything, directly or indirectly, for the purpose of injuring the union. (10.) That each of the employers in carrying on his business shall be bound by the above provisions, and shall conform thereto, and the union and every member thereof shall be bound by the same, and shall conform thereto in like manner. (11.) The provisions of this award may be enforced from Monday next, the 7th February instant, until the 24th day of November, 1899.

*Building Trade Dispute* (before Arbitration Court; the parties not having agreed to the recommendations of the Conciliation Board in November).—The following suggested working rules were put forward by the society:—

(1.) That forty-five hours shall constitute a week's work, divided as follows: Eight hours and a quarter for the first five days, and three hours and three-quarters on Saturday. (2.) That the minimum rate of pay be 1s. 4d. per hour. (3.) That all overtime-work and work on holidays be paid for at the rate of time and a fourth for the first two hours, and time and a half after two hours. (4.) That on all outside contracts employers shall provide a properly secured place for the safety of the employés' tools, also necessary sanitary conveniences. (5.) That the proportion of boys, apprentices, and non-tradesmen employed by any employer or firm of employers in carpentering- or joinery-work be not more than two to every five tradesmen employed by such employer or firm of employers. (6.) That the distance for men walking to their work shall be as far south as Newtown Park; north, Pipitea Point; west, Grant Road; and east, Point Jerningham. Outside of these distances employers shall provide conveyances, or pay fare and time travelling to the job. (7.) That members of this society or any other properly-constituted union of carpenters and joiners shall have prior right of employment. (8.) That no piecework whatever be allowed on any job. If Court allows, to amend summons for two hours' notice of discharge.

The society claimed that forty-five hours should constitute a week's work instead of forty-six, as at present, and that the standard rate of wages should continue to be £3 per week. It was also asked that the Union Steamship Company should be bound by the award of the Court, as they worked carpenters and joiners forty-seven hours a week.

His Honour, in giving the award, said: The Court has not seen its way to shorten the hours of labour on a Saturday, as asked for. The evidence seems to show that that would cause a considerable amount of inconvenience to other trades. The Court has, however, fixed the wage at 1s. 4d. an hour. This is a little in excess of the rate now paid, and it is the rate that was asked for by the union, and was recommended by the Conciliation Board. The Court has not made any award limiting the number of boys or apprentices. It did not appear from the evidence that there was any necessity to limit it, as the practice of builders and contractors was not to employ boys as apprentices; it was only in the mills that they were employed. His Honor prefaced the award with these few words of explanation. It is as follows:—

In the matter of an industrial dispute between the Amalgamated Society of Carpenters and Joiners (hereinafter called "the union") and the Builders and Contractors' Association of Wellington, and the employers whose names are set out in the schedule hereto (all hereinafter called "the employers").

Whereas the above dispute was duly referred to, and heard, and considered by this Court: Now this Court doth award as follows: (1.) That forty-six hours shall constitute a week's work, divided as follows: Eight hours and a quarter for the first five days, and four hours and three-quarters on Saturday. (2.) That the rate of pay be 1s. 4d. per hour for competent workmen. (3.) That all overtime-work and work on statutory holidays and Labour Day be paid for at the rate of time and a quarter for the first two hours, and time and a half after first two hours. (4.) That on all outside contracts the employers shall provide a properly secured place for the safety of the employes' tools, and also necessary sanitary conveniences. (5.) No award is made with respect to the number of boys or apprentices; but the Court awards that the proportion of inferior tradesmen earning less than the wage mentioned in clause 2 shall not be more than one to every three competent journeymen or fraction of first three employed. (6.) That the distance for men walking to their work shall be half a mile outside the following places: On the south, Newtown Park; on the north, Pipitea Point; on the west, Grant Road; on the east, Point Jerningham. Outside of those distances employers shall provide conveyances, or pay fares and time of travelling to the job. (7.) That none of the employers in employing labour shall discriminate against members of the union, or shall, in the engagement or dismissal of their hands, or in the conduct of their business, do anything, directly or indirectly, for the purpose of injuring the union. (8.) That the rates of all piecework shall be based on the standard wage fixed in clause 2. (9.) That the Builders and Contractors' Association of Wellington, and every member thereof, and each of the employers in carrying on his business, shall be bound by the above provisions and shall conform thereto, and the union and every member thereof shall be bound by the same, and shall conform thereto in like manner. (10.) The provisions of this award shall be in operation and may be enforced from Monday next, the 21st February instant, until the 31st day of December, 1899. (11.) A duplicate of this award shall be filed in the Supreme Court at Wellington.

*Palmerston South.*

*Coal-mining Dispute* (before the Conciliation Board).—Dispute between the Allandale Coal-miners' Industrial Union and the Allandale Coal Company.

The following are the claims of the union, as contained in the order of reference in the dispute:—

*Cavilling or Balloting:* (1.) That a system of cavilling under the following rules be put in force: (a.) Headings, levels, and pillars to be cavilled for specially, the manager having the option of objecting to persons going in for same whom he may deem incompetent for such work. (b.) General cavil to take place afterwards. (c.) First man out of place to be put into the first place vacant. (d.) Unsuccessful cavillers for special places, if desirous, to cavil for the first special place to start, or which may have become vacant. (e.) One man to cavil for his place out of two or more places in the same manner as two or more men would cavil for one place.

*Rates of Payment:* (2.) Headings worked by one man, 1s. 6d. per box; by two men, 1s. 8d. per box. (3.) Levels to be paid the same as headings. (4.) Back levels, 1s. 5d. per box for one man, and 1s. 7d. for two. (5.) Bords, 12 ft. wide, 1s. 2d. per box for one man, and 1s. 4d. for two. One penny extra per box to be paid for each 2 ft., or part of 2 ft., reduction in width down to 6 ft. (6.) Pillars: Splitting pillars to be paid (according to width of split) the same prices as bords. (7.) Pillars worked by lifts or strips, providing said lifts or strips are not less than 9 ft. wide, or taking pillars out bodily, to be paid ordinary bord rates. (8.) Drawing and saving props in pillar-working to be paid by the hour, but no drawing to take place after usual working-hours. (9.) Shift wages to be 10s. (10.) Deficient places to be paid shift wages, unless a satisfactory arrangement can be made for working the same between the men working them and the manager. (11.) Deficient places to mean: Places cutting faults; airways and connections 6 ft. and under in width; stentens, whether driven bord-width or otherwise; places driven alongside faults or in faulty coal; places under 4 ft. 6 in. in height; places with stone in them; extremely hard places; and wet places. (12.) Where boys are employed at the face, the difference to be 1d. per box above single-man prices. (13.) Truckers' wages, 8s. per day.

*Timbering:* (14.) Ordinary sets, 2s. (15.) Sets in headings 8 ft. wide, 3s.; 10 ft. wide, 4s. (16.) Sets in levels, 2s. 6d.; and where the roof has to be broken, 3s. 6d.

*General:* (17.) Boxes to be equally distributed throughout the mine. (18.) Coal to be weighed, or a more satisfactory arrangement established than that existing. (19.) Tools to be sharpened free of cost. (20.) Every second Saturday to be a half-holiday. (21.) Hours underground to be eight per day. (22.) The prices for dips and stone drives to be arranged between the manager and the Miners' Union. (23.) Household coal as at present.

The following letter to the Clerk of Awards from the president and secretary of the union was attached to the order of reference:—

According to the resolution of the meeting held on the 12th January, 1898, we wish to lay an additional claim for the consideration of the Conciliation Board. Three members of this union have been unlawfully dismissed from their employment—viz., George Smith, president; William Torrance, secretary; and James Torrance. We claim protection under the Act for the reinstatement and compensation for loss of work of the above members.

The claims upon which no agreement was arrived at when the case was previously before the Board were taken up. They were as follows:—

(1.) Levels to be worked by one man at 1s. 6d. per box, and should two men be required to work levels, 1s. 8d. (This clause was partly agreed to at the previous sitting, but the men withdrew their sanction to any alteration, and the claim as first put forward appears here.) (2.) Back levels, 1s. 5d. per box for one man, and 1s. 7d. for two. (3.) Shift wages to be 10s. (4.) Deficient places to be paid shift wages unless a satisfactory arrangement can be made for working the same between the men working them and the manager. (5.) Deficient places to mean: Places cutting faults; airways and connections 6 ft. and under in width; stentens, whether driven bord-width or otherwise; places driven alongside faults or in faulty coal; places under 4 ft. 6 in. in height; places with stone in them; extremely hard places; and wet places. (6.) Truckers' wages, 8s. per day. (7.) Sets in headings 8 ft. wide, 3s.; 10 ft. wide, 4s. (8.) Sets in levels, 2s. 6d.; and where the roof has to be broken, 3s. 6d. (9.) Tools to be sharpened free of cost.

The following letter, signed by the president and secretary of the union, was also laid before the Board:—

According to resolution of meeting held 12th January, 1898, we wish to lay an additional claim for the consideration of the Conciliation Board. Three members of this union have been unlawfully dismissed from their employment—viz., George Smith, president; William Torrance, secretary; and James Torrance. We claim protection under the Act for the reinstatement and compensation for loss of work of the above members.

The Board made the following recommendations:—

*Cavilling or Balloting:* (1.) This clause was agreed to by the parties.

*Rates of Payment:* (2.) Clause 2 was agreed to as altered—viz., headings worked by two men, 1s. 6d. per box or 4s. 6d. per ton. (3.) Levels to be worked by one man at 1s. 4d. per box or 4s. per ton; by two men at 1s. 6d. per box if the level is 8 ft. or less in width, and at 1s. 5d. per box if the level is over 8 ft. in width. (4.) Back levels to be worked at 1s. 4d. per box for one man, and at 1s. 5d. per box for two men. (5 and 6.) These clauses were agreed to by the parties. (7 and 8.) These clauses were struck out by consent. (9.) Shift wages to be 9s. 6d. per day. (10.)

Deficient places to be worked at shift wages, unless a satisfactory arrangement can be made for working the same between the men working the same and the manager. (11.) Deficient places to mean faults or places where working is interfered with by water from above. (12.) This clause was struck out by consent. (13.) Truckers' wages to be 7s. 3d. per day.

Timbering: (14.) Ordinary sets, 2s., as agreed to. (15.) Sets in headings, 2s. (16.) Sets in levels, 2s.

General: (17 and 18.) These clauses were agreed to by the parties. (19.) The cost of sharpening tools to be settled by agreement in each case. (21.) This clause was agreed to by the parties. (22.) This clause was struck out by consent. (23.) This clause was agreed to by the parties.

As to the dismissal of George Smith, William Torrance, and James Torrance, it appears to the Board to be doubtful whether this subject had reached the position of an industrial dispute when it was referred to the Board; but, as the evidence showed that the dismissal probably took place owing to a misunderstanding, the Board suggest that the company take these men into its employment again if they apply for work.

The foregoing recommendations to be embodied in an industrial agreement to remain in force for one year.

The union has not agreed to the recommendations, and the case will go to the Court of Arbitration in due course.

#### *Dunedin.*

*Boot Trade Dispute* (before the Conciliation Board).—Dispute between the New Zealand Federated Boot Trade Industrial Union of Workers and the New Zealand Boot Manufacturers' Association of Employers.

The parties concerned conferred apart from the Board, and decided that it would be impossible for the Board to make a recommendation acceptable to both sides, and they therefore agreed to request that the dispute be referred to the Arbitration Court. This has been done.

This dispute opens up a great many questions, the demands of the union generally being for an increase in wages, and improvement in the conditions of labour.

The statements filed with the Conciliation Board read as follow:—

#### *The Employers' Statement.*

(1.) (a.) It is the individual right of the employer to decide who he shall employ or dismiss. (b.) It is the individual right of the workman to accept or refuse work from any employer. (2.) Employers shall not discriminate between members of the New Zealand Boot Trade Union and non-members. When non-members are employed, both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. Any dispute under this rule shall be decided by the Chairman of the Conciliation Board for the district under the Industrial Conciliation and Arbitration Act; or, if he shall be unable or unwilling to act, then by some person nominated by him not being connected with the trade, and not being a manufacturer or employed in any trade. (3.) These rules and conditions shall apply to the clicking, benching, finishing, and machinery departments. (4.) (a.) Every employer is entitled to the fullest control over the management of his factory, and to make such regulations as he deems necessary for time-keeping and good order. (b.) To pay either the recognised piecework or weekly wages. (c.) There shall be no restriction in the employment or wages of hands engaged by the week when the wages are satisfactory to the employer and employed, subject to the recognised minimum; and any person shall be at liberty to arrange with his employer to work on the weekly-wage system. (d.) To introduce machinery at any time without notice, and to divide or subdivide the labour in connection with such machinery as may be necessary. (5.) (a.) Each manufacturer is to regulate his or their working-hours, but in no case shall a day's work exceed nine hours, subject to forty-eight hours being considered a full week. (b.) All hours worked in excess of forty-eight per week shall be classed as overtime, and be subject to further payment as follows: (1) Weekly-wages men over forty-eight hours per week, time and a quarter; (2) pieceworkers over forty-eight hours per week, 3d. per hour. (6.) The General Board shall from time to time fix the minimum rate of weekly wages in the clicking, benching, finishing, and machinery departments for forty-eight hours' work, according to the amount of skill required for such work. In the machinery department the employer to have reasonable time to ascertain the value of the work to be performed in connection with such machinery, and to be at liberty to make any condition that may be acceptable to the operator and himself. Short time to be deducted at the same rate as paid. (7.) Employers shall find all grindery, workshops, light, &c., and serve out all colours and materials required by them to be used. All work in connection with the clicking, benching, and finishing departments shall be done in the workshops. (8.) (a.) The principle of adjustment of wages by mutual agreement shall apply to all work in connection with clicking, benching, or finishing, whether such work is performed by hand or machine, and minimum wage to be paid for any process or operation, whether performed by hand or machine, shall be on the basis of the skill required for such process or operation. (b.) No restriction shall be placed upon the output of any machine, or with the method of working such machine.

*Constitution of General Boards.*—(a.) There shall be a General Board of Conciliation, held in Christchurch in September in each year, consisting of six members of the New Zealand Boot Manufacturers' Association or their managers, and six employes working for members of the association, nominated by the New Zealand Federated Boot Trade Association, who must hear testimony, examine witnesses, and decide on the merits of the case. Said members shall be elected in October in each year, and shall serve for twelve months and be eligible for re-election. Should any manufacturer elected a member of the General Board cease to be a member of the New Zealand Boot Manufacturers' Association, or a workman leave the employ of an associated manufacturer during their term of office, it shall be deemed a disqualification, and the vacancies so caused shall be filled within twenty-eight days. Three members shall form a quorum. A majority of votes shall be final in all cases, but the vote of any absent member may be used by the side he represents. Either party may give one month's notice of its intention to be represented at a meeting by ten representatives, in lieu of six. In such a case the other party, although its representation is not increased, shall have ten votes. (b.) The Board shall elect a Chairman outside of its members, who shall not have either a deliberative or casting vote. (c.) In the case of a tie vote the disputed question shall be submitted to the Court of Arbitration under the Industrial Conciliation and Arbitration Act; but this shall not prevent the matter being referred to private arbitration if both sides mutually agree to this course, and any decision arrived at by the private arbitrators shall be final and binding on all parties. (d.) Decisions of the Board shall be binding upon all members of the New Zealand Boot Manufacturers' Association, and all employes working for said manufacturers. (e.) All expenses in connection with arbitration shall be borne by the losing party. The proportion of expenses to be equal on both sides, but no expenses will be allowed to witnesses. (f.) The Board shall be summoned by request of half of its members on payment of a deposit of £10.

*Powers of General Boards.*—(a.) To deal with all questions affecting the wages of workmen in the above departments. (b.) To alter the scale of pay for pieceworkers. (c.) To alter the amount of the minimum wage. (d.) To alter the piecework system from time to time, as the development of the trade may demand. (e.) To fix new prices for piecework. (f.) If it is considered expedient to limit the proportion of apprentices to journeymen, such limitation shall be dealt with by the Board. (g.) To make an agreement for a period not exceeding three years.

*Constitution of Private Arbitration Board.*—Within twenty-eight days after date of meeting of each alternate General Board one arbitrator shall be elected by the manufacturers and one arbitrator by the workmen. Each side shall submit to the other the name of their arbitrator, addressed to the persons authorised by the General Board to receive such notice. The two arbitrators shall be requested to elect an umpire, and the three persons shall then constitute the private arbitration Board; and their decision on any questions referred to them for settlement shall be legal and binding upon all parties, and have the same effect as an award under the Industrial Conciliation and Arbitration Act. The Board shall hold office for two years.

*Constitution of Local Boards.*—(a.) A local Board of Conciliation shall be established in Wellington, Christchurch, and Dunedin, or in any other place that may be hereafter mutually agreed upon, consisting of three members of the New Zealand Boot Manufacturers' Association or their nominees, being members of the Association or their managers, and three employés working for the members of the association nominated by the local union. Four to form a quorum. The vote of any absent member may be used by the side he represents. (b.) The said members shall serve for not less than six months, unless disqualified from acting as a member of the Board. (c.) The Board shall meet when required, but not oftener than once a month. (d.) Copies of all correspondence shall be kept by the secretary, and shall be produced at each Board meeting. (e.) Should a dispute arise that requires an immediate settlement, and upon which the local Board to which it was referred to cannot agree, each side shall submit their views in writing to the other local Boards, whose decision by a majority shall be binding until the next General Board meeting, when the decision can be confirmed, amended, or rescinded. Pending the decision by the majority of the local Boards, or a decision of the General Board, the work in dispute shall proceed under such conditions and prices as the manufacturer may decide, such to be readjusted in accordance with the ultimate decision of the Board. (f.) All complaints must be made in writing, and sent in at least three days prior to the meeting of the local Board, when the secretary shall immediately advise members of the business to be transacted. (g.) In all disputes one representative of the employers and one representative of the employés will be allowed to state the case under discussion, provided that such representative is connected with the trade, and is party to this agreement. Witnesses may be called, but all must retire while the Board decide the case. (h.) Should a new class or method of work be introduced by any manufacturer for which no provision has been made for piecework, and for which piecework prices are required by the manufacturer, a sample shall be immediately submitted to the local Board of Conciliation for the purpose of having a price fixed, and should the price so fixed be considered satisfactory by a majority of the members of the Board it shall be added to the statement of prices, and the local Board shall have power to fix the price pending its confirmation or alteration by the General Board. The price fixed for the new class of work by the local Board shall take effect as from the date on which the sample was referred to the Board. (a.) All General Board decisions or arbitration awards shall be printed and posted in each associated factory within twenty-one days from date of meeting or award. (b.) All local Board decisions shall be forwarded to all other local Boards within forty-eight hours after meeting.

*Powers of Local Boards.*—To deal with any breach of the statement properly reported by either side to have been made. To arrange all matters relating to wages not already provided for by the General Board. (a.) Pending the discussion and decision of any difference or dispute between the parties hereto or any members of an organization, there shall be no lock-out, strike, stoppage, or cessation of work by either employer or employed. (b.) Work shall be continued at the rates and conditions ruling at the time the dispute occurred until the ruling of the arbitrators has been received. The general wages of the statement can only be altered at the annual meeting of the General Board; and either side wishing to effect an alteration must give notice in writing not later than the 15th July, setting forth as fully as possible the details of the proposed alterations.

*Minimum Weekly Wage.*—Clickers, benchers, finishers, £2. Any persons working in any of the departments governed by the minimum wage who are not capable of commanding the wage may refer their case to the local Board of Conciliation, who shall deal with it, and whose decisions shall be final.

#### *The Bootmakers' Statement.*

(1.) (a.) It is the individual right of the employer to decide who he shall employ or dismiss. (b.) It is the individual right of the workman to accept or refuse work from any employer. (2.) Employers shall employ members of the New Zealand Federated Bootmakers' Union in preference to non-members, provided there are members of the union who are equally qualified with non-members to perform the particular work required to be done, and are ready and willing to undertake it. When non-members are employed there shall be no distinction between the members and non-members; both shall work together in harmony, and both shall work under the same conditions, and receive equal pay for equal work. Any dispute under this rule shall be decided by the Chairman of the Conciliation Board for the district under the Industrial Conciliation and Arbitration Act; or, if he shall be unable or unwilling to act, then by some person nominated by him not being connected with the trade, and not being a manufacturer or employer in any trade. (3.) These rules and conditions shall apply to the clicking, benching, finishing, and machinery departments. (4.) There shall be a General Board of Conciliation, (a) consisting of six members of the New Zealand Boot Manufacturers' Association actively engaged in manufacturing, and six members of the Federated Boot Trade; must bear testimony, examine witnesses, and decide on the merits of the case; said members shall be elected in October in each year, and shall serve for twelve months, but shall be eligible for re-election. Three members from each side shall form a quorum; a majority of votes shall be final in all cases, but the vote of any absent member may be used by the side he represents. (b.) The Board shall elect a Chairman outside its members, who shall not have either a deliberative or a casting vote. (c.) In case of a tie vote the disputed question shall be submitted to the Board of Arbitration under the Act; but this shall not prevent the matter being referred to private arbitration if both sides mutually agree to this course, and any decisions arrived at by the private arbitrators shall be final and binding upon all parties; and for this purpose the rules shall be registered as an industrial agreement under "The Industrial Conciliation and Arbitration Act, 1894." (d.) All expenses in connection with arbitration shall be borne by the losing party, the proportion of expenses to be equal on both sides; but no expenses will be allowed to witnesses on either side. (5.) A local Board of Conciliation shall be established in each centre, of six persons—three to be selected by the employers and three by the employés—all to be actively engaged as manufacturers or employés under the statement. The said members shall serve for not less than six months; four to form a quorum, two from each side; the vote of any member absent to be exercised by the party he represents. The Board to meet when required. (6.) (a.) Pending the discussion and decision of any dispute between the parties hereto, or any member of either organization, there shall be no lock-out, strike, stoppage, or cessation of work by either employer or employed. (b.) Work shall be continued at the rates and conditions ruling at the time the dispute occurred until the ruling of the arbitrators has been received. (7.) Should a dispute arise that requires immediate settlement (a) and upon which the local Boards cannot agree, to which it was referred, each side shall submit their views in writing to the other local Boards, whose decision by a majority shall be binding until the next General Board meeting, when the decision shall be confirmed, amended, or rescinded. (b.) All complaints must be made in writing, and sent in at least three days prior to the meeting of the local Board, when the secretary shall immediately advise members of the business to be transacted. (8.) In all disputes one representative of the employers and one representative of the employés will be allowed, provided he is connected with the trade and a party to this agreement. Witnesses may be called, but all must retire while the Board decide the case. (8.) (a.) All General Board decisions or arbitrators' awards shall be printed and posted in each factory within twenty-one days from date of meeting or award. (b.) All local Board decisions shall be forwarded to all other local Boards within forty-eight hours after meeting. (9.) General Boards may be summoned by request of half the members on paying a deposit of £10. The powers of General Boards to be: (a) To deal with all questions affecting the wages of workmen in the above departments; (b) to alter the scale of pay for pieceworkers; (c) to alter the amount of the minimum wage; (d) to alter the piecework system from time to time, as the development of the trade may demand; (e) to fix new prices for piecework; (f) to deal with proportion of apprentices to journeymen; (g) to make an agreement for a period not exceeding three years. (10.) Should a new class or method of work be introduced by any manufacturer, a sample shall be immediately submitted to the local Board of Conciliation for the purpose of having a price fixed, and should the price so fixed be considered satisfactory by a majority of members of the Board it shall be added to the statement of prices, and the price so fixed shall be paid to the workmen for all work that has been done previous to the price being fixed by the local Board, such price to remain in force until confirmed, amended, or otherwise, by the General Board of Conciliation. (11.) It is the manufacturer's right to introduce whatever machinery he deems necessary or his business may require. If a division or subdivision of labour is required for the purpose of working such machinery, such division or subdivision shall be allowed subject to the minimum wage. (12.) Weekly hands may be employed in connection with machinery at such



terms and in such manner as may be decided, but no weekly hands shall be employed on ordinary work for which piecework prices have been fixed. (13.) For all purposes of this statement the classification of uppers shall be decided by the vamp or golosh. (14.) Employers shall find all grindery, workshops, light, &c., and serve out, ready for use, all colours and material used in connection with the trade. (15.) All work on the statement shall be performed in the factory or workshops only, except when permits to work at home are granted to workmen for special reasons. The permit to be obtained from the local Board.

*Working-hours.*—The recognised regular hours of work shall be from 8 a.m. to 6 p.m. on five days of the week, and from 8 a.m. to 12 noon on the recognised factory half-holiday, subject to forty-four hours being considered a full week; beyond this overtime rates must be paid. Should a public holiday intervene, the time lost through such holiday to be deducted from the forty-four hours, and not from the overtime.

*Scale of Minimum Weekly Wages.*—Clicking department, 1s. per hour; benching, £3 per week; finishing, £3 per week; machinery, £3 per week.

*Overtime.*—Overtime to weekly-wage hands to be paid at the rate of time and a quarter. For pieceworkers, 3d. per hour above statement price.

*Wages.*—All wages to be paid weekly. Instructors for apprentices, £3 per week. (No instructor shall be allowed to receive any commission out of the earnings of the boys under his charge.) Clickers, benchers, or finishers in charge of any machine, and filling up his time at his branch of the trade, £2 10s. In case of men in the clicking department who are not capable of commanding the minimum wage, they may refer their case to the local Board of Conciliation, who shall deal with it, and whose decision shall be final.

*Employment of Apprentices.*—(a.) All apprentices shall be indentured for a term of five years. (b.) Should an employer, under the rules of this statement, be released from his obligation to his apprentice, it shall be allowable for the apprentice to make an arrangement to complete his term with any employer working under this statement; and the employer having his full complement of apprentices shall not prevent him from making such agreement, subject to the approval of the local Board. Each apprentice may have two months' trial at any branch of the trade previous to being indentured, but a second trial will not be allowed in the same branch. The proportion of apprentices to journeymen in the several branches of the trade to be as follows:—Clicking department: One apprentice to every three men or fraction of first three. Benching, finishing, and machinery departments: One apprentice to six men or fraction of first six. For the purpose of determining the proportion of apprentices to journeymen a given number of men must have been employed in any shop or factory for six months equal to two-thirds full time. The preceding rules are not to interfere with the engagements of present apprentices. Employers' sons shall not be restricted by any rules or regulations made under this statement. One foreman shall be allowed in each department where three or more operatives are employed. One general foreman may be employed, but the general foreman must not do any work of an operative, save pattern-cutting. No foreman shall be a member of the union. Foreman not to count under clause 5. The price of all extras shall apply to all work as required to be added to the boot before it leaves the hand of the workman to whom it is given; extras required after shall be subject to an advance of 25 per cent. upon the price fixed for that extra. No manufacturer shall give work to boys to complete that has in part been done by men.

## REPORTS OF LOCAL INSPECTORS OF FACTORIES AND AGENTS OF THE DEPARTMENT OF LABOUR.

WELLINGTON.

Sir,—

Wellington, 31st March, 1898.

I have the honour to submit for your consideration my report for the year just ended. The year 1897-98 has been an eventful year in many respects, especially so in factory circles in this district. Work has been very constant in most factories—in fact, manufacturers have been kept so busy that they were forced to resort to overtime to keep pace with their orders. Therefore there has been a considerable increase in the overtime evil. Several large and well-appointed factories have been erected, and others are in course of erection, to take the place of those workrooms that were out of date and unsuited. These new buildings are large, well lighted and ventilated, and fitted with all conveniences for the comfort of the employes. The chief difficulty in this city, from a Factory Inspector's point of view, is the class of buildings that are of necessity used as factories; they, no doubt, are twenty years behind the rest of the colony, and the only remedy for that is to rebuild the city. If we take the progress made in that direction since 1896 as a guide, we have every reason to hope that we will soon be in as good a position as regards factories and workrooms as any city in the colony, and we will hear no more of the statements about men working in rooms unfit for use as fowl-houses.

In sanitary arrangements we certainly have an advantage over all other cities in the colony, and that, in my estimation, goes a long way towards making up for our deficiency in buildings. I think an amendment in the Act necessary, making it compulsory on the part of persons building places to be used as a factory to submit all such plans to the Inspector of Factories for perusal, and that the Inspector have power to order alterations if considered necessary.

I should certainly like to see section 3 of the Act amended so as to bring all boys employed in slaughter-houses under the Act. I think it is a mistake to deprive these boys of their privileges, as such was the result of taking them from the control of the Factories Act. These boys, when required, have to work very long hours, and get no half-holiday; whilst boys of similar ages working in the fellmongery branch have their hours and holidays regulated by the State. The argument that is generally used in favour of excepting those boys is that it would cause great inconvenience if the boys were restricted to the hours of work laid down by the Act. That I regard as absurd, as the employer only employs the boy because he gets him cheap. I will instance two large slaughtering-houses. In one there is not a single boy under eighteen years of age employed, in the other there are boys under the age of fourteen years doing the same work. Two or three boys will do as much of that class of work as a man, at about half the cost to the employer. That is where the secret lies—it is cheap labour, and it certainly should be restricted.

There are to date 519 factories and workrooms registered, employing 5,333 persons—i.e., 3,889 males and 1,444 females—showing an increase of nine factories, employing 468 persons—i.e., 315 males and 153 females—over last year's total at the end of March.

Subsequent to March of last year several workrooms were registered, chiefly employing two persons, who followed the shirt-making industry. Owing to the complaints as to the low rates paid for the work, I, in company with Miss Scott, in July last, visited several warehouses, and ascertained that the system in force was unsatisfactory. There was no doubt that evasions of section 23 of the principal Act and section 2 of the Amendment Act were taking place in this wise: The material was issued by the merchant to certain factory-occupiers, who cut it into shirts, and returned them to the merchant, who reissued them to other persons, who machined them and returned them to the factory where they were cut. Here they were finished and returned to the merchant, who paid the factory-occupier for the whole work. The factory-owners in turn paid the others for their part of the work. The factory-owners who first received the material were prosecuted and fined for contravening section 2 of the amending Act, whilst a merchant who failed to keep a record, as required by section 23, was also fined. The effect of these prosecutions has been to take the work from the small workrooms, and no doubt has caused considerable hardship to the persons concerned. It has also resulted in a considerable falling-off in the number of small workrooms, as most of them failed to register this year, as only those who were competent to cut and finish the shirts could get them from the warehouses.

#### PERMITS.

During the year ending 31st December, 1897, 217 permits were issued to young persons under sixteen years of age to work in factories—*i.e.*, 120 boys and 97 girls. Of the boys, fifty-five passed Standard IV., thirty-two Standard V., twenty-four Standard VI., and nine Standard VII.; and of the girls, twenty-eight passed Standard IV., thirty-four Standard V., twenty-five Standard VI., and ten Standard VII. Fifty-nine applications for permits were declined—*viz.*, nineteen boys and six girls were under fourteen years of age; fifteen boys and seven girls failed to produce Fourth Standard certificate; and six boys and six girls for other reasons, chiefly through indifference on the part of parents to produce the necessary particulars as to date of birth, I having failed to trace the applicants from particulars given. (See tabulated return.)

Care is taken to see that particulars of age, &c., are correct, and that they produce their standard certificates or equivalents from their teachers in the cases of children who have attended private schools.

#### OVERTIME.

Overtime has been largely on the increase this year. Applications are made and the permits granted to work under section 55 of the Act. Care is taken to see that the twenty-eight days' limit is not exceeded, and no permits are granted to work later than 9 o'clock p.m. The trend of public opinion seems to be opposed to working overtime altogether, and, whilst I favour the movement, I must also admit that in many branches of industry considerable hardship would be felt if persons were not permitted to work overtime, and thus make up for their enforced idleness in slack seasons. Then, in the case of laundries in seaport towns, I consider it is an excellent provision in section 55 that allows an Inspector to grant a permit for overtime on half-holidays.

Permission has been granted to 1,024 persons to work 27,577 hours, as follows:—

	Persons.	Hours.
Clothing trade ... ..	165	7,058
Dressmaking ... ..	295	5,437
Laundries ... ..	148	5,000
Tailoring ... ..	124	3,437
Waterproof clothing ... ..	39	2,250
Printing, &c. ... ..	65	2,101
Woollen-mill ... ..	67	1,124
Bootmaking ... ..	35	400
Shirtmaking ... ..	51	260
Ten other trades (combined) ... ..	35	510

#### ACCIDENTS.

Forty accidents were reported during the year: one terminated fatally. The victim was employed at the Wellington Biscuit Company's factory, and was subject to epileptic fits. Whilst suffering from a fit he fell backwards into a tub of hot water, and died from the injuries he received and the shock to his system. Six accidents were of a severe character, whilst the remainder were of a slight nature. Each case was carefully investigated, and all were proved to be purely accidental.

#### LEGAL DECISIONS.

There were ten cases during the year, convictions being secured in each case.

#### SHEARERS' ACCOMMODATION.

In consequence of my having visited the various shearing-sheds late in 1896, and finding them all satisfactory, I only visited three stations this year, and found them in very good condition. Section 52 certainly requires amending if the inspection of shearers' accommodation is to be carried out satisfactorily, and very great care in its amendment is necessary to reduce a very difficult problem into workable legislation. At present there is altogether too much left to the Inspector, and, as Inspectors are very liable to hold different ideas as to what accommodation should be, I hold that the Act should define it. Here, in my opinion, is where the difficulty comes in, and to avoid making matters worse than they are caution is necessary not to ask too much.

SIR,—

Department of Labour, Women's Branch, Wellington, 31st March, 1898.

I have the honour to submit to you my report for the year ended the 31st March, 1898.

The number of women and girls who have applied at my office for work was 695, and the number of employers 675. The number of girls suited with employment was 296.

I desire to state that I have not been able to get many of the elderly people placed in situations; employers prefer young people, as they adapt themselves more readily to whatever work they are put to. Servants of a reliable class are scarce. The greater part of them is absorbed by the hotels and large boarding-houses, where they can get high wages and more defined hours of labour. A large number of the best girls, who have homes and parents here, get into factories, for the reason that they can get home at night, and have Sunday and their half-holiday. I am much troubled with a large number of untrained, flighty young women who come here to get situations. They take a place and remain there a week or two and then disappear for a time, no one knows where. They come in again, and want to get a situation immediately, promising to do their very best to give satisfaction to their employer in future. I am sorry, however, to say they do not keep their promises, but behave in exactly the same way again, if not worse. If there could only be some place where they could get even an outline of the duties of cooks, housemaids, general servants, &c., I feel sure there would be a great change for the better in domestic service. If the girls knew more about the work required of them, doing it well would come easy, and they would see that they could make themselves indispensable to their employers, and we should see a more satisfactory state of things between mistress and maid.

I would also call attention to the matter of suitable lodgings for servants out of employment. The class of people they usually board with have only small resources, and cannot afford to keep penniless girls, who thus have to leave respectable lodgings, and run great risks to both health and morals. A servants' home would do away with the present state of things, and servants, by paying a small amount, would have respectable lodgings, good food, and a thorough rest, to prepare themselves for going to a new situation. I have known a great deal of harm done to servants in situations by the persons with whom they formerly boarded calling and asking if they are really there. Employers inquire at once if the girl is not trustworthy, and become suspicious of them. I have known of several such cases lately; the practice is very detrimental to the servants, and disheartens them too.

In conclusion, I hope that something will be done to help these people to a knowledge of their duties, and also that means be given them, under proper conditions and supervision, to lodge respectably and safely until they enter upon another situation. A large number of women come here who are deserted by their husbands. Some of these women have not the least idea of their duty as housekeepers, and domestic economy is unknown to them; they cannot cook, and personal tidiness is a thing only to be thought of or practised when they go into the street. What wonder is it that the husband goes elsewhere to look for comfort? The women should have been taught the necessity of these habits when they were girls, and employers and others would not have to deplore their incompetency now.

I remain, &amp;c.,

The Secretary, Labour Department, Wellington.

HELEN STAVELEY.

## AUCKLAND.

SIR,—

Department of Labour, Auckland, 31st March, 1898.

I beg to forward for your information a report on the various departments under my charge for the past year.

## LABOUR.

During the year 156 men have been assisted to work, of whom sixty-nine were married, with 328 dependent upon them, and eighty-seven were single. Of these, 113 were sent to Government works, and forty-three to private employment. Owing to the large influx of workers consequent upon the recent gold-mining boom, and the subsequent falling-off of this industry, the supply has exceeded the demand. In all instances where workmen have been forwarded by the department satisfaction appears to have been given.

## FACTORIES.

During the year 752 factories have been registered, employing 6,893 hands—4,863 males and 2,030 females—being an increase on last year of ninety-nine factories and 758 employés. The time of the year when the returns are collected being what is known as the slack season in many trades, the returns must be considered as the minimum.

*Overtime.*—The section under which the privilege to work overtime is granted has been fully taken advantage of by many trades. This is particularly the case approaching holiday-time, when all hands are fully employed, and, consequently, is not the cause of depriving others from work. In all instances I stipulate for payment which would make it prohibitive for any employer to ask for this overtime unless in very urgent cases. I am personally in a position to state that it is very satisfactory to employés concerned. The existing anomaly, however, is that persons working in a factory other than those specified in the Act can be worked at any and all times without any remuneration. It may be said that such persons can protect themselves under the Conciliation and Arbitration Act, but I am of opinion that, if an eight-hour-per-day Act were in force, and a specified scale and a limit to overtime, it would give general satisfaction.

Three hundred and eighty-five permits have been granted to 231 boys and 154 girls under sixteen years of age to go to work.

During the year four owners were proceeded against for breaches of the Act, convictions being recorded in each case.

Fifty-nine accidents were reported and inquired into, the majority (with few exceptions) being of a very trifling nature. Unfortunately, in one instance loss of life occurred, where a man working in a firewood-yard got entangled with the fly-wheel of a gas-engine.

The Factory Act is working without the least friction, and is recognised on all sides as having been very desirable, and I am pleased to state that in the majority of cases where there is a diversity of opinion between employers and employés *re* provisions of the Act both parties are willing to refer to the Inspector, and act on his advice.

In my last year's report I particularised some very necessary amendments in certain clauses, which I would again beg to bring under your notice, and also a few improvements in the machinery for working the Act, which I have mentioned in my correspondence, and which I am aware is now under your consideration.

#### SHOPS AND SHOP-ASSISTANTS ACT.

On the whole, this Act is working fairly well, and, instead of opposition by shopkeepers, as when it first came into force, it is now looked upon as a boon to all, with the reservation that it should be equally applied, and the half-holiday made more general by eliminating exemptions from the Act. As long as these exemptions are allowed, and the power of choosing a particular day is left to a certain class of shopkeepers, the Act will not be perfect, nor give the general satisfaction that it otherwise would. As a matter of fact, I am aware that a number of exempted shopkeepers would prefer coming under the general closing, and it is a small minority that keep up the irritation.

During the year twenty-three charges were brought against nine shopkeepers, with the result that convictions were obtained in all cases but one, in which the Magistrate ruled that the evidence did not prove that the goods were sold on the half-holiday by any one in authority; hence the deduction that they were sold by some person outside.

#### SERVANTS' REGISTRY OFFICES ACT.

Under this Act there are twenty offices registered, being a decrease of three on last year. A few complaints were made *re* overcharging in the authorised scale of fees; but, when inquired into, did not amount to a breach of the Act. One conviction against a person for carrying on an unregistered office was obtained.

I would recommend that in each office a receipt-book be kept, and a receipt be given to each person who pays a fee, such person to sign his or her name in the corresponding block.

I have, &c.,

H. FERGUSON, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories.

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#### CHRISTCHURCH.

SIR,—

Department of Labour, Christchurch, 31st March, 1898.

I have the honour to submit a short report of the work done by this office of the department for the year now ended.

#### LABOUR.

The condition of the labour-market, with the exception of the boot trade, has been of a very satisfactory character; the continuation of good prices for grain and other farm produce has had a beneficial effect upon our local industries. The engineering and iron trades during the period under review have continued their activity, and a large number of hands have found fairly steady employment. The building trade has had an exceptionally good year. The City Surveyor informs me that new buildings to the value of £61,750 have been erected during the year. A few of these properties are not quite finished, but are nearing completion. I have not been able to ascertain the values of the new buildings which have gone up in the suburbs, but from observation I should say that the adjoining boroughs have progressed at an equal ratio. Only a very few bricklayers, carpenters, and others engaged in these trades have had to apply to me for work this year. The employés in the boot trade have been much less fortunate; irregular time has been made, and the earnings of this class of artisans have seriously diminished. I am credibly informed that there have been less boots manufactured this year than last. This fact, coupled with the mild winter we experienced, and the introduction of machinery which turns out work quicker and with fewer hands, largely accounts for the depression. Ten boot-finishers who were displaced by the introduction of finishing-machines were sent by the Government on to the Midland Railway co-operative works at Jackson's, West Coast.

The local tanneries have been fairly busy all through the year, and an increased number of hands have steady employment. This is not due so much to local demands, but to the great increase in the exportation of pelts. The tailoring, clothing, and dressmaking factories have had a fairly good year, but, as these industries vary so much with every change of season, a good deal of overtime has been made, to compensate them for the dullness between the seasons.

The unskilled-labour market has not shown much change, except that I have not had anything like the number of applicants for work as in previous years. One very unsatisfactory feature of this branch of the department's work is the increasing appearance of the same applicants, who, immediately they return to Christchurch after finishing their co-operative contracts, come straight back to this office and make a fresh application, in many instances before they can possibly have

## SHOPS AND SHOP-ASSISTANTS ACTS.

This Act is working as well as it can reasonably be expected to work in its present form. The patchwork character of the Act and its amendments in their present form is a nuisance. There should be a consolidated Act. Section 2 might well be amended by striking out all the words after "sale." By doing so all warehousemen would be brought within the range of the Act, and many of them would be benefited. Section 3 might well be amended by cutting out all the words after the word "district" in first line, and the words "railway platform." That would do away with all exemptions. In lieu of that the business of excepted shops should be clearly defined. As the law stands now, there are many shopkeepers in this city defying the law, and the Act is powerless to punish them.

Section 5 of Act of 1895 is certainly very troublesome; yet there is a great deal to be said in its favour from a citizen's point of view. It certainly is a convenience to the public, and but for it the back-door trading in poor localities would very likely flourish.

Section 12 certainly requires amending, as in its present form it is worse than useless. I would suggest that something after the following be done: "An assistant shall not work for hire or maintenance in or about any shop, nor at any work in connection with a shop, for a longer period than fifty-two hours, including meal-times, in any one week, nor for a longer period than nine hours and a half (between 8 a.m. and 6 p.m.), including meal-times, in any one day, except one day in each week, when eleven and a half hours' work may be done (between 8 a.m. and 10 p.m.), including meal-times: Provided that the assistants employed in a shop, or in connection with a shop, may, with the written consent of the Inspector, be employed for a period not exceeding two hours in any one day beyond the ordinary working-hours on not more than twenty days in each year, for the purposes of stock-taking or marking new stock. No assistant, however, may work overtime on more than two consecutive days, such overtime to be paid for at a rate above ordinary wages to be agreed on, but in no case to be less than 6d. per hour. Written notice of the desire to work overtime shall be served by the occupier on the Inspector, and sufficient time given to the Inspector to grant a written permission to work such overtime, or to forbid such overtime if he considers it hurtful to the assistants so employed. Such written permission shall, during the hours overtime is being worked, be fastened by the occupier in a conspicuous place in the shop in which such overtime is being worked."

Section 6 of the amended Act of 1896 is unworkable in its present form. I would suggest that it be amended so as to provide for a permit, as suggested in section 12, leaving out the payment conditions. We would then have a reasonable chance of working the section. Section 19 might well be amended by providing a limit to hours of work, as it is a fact that during the half-yearly balancing clerks in banks are required to work continuously from twelve to twenty hours. I would suggest that banks and commercial offices be required to give notice when their half-yearly balances commence.

*Legal Decisions.*

There have been twenty-five cases brought into Court during the year. Two cases were dismissed without costs, and twenty-three convictions were recorded.

Permission to work overtime was granted to 175 persons to work 2,542 hours. That does not by any means represent the amount of overtime worked, as at present men can be brought back four nights in the week, and in some seasons this is done in some establishments in this city.

## SERVANTS' REGISTRY OFFICES ACT.

This Act seems to be working very well. I have not heard any complaints of extortionate charges being made during the year, and no other breaches of the Act have been recorded. Eleven licenses have been issued to persons to conduct servants' registry offices during the year, but only seven are really carrying on the business; the others have either closed or left the district.

In conclusion, I have to thank all with whom my duties have brought me into contact for their uniform courtesy, &c.

I have, &c.,

JAMES SHANAGHAN, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories.

SIR,—

Department of Labour, Wellington, 31st March, 1898.

I have the honour to submit for your consideration a brief record of the work done by me during the year. Acting under your instructions, I have inspected shops, factories, and workrooms in Auckland, Wellington, Dunedin, and Christchurch, and various small towns in their surrounding districts.

During my visit to these places it was very pleasing to notice the progressive effect of our labour legislation, for signs of improvement in the general condition and environment of the workers were always visible. This especially applies to workers in the South, and is due, no doubt, to their greater powers of organization. Without organization workers can have very little power to better their economic or social condition, a fact which may be very plainly seen by comparing the present state of the tailoring and dressmaking trades. Tailoresses, through their union, have the power to regulate the number of apprentices to their trade, length of apprenticeship, and rate of wages, so that each girl may be turned out a thoroughly competent worker. On the other hand, the poor unorganized dressmaker is left to fight her own battle. She engages to work the first twelve months without wages, and her time is usually spent in running to and fro matching trimmings, &c. Consequently she does not get the chance to learn much about the trade, and when at the end of the year she asks for wages it is quite optional with her employer whether he gives her any or turns her away. I have known some girls to have been offered the

magnificent sum of 1s. 6d. per week, and I have known others to have been sent away whilst a fresh lot are put on.

Class feeling seems to be rapidly dying out among workers. They seem to come together now more on the principles of social unity, recognising, of course, that among their fellow-workers are to be found their truest sympathizers, and from this standpoint I think unionism is beginning to be better understood. In almost all trades in which women are employed work has been very brisk during the year. Just previous to the Christmas season almost every employer could have given work to considerably more hands than were available. Yet, notwithstanding the incessant demand for more workers, wages do not improve—in fact, they have a downward tendency. The dressmaking trade seems to be getting more and more scattered—that is, the trade is falling more into the hands of the small employers.

The manufacturing of matches is a trade which is going ahead in Wellington. Messrs. Bell and Co. are extending their premises considerably, and especially for the purpose of box-making. I am informed that at this factory employment could be given to many more girls than can be got. I have paid particular attention to these workers, because of the nature of their trade, but I have not as yet noticed that it any way injures their health. The phosphorizing is all done by men. Still, there are a few delicate looking girls among them, but whether this is due to the nature of their occupation is at present difficult to ascertain. One thing to which I have a very strong objection is the constant standing. Of course, every one knows what a very bad effect this has on the constitution of women. Seats were tried, but the girls having to move about so much found them to be more a hindrance than otherwise.

Laundry-work is increasing very much, and, speaking generally, laundries here are very well kept. Usually the laundry-owner and his wife work side by side with the employes. Competition is very keen in this business, and prices are gradually coming down, but this may, of course, to an extent be due to the introduction of much machinery. The influence of Chinese in this trade is becoming very much felt, especially in Auckland and Wellington, and, as they are in no way restricted, they can work day and night, Sundays included, while the European woman is only allowed a very few evenings in the year in which to return to work after 6 o'clock. I should like to see some very stringent law introduced compelling Chinese laundry-keepers to observe certain hours and certain holidays.

I have had great pleasure in visiting the woollen-mills of this colony. They are always kept very clean, and many of them have undergone much improvement during the last year. Women's work in boot-factories and the tailoring trade has been fairly busy during the year. The workrooms are generally well kept. I may here add that factories and workrooms in Wellington have improved very much lately, owing chiefly to the fact of many employers having moved into entirely new premises. Sanitary arrangements connected with factories throughout the colony are good, and dining-rooms are fairly well provided. Still, I should like to see it made compulsory for all dining-rooms to be immediately on the premises. I find that during the busy season employers are very apt to overcrowd their workrooms. This is especially so in Wellington, and to meet this I would suggest that a notice should be posted up in each factory and workroom stating the measurement of the room and the number of persons that it will accommodate, the same to be signed by the local Inspector. I believe if this were done it would save a considerable amount of trouble. There is still much discontent and indignation felt among women workers in having to work forty-eight instead of forty-five hours per week.

#### THE SHOPS AND SHOP-ASSISTANTS ACT.

This Act seems to be working very satisfactorily throughout the colony, but, like all other remedial legislation, people have to be educated up to it. When once an employer is compelled to recognise it, he finds it just as beneficial to himself as to his assistants to have a regular half-holiday, and to have to work under proper sanitary conditions. A clause should be introduced into this Act compelling payment for all overtime, and empowering Inspectors to inspect wages-record as under the Factories Act, and also empowering Inspectors to sue for all non-payment of wages.

#### SERVANTS' REGISTRY OFFICES ACT.

This Act has been a great blessing to domestic servants, and is thoroughly appreciated by the many with whom I have come in contact. Still, like most other laws, it requires amending. Office-keepers should be compelled to keep a duplicate receipt-book, giving a receipt to all persons paying a fee, and keeping the book for purposes of inspection, and by this means we should be able to get at the root of many little irregularities which are daily occurring. At the present time it is very difficult to get reliable information, as it is only the word of the servant against that of the office-keeper, and, as a rule, the girls do not care to give information which may lead to their having to give evidence publicly.

I have not ventured to go into the details of the working of the Labour Acts, as that would take too much space. Suffice it to say that Inspectors need to be constantly on the look out and constantly giving instruction, so as to have factories and workrooms kept clean and in order. I am of opinion that they are working smoothly and giving great satisfaction, and are thoroughly appreciated by workers.

In conclusion, I should like to thank those with whom my duties have brought me in contact for their expression of continued confidence and good-will, and especially for the very great courtesy which has been extended to me during my travels throughout the colony.

I have, &c.,

MARGARET SCOTT, Factories Inspector.

made inquiries about private employment. Once or twice I have had work to offer with local employers and have told some of these men, who quietly ignored the offer. In one particular instance the rate of wages was 1s. per hour.

Two hundred and three men, with 473 depending on them, have been assisted by this office during the year, 120 being sent to Government works and eighty-three to private employment.

#### FACTORIES.

This Act, on the whole, is working well. Very little difficulty is experienced in administering its provisions.

Many of the old buildings used as factories are being replaced by new and more modern structures fitted with all the requirements of the Act. During the year the Kaiapoi Woollen Company has practically rebuilt their woollen-mills at Kaiapoi, at a cost of about £8,000. The whole is now in brick, and is on the ground-floor. The rooms are commodious, exceedingly well lighted and ventilated, and should add very materially to the physical comfort of the workers. Mr. H. J. Weeks, printer and publisher, of this city, has also had new offices and workrooms erected, costing about £4,000. This is rather an imposing structure, built in brick, and is five stories high. The building is provided with a substantial fire-escape, well secured and fenced, with doors opening outwards on to each landing or balcony. The rooms are spacious, with every modern appliance for the comfort of the workers. The Christchurch Press Company have added another wing to their already large block of buildings; they have also erected a model fire-escape of a very unique and substantial character. The cost of these additions has reached about £2,600.

This year 794 factories have been registered in this district, in which 7,674 hands are employed—namely, 5,459 males and 2,205 females—being an increase of forty-two factories and 312 workers. This increase is a further proof of the gradual development of our industries.

Permission has been given to work overtime to 1,309 persons, who have worked 32,179 hours on ordinary days; 490 persons have also worked 1,666 hours on Saturday afternoons. Three hundred and seven certificates have been issued to young persons under sixteen years of age. There are ninety-nine young persons employed at dressmaking, five at millinery, four at mantle-making, one at biscuit and confectionery work, one at corset-making, one at bootmaking, one at drug- and chemical-making, seven at dentistry, three at jewellery, two at underclothing, one at mackintosh-making, one at photography, six at tailoring, and one at wood-carving who receive no wages. There are also thirteen employed at tailoring, seven at bootmaking, one at printing, three at jewellery-work, one at corset-making, one at blacksmithing, four at shirtmaking and underclothing, seventeen at dressmaking, and one at millinery who receive 2s. 6d. each per week. There are also five at dressmaking, one receiving 1s. and four 1s. 6d. per week each.

Twenty-one accidents have been reported during the year, all of which have been slight, the most serious case being that of a man who got his shoulder dislocated in one of the engineering shops.

There have been only three convictions under this Act. Fines were imposed in two cases, amounting to £1 5s., with £1 15s. costs. The other case was dismissed.

#### SHOPS AND SHOP-ASSISTANTS ACTS.

These Acts work well with the shops which close on the statutory half-holiday. Both shop-owners and assistants now regard the half-holiday as a great boon. The trouble is with the smaller and exempted shops. There will be continual friction with these Acts until we have one uniform day for each district. Even those who can and do choose their own day have again and again expressed a wish that the Government would close all shops on the one day. There have been seven convictions under these Acts, and fines were imposed amounting to £6 1s., with £9 16s. costs. Three cases were dismissed.

#### SERVANTS' REGISTRY OFFICES ACT.

This Act has worked well. I have not had a solitary complaint from any source. The licenses are held by people of good character; their books are well kept, and everything is carried out on purely business lines.

In closing my report, I again desire to express my appreciation of the kindness and courtesy shown by those my duty brings me into such close contact with.

E. Tregear, Esq., Wellington.

I have, &c.,  
JOHN LOMAS.

#### DUNEDIN.

Department of Labour, Dunedin, 31st March, 1898.

SIR,—

I have the honour to submit the annual report of this department for this year.

#### GENERAL.

It is gratifying to state that, with the exception of one trade, there has been a marked improvement in the general progress of all the manufacturing industries in the Dunedin and surrounding districts. This has been specially noticeable in the building and engineering and iron trades. The enormous expansion of the gold-dredging industry is largely responsible for the activity in the latter industries, which gives fairly remunerative employment for men in the town, but also provides permanent employment for large numbers on dredges and other gold-getting

appliances in remote parts of the country. Other trades, such as the dressmaking and clothing trades, and the printing and stationery, have had a very prosperous year, and from all appearances are likely to maintain the same condition for some time to come. The exception I allude to above is the bootmaking trade. The operatives are suffering from loss of employment consequent upon the introduction of wonderfully perfected wage-saving machinery. This has had a very disastrous effect on those concerned, and in one factory alone has led to a large number of employes being permanently dispensed with. Competition in prices will compel all manufacturers who can afford the first cost to adopt the same class of machinery, and that will accentuate the matter to such an extent as to practically depose the present-day bootmaker. In the printing trade, linotype machines have just been introduced by one company in Dunedin, and it is anticipated that each machine will displace five skilled compositors. This points to the throwing out of work of a class of workmen to whom the ordinary avenues of employment are closed.

#### FACTORIES.

The machinery of the Factory Act is working more smoothly as it becomes better understood and appreciated. The number of factories registered is 539 for 1898, as against 513 for 1897, with a corresponding increase in the number of persons employed; the figures for the respective years being 6,029 for 1896-97 and 6,549 for 1897-98, an increase of 520 individuals employed. (These figures do not include 292 men employed in the railway workshops.)

The amount of overtime worked is an increasing quantity every year. Permits have been issued covering a grand total of 33,381 hours worked by 1,196 persons. No employer has yet exceeded the statutory amount permitted by the Act, but several have reached the limit, and have had to be refused permits in consequence. I again beg to draw your attention to this most important subject—the enormous increase shown in the overtime worked. While it is an undoubted criterion of the expansion of trade, it does not necessarily improve the position of the unemployed, as no cases have yet come under my notice where others than those employed as steady hands in the factories have benefited from the increased work.

I am pleased to report that accidents resulting to injuries to employes are few, and those which have occurred are, comparatively speaking, of a slight nature. There were twenty-two cases reported to me during the year, this number being two in excess of the number last year. These reports are invariably promptly communicated to me by the employers, and every facility afforded by them to investigate the circumstances. None of the accidents reported were attributable to negligence or to machinery being unprotected, &c., but were simply cases that no provision could very well guard against.

Complaints still continue to reach me from employes regarding that portion of the Act permitting employers to work the full forty-eight hours per week. This system is now becoming more general, and the further it is extended the more dissatisfaction it creates.

Owners of factories are realising the necessity of improving the condition of their workrooms, and wherever practicable alterations to this end are being made. Generally speaking, the workrooms in Dunedin are kept in a very fair condition. There are, however, still a few much in need of complete renovation, but as these are leased premises the occupier can hardly be expected to expend large sums on the improvement of other people's property. But as these leases expire those occupiers understand that they will either have to remove to more suitable places or have the premises now in occupation thoroughly renovated.

#### SHOPS AND SHOP-ASSISTANTS.

There is still a certain amount of friction experienced in the working of these Acts, owing to the exemption of 1895 leaving it optional to certain shopkeepers to adopt any day in the week as the closing-day. While the Act is permitted to remain in its present state this friction will continue, and considerable difficulty will always be experienced in efficiently administering its provisions. It would, in my opinion, be more satisfactory to the bulk of the shopkeepers themselves if no exemption were permitted, and all were compelled to observe the statutory closing-day fixed by the local authorities; and it would certainly be more conducive to the better administration of the Act, for as matters now stand it necessitates too large a share of the Inspector's time being given to this particular matter.

#### SERVANTS' REGISTRY OFFICES.

There has been no alteration in the number of servants' registry offices in this district, there being fifteen registered. Very few complaints have been made of any evasions of the Act regarding overcharge of fees, &c. There have been no prosecutions during the year, which may be taken as an indication that those concerned are observing the regulations laid down for their guidance.

#### EMPLOYERS' LIABILITY.

Complaints are still rife regarding the reductions made from wages to provide payment of premiums for accident insurance. The principal grounds of complaint are that the employe is never consulted in the matter, and invariably has no knowledge of the terms of the policy. He has also to suffer the deduction to be made, being powerless to object, and has to accept any terms in the shape of recompense the insurance company choose to give him.

I have, &c.,

H. MAXWELL, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories, Wellington.



## RUSSELL.

SIR,—

Factory Office, Russell, 31st March, 1898.

I have the honour to report for your information that during the past year business in the various industries in this district has been good.

The activity in the timber trade has been maintained throughout the year, and the prospect for the ensuing year is quite equal to that of the past.

The large rise in the price of kauri-gum has resulted in increased production. Still, prices for the better classes have been steady and good.

During the dry summer months large quantities of inferior gum are obtained from swamps, and, as is almost always the case, the price became weak, presumably from overproduction, in this particular line.

The fish-factories have done average business.

The whaling season, however, was not so successful as expected. The prospect of a better price for oil this season is more encouraging.

I have, &amp;c.,

D. GORDON, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories, Wellington.

## THAMES.

SIR,—

Inspector of Factories' Office, Thames, 11th April, 1898.

I beg to report, in reference to above, that the Factories Act and Shops and Shop-assistants Act have continued to work well here during the period since my last annual report.

There has been a slight increase in the number of factories registered during the period as against last year, which the returns will show. The foundries and sawmills have been very busy the whole year, and still continue so; the plumbing and tinsmith trades have also been fairly busy, but most of the other industries have had a good deal of slack time.

The building trade has been brisk, owing to the demand for houses, but just now that demand is falling off, and rents, which were abnormally high, are being reduced, the cause of which is due to the mining depression which exists in this part of the district, and the consequent scarcity of work for miners, which has compelled a good many miners and others to leave the Thames for lack of employment.

The railway-works between here and Paeroa are now giving employment to a good number of men, and a good many miners have been taken on through the agency of the Labour Department here.

The roadworks for Thames County Council have also given employment to a good many hands. Bushwork in connection with the different Timber Companies affords work for a good many men, but the gum-digging industry does not affect the labour-market at all in this part of the district, as nearly all of it is done on the East Coast, and principally by Maoris.

The fishing industry at the Thames enables between twenty and thirty fishermen to make a decent living, most of their fish being forwarded to Auckland fresh.

The current rate of wages in the district outside of factories is somewhat as follows: Carpenters, 7s. to 10s. per day; painters, 8s.; miners, 7s. 6d.; labourers, 6s. to 7s.; bushmen, £1 5s. to £1 10s. per week and found; roadwork by contracts averages 8s.; co-operative works on railways about 8s. per day.

There are a good many miners and others here at present out of work, and there is not much prospect in the near future of improvement, as very few mines are working.

There has been no accident worthy of notice at any of the factories here during the year. No prosecutions have been instituted during the year, the law relating to factories and other Acts being pretty well observed.

I have, &amp;c.,

R. STAPLETON, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories.

## GISBORNE.

SIR,—

Police-station, Gisborne, 7th May, 1898.

I respectfully report that during the last twelve months I have not had occasion to summon any person for a breach of the labour Acts in this district. I have found employers willing to comply with the law when their attention has been called to any breach of it.

So far as I have been able to ascertain there has been no lack of employment for men who desire to work. There has been a good deal of bushfelling done in some parts of the district, which has given employment to a good number of men. There are always in every town, no matter how small, a certain number of men who prefer to hang about street-corners and do a few days' work occasionally to going into the country and tackling steady work. There is very little building going on in or about Gisborne.

I have, &amp;c.,

The Chief Inspector of Factories, Wellington.

P. BLACK, Inspector of Factories.

## NAPIER.

SIR,—

Department of Labour, Napier, 31st March, 1898.

I have the honour to submit a brief report of the work done by this department for the year ending the 31st March, 1898:—

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## LABOUR.

The period under review has, on the whole, been fairly satisfactory. Trade has been well maintained, and there has been little or no distress in consequence of scarcity of employment. Still, there has been no "rush" of any kind, and strangers coming here have generally found it difficult to procure employment, except perhaps for about two months of the wool season, when work appeared to be more plentiful. During the early part of the year a large number of men, principally labourers, arrived here from other parts of the colony, expecting to find plenty of work repairing the damage caused by the flood which had just previously occurred. These, however, were disappointed, as the immediate effect of the flood did not increase but rather reduced the chances of obtaining employment for some time—in fact, it was several months before the local bodies affected were enabled to properly undertake the work of repairing the damage that had been done.

Employment was rather scarce here during the months of June and July, and two "unemployed" meetings were held here. Resolutions were passed calling on the Government to provide work for those requiring it. A petition was also circulated, and reported to be very numerously signed. However, I think subsequent events proved that the whole affair had been greatly exaggerated, as I had considerable difficulty in getting eighteen men for roadwork, and about a third of those that did undertake the work returned to town again within a week of leaving it.

At different periods of the year sixty-six men have been provided with employment through this office. This number includes the eighteen men above referred to.

## THE FACTORIES ACT.

This year 121 factories and workrooms have been registered, employing 931 persons—*i.e.*, 751 males and 180 females. This is a slight decrease in the number of factories as compared with last year's returns, though there is an increase of thirty-five in the number of persons employed.

Permits to work 963 hours' overtime were granted during the year. This was principally in the dressmaking and tailoring trade.

Shearers' accommodation: Shortly before the last shearing season I visited nearly fifty sheep-stations in this district. On some of the stations I found the accommodation both for shearers and other station-hands everything that could reasonably be expected, and it was evident even at a casual glance that the comfort of the men was a consideration with the employer. On other stations, however, the opposite of what I have just described could be readily detected. I served nineteen notices on different station-owners requesting them to repair, alter, and in some cases to build accommodation as required by the Act. This section would be greatly improved if the word "shearer" was defined to read as "any person employed on a sheep-station." An Inspector's duty becomes anything but pleasant when he sees the permanent men on a station badly housed and he has absolutely no power to alter it, though he has power to enforce the owner to provide suitable accommodation for the shearers, who are rarely on the stations for more than six or eight weeks in the year.

## THE SHOPS AND SHOP-ASSISTANTS ACT.

This Act works well here, and I have very little trouble with it now. Though sections 18 and 19, together with their amendments, are supposed to regulate the hours of clerks in banks and offices, they are for all practical purposes next to useless—in fact, a clerk is in a far worse position than a shop-assistant, as the shop-assistant is entitled to one half-day's holiday in each week, while the clerk can be worked three hours on any day after the ordinary closing-hours on ten days in each month.

## THE SERVANTS' REGISTRY OFFICE ACT.

There are three licensed registry offices in this district. These are in good hands, and I have no trouble with them.

## PROSECUTIONS.

To enforce the provisions of the Acts under my charge it has been necessary to enter prosecutions in several cases, but in no case has any person been prosecuted without first receiving fair warning. Convictions were recorded in seven cases. Four were withdrawn with the consent of the Court, in two of which the defendants paid expenses. The charges laid were for breaches of the working-hours; giving girls who had worked in a factory all day work to do in their own homes at night; for working a boy under fourteen years of age in a small factory without the consent of the Inspector; working a boy under sixteen years of age without a permit; failing to give a shop-assistant a half-holiday; and for insufficient water-closet accommodation in retail shops.

I have, &c.,

L. D. BROWETT, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories, Wellington.

## HASTINGS.

SIR,—

Police-station, Hastings, 7th April, 1898.

I have the honour to forward labour report for the year ended 31st ultimo, and I will confine my remarks to similar headings of my report of last year.

## THE FACTORIES ACT.

Forty-six factories have been registered, in comparison to thirty-one for the previous year. Three hundred and fifty-three persons are employed, thirty-two of the number being females.

This Act works well, and the owners and occupiers of factories—without one single instance to the contrary—are perfectly willing to assist in its fair administration. Any suggestion I have made at any of the factories for improvement in the comfort provided for employes has been promptly attended to, and I have not received any complaints from employes during the year.

Of the increase of factories (fifteen) I hope there are many of the come-to-stay class—for instance, Stubbs Defiance Packing Company—generally preserving of fruits and tinning them, and the preparing and packing of coffee is also included in this establishment. Month after month this business is steadily increasing; more room will be required, and more hands must necessarily be employed. It is to be hoped the proprietor in this undertaking will be rewarded with success. Mr. Fail's coöperation is also an addition to our factories. Five men are regularly employed, and there is no doubt this business will increase, as a large amount of work is at present being turned out.

The number of dressmaking factories has increased during the year, and in consequence a greater number of females have been employed, and in all cases there is the greatest consideration for the comfort of the girls. In every instance of new factories one cannot expect the rooms to be exactly in compliance with the Act, but owners and occupiers willingly rectify the errors pointed out when given a little time to do so. The tailoring establishments have also increased, and more hands—females especially—have been employed.

There are other factories started during the year I need not mention, but they are busy and appear prosperous, and I hope will steadily improve as they become longer established. I must state that the provisions of the Act are complied with in every way.

#### THE SHOPS AND SHOP-ASSISTANTS ACT.

This Act works well, notwithstanding the fact that great opposition in the different businesses exist, but the requirements of the Act are attended to.

#### THE BUILDING TRADE.

Carpenters have been very busy during the year, and a great many new buildings have been erected in the borough and immediately about it. Most of the cottages built are of a substantial and comfortable class.

#### RETAIL TRADES.

These departments have certainly been kept busy during the year, and there are only perhaps two or three empty shops in the main thoroughfare of the town, Heretaunga Road, the business centre, being nearly half a mile long. The shops are neat and clean and well kept, the decorations of the windows being evidently a work of great study to many of the proprietors. The requirements of the Act are well observed.

#### ENGINEERING AND WHEELWRIGHT.

These trades are certainly on the increase, and the several places of business are always engaged at work. There is no doubt the work is heavy and trying, particularly in the summer months, but generally speaking the men who take to these trades are of the healthy and muscular class.

#### MISCELLANEOUS.

There have been very few swaggers or loafers seen about this town during the year, and consequently very few complaints have been received by the police of begging or visiting houses about dinner-time on the pretence of looking for work. This happy state of things is mainly due to the support the police have received from the Magistrates—the local Justices—to deal with the class under the vagrant clauses of the Police Offences Act, as they rightly deserve. The police narrowly watch these professional loafers, and when seen they are warned to leave town in search of work; and if they do not leave after receiving a warning they are taken, as provided by the Act, before the Justices, and if they do not satisfy the Justices as to their mode of living being lawful they are dealt with in a manner which prevents them repeating the offence, and which acts as a caution to others. The professional sundowner does not like to be made to work for his food—indeed, at some of the sheep-stations he growls when asked to cut a bit of firewood before or after accommodation.

I am pleased to be able to report from inquiry and general observation that the families and persons who suffered severely by the flood last Easter are again apparently in comfortable and prosperous circumstances, and, indeed, the greatest stranger must come to this conclusion, for at our frequent race-meetings—too frequent—and numerous season holidays all classes may be seen cheerful and well dressed, and by no means short of pocket-money.

There have not been any prosecutions under the labour Acts during the year.

I have, &c.,

F. CHARLES SMITH, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

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#### WAIPAWA.

SIR,—

Factories Office, Waipawa, 10th May, 1898.

I beg to report that trade in general appears to be on a sound footing. There are no complaints from tradespeople nor employes. The tradespeople and workers generally appear well satisfied with their conditions, and there is nothing which calls for particular mention. There are

no industries in this district which employ a large amount of labour: there are only the ordinary trades necessary for the requirements of the district; consequently, the state of trade in other parts seldom affects the district.

There is one feature which may be worth mentioning—*i.e.*, the number of men travelling ostensibly in search of work has very much diminished in the last few years, especially so during the past three years. Then numbers of men were daily met with on the road, some willing and able to work, others not so. This is now altered. But few men are now met with, and those principally old men, or men whose usual trade or calling is not required in the district. I am of opinion that something ought to be done to relieve those old men; they are not fit to compete in the labour-market with young men, of whom there is an abundance. Those old men are to be pitied, especially in winter time, having to travel wet roads, with no certainty of a night's shelter. There is one of two reasons responsible for the number of men on the roads decreasing during the period named—either they have sought employment in other parts or the fact of the station-owners refusing them food and accommodation has driven them away. The activity on the goldfields up north took many of them; but some who for years have obtained their living on the stations have been compelled to seek fresh fields, and live by their own exertions, as also others—able-bodied men who obtained a permanent living travelling from one station to another, and depended upon it as a means of living. I am of opinion that where station-owners deprived them of that means they conferred a benefit on those men.

As regards the working of the Factories and Shops and Shop-assistants Acts there are no complaints. The working of those Acts is now established, and the employers and employés have settled down to the new order of things which those Acts have brought about. There have been no prosecutions under those Acts in this district.

I have, &c.,

D. BROSNAHAN, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

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#### STRATFORD.

SIR,—

Labour Department, Stratford, 9th April, 1898.

I respectfully report that during the past quarter, since I have been in charge of the Stratford district, matters in connection with factories have worked smoothly.

I find the practice here has been the same as at Inglewood, where I came from—to call upon the factory-manager or to send papers by post to be filled up. I find my time on this station very limited, especially during the months of January, February, and March, when factory business requires most attention, and I have had to write as many as three letters to some managers who register at a cost of 1s. I also notice that where this has been the practice, and the Inspector has issued a summons, the factory-managers say they have been very harshly dealt with, as they were expecting the Inspector to call as usual or send papers. I beg to suggest that for the year 1899 notice should be inserted in the local newspapers that all factory-managers would be prosecuted who failed to register. The number of factories registered in 1897 was thirty, and for 1898 there are twenty-seven. The difference is accounted for by several sawmills being destroyed by the late bush-fires. One co-operative dairy factory, on the Pembroke Road, has ceased work, and suppliers bring their milk into Stratford Dairy Factory.

Although the settlers in this district lost heavily through bush-fires, the general trade of the district is good. The building trade is very busy. There are no carpenters or bricklayers idle. Blacksmiths are kept fully employed, and, as previously stated, the general retail trade is very good.

There has been a good deal of roadwork done this summer, and several contracts are not yet finished. The bushfelling will start soon, and employ those who are thrown out of work on these contracts.

There have been a few swaggers on the roads during the past fortnight. There are a few unskilled labourers about Stratford out of work. The travelling swagger often finds it difficult to get employment, as the local contractors know where to get good workmen amongst the small farmers here without trusting to casual labour. I have asked several swaggers if they could milk, and they seemed rather disgusted at being asked the question, saying they did not, and would take good care they did not learn, as the screw was not good enough. I think this is to be regretted, because when they are travelling "hard up" they could often get a job to get a few shillings to start on the road again. Boys often suddenly leave their employers, and good wages could be got for a couple of weeks by any swagger who came along and could milk.

I have, &c.,

The Chief Inspector of Factories, Wellington.

W. H. RYAN, Inspector of Factories.

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#### HAWERA.

SIR,—

Police-station, Hawera, 14th April, 1898.

I have the honour to report that the Factories Act and the Shops and Shop-assistants Act have worked very smoothly in this locality since my arrival here, in the early part of January last.

There has been some delay in registering the factories, partly caused by misapprehension as to the method of effecting registration; but in only one case has there been any attempt to evade registration when directed by me to register. A report of the circumstances of that case is enclosed herewith. Shortly, it may be stated that the occupier of the factory in question considered that the premises in which he carried on his business did not come within the meaning of the term "factory." An informal reference, by consent, to the Stipendiary Magistrate resulted in the decision that the premises was a factory, and has accordingly been registered as such.

The reduction of the fee to 1s. for small factories has helped to remove some discontent amongst the occupiers, who hitherto seemed to consider the Act a means of extorting taxes rather than a provision for the supervision and regulation of all factories in accordance with recognised sanitary principles. Further reduction on a sliding scale up to the first limit of eight employés might perhaps be effected with advantage.

The principal discontent in respect of the Factories Act arises from the widespread misconception that prevails, even amongst well-informed employers—and shared in, I believe, from some cases I have experienced, by some Inspectors of Factories—that the Act places equal restriction in respect of hours of labour, closing of factories, holidays, wages, and overtime, upon adult male employés and upon all females and boys under eighteen years. I have succeeded, with much satisfaction to many who considered themselves needlessly hampered by the provisions of the Act, in dispelling this erroneous notion. These remarks apply equally to the adjacent district of Stratford, where I was stationed up to the end of last year.

The absence of tramps or swaggers in search of labour from the Stratford and Hawera districts during the year was remarkable. I have had no applications for assistance to obtain employment.

I have, &c.,

JOHN O'DONOVAN, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

#### WANGANUI.

SIR,—

Department of Labour, Wanganui, 5th May, 1898.

I have the honour to make the following report on the working of the Factories and Shop-assistants Acts for the time—about five months—I have held the position of Inspector.

#### FACTORIES ACT.

The Factories Act, so far as I can learn, gives general satisfaction. Most of the factories here are clean and comfortable, and I believe the employés are treated fairly. The young persons are generally healthy and well cared for. I am informed that nearly full time is made by the factory hands. I have had two cases for infringement of the Act, obtaining a conviction in each.

#### SHOP AND SHOP-ASSISTANTS ACT.

From inquiries I have made, I find the Act, with very few exceptions, gives general satisfaction. One of the exceptions referred to is the right employers have to work their employés at any time up to 12 o'clock at night, supposing they have not worked the nine hours and a half during the day, to make up the time. One firm here has had their employés of both sexes back to work from 7.30 to 9 o'clock on sixteen occasions that I know of, and I presume many times besides. I think something should be done to prevent this.

I have had six cases against shopkeepers for infringing the Act, obtaining convictions in five.

I have, &c.,

W. G. BLAKE, Inspector of Factories.

Edward Tregear, Esq., Chief Inspector of Factories.

#### PALMERSTON NORTH.

SIR,—

Labour Office, Palmerston North, 31st March, 1898.

I have to report for your information that trade in general has been fairly good in this district during the year; much better than former years.

#### LABOUR.

Quite a number of men have been employed draining, stumping, road-making, &c., and earning very good wages. Very few young men are met on the roads carrying their swags. Four men have been assisted to other districts, where they were in hopes of getting employment to suit their age. Nine men were sent or employed on co-operative works during the year, and two sent to private employment. So far, on the whole, things seem to have taken a complete turn as far as the working-man is concerned.

#### FACTORIES ACT.

Up to date I have registered sixty-one factories, the same number as last year. 425 persons are employed—337 males of all ages, and eighty-eight females. Three accidents took place during the year; none of a serious nature. Inquiry showed that the employers were not to blame. A new industry has been added to the many now existing in the district—viz., that of curing and preparing sheepskins for the London market. Permits and overtime have been worked in a good number of the factories. No prosecutions have taken place during the year, a sure sign that the provisions of the Act have been observed. I have inspected the shearers' accommodation—ten sheds, employing, on an average, from four to eight shearers. With one or two exceptions the accommodation was fairly good. I pointed out what was required, and without any trouble it was attended to. I might state that the Act works very well so far in this district.

#### SHOPS AND SHOP-ASSISTANTS ACT.

Respecting this Act, it works fairly well. No prosecutions have taken place during the year. I might mention that a prosecution is pending against a shopkeeper for keeping his shop open after the hour of closing on the half-holiday by the holding of an auction-sale.

## SERVANTS' REGISTRY OFFICE ACT.

Four persons are holding licenses under this Act, an increase of one over last year. So far this Act has given the greatest satisfaction. It was a much-needed Act.

I have, &c.,  
 Chief Inspector of Factories, Wellington. T. BREEN, Inspector of Factories.

## PAHIATUA.

SIR,— . Police-station, Pahiatua, 6th May, 1898.

I have the honour to report for your information upon the working of the Factories Act and the Shops and Shop-assistants Act, &c., during the past year.

## FACTORIES.

There are thirty-two registered factories here, employing ninety-one males and seven females, an increase of one factory over my last number registered. This may be explained from the fact that last year several of the creameries were registered that were employing two men; but by the formation of companies and the amalgamation of business, the number of hands has been reduced in the creameries, and an increase made in the main butter-factories.

The Factories Act and the Shops and Shop-assistants Acts are cheerfully accepted by the persons whom they affect, and are generally accepted as a boon, more especially the half-holiday. There has been no cause for prosecutions under these Acts during the past year.

Regarding the labour market, there has been nothing doing here since the railway was opened through to Napier. In regard to public works or co-operative works, with the exception of some road-making being done throughout the district by the Lands and Survey Department, since the completion of the railway-works here, I scarcely even get any application for work, and those who do apply are not generally adapted for hard work; being old men, they are only fit subjects for some charitable institution. Occasionally an agitator comes among the settlers here, and endeavours to educate them up to an imaginary grievance that they are badly treated by the Government in not being found constant work, and in some cases I verily believe they succeed; but after a short time the settlers are convinced of the error they have fallen into. Everything goes along well if the settler is let alone.

Regarding the late bush-fires here, I am sorry to say many of the smaller settlers were great sufferers; and the action of the Government in coming to their aid in the practical manner it did was a great service to them. I think after the lapse of a year, provided the country is not swept by a fire again, the settlers in many cases will begin to get a fair start. Through the loss of feed many of the poor settlers were compelled to sell their stock at a most ruinous price. Before leaving this subject, I might add that the most painful incidents that have come under my notice are those in which certain money-grabbers have foreclosed on the unfortunate settler who had lost house, clothes, and furniture; and in some cases the bailiff has been observed driving the few cows—the only thing the poor people had to sustain them through the winter—to the sale-yard for debt. I do trust the day is not far distant when the Legislature will see fit to pass a law to stop foreclosing for small debts. The bailiff and his fees should be swept away by the besom of destruction.

I am afraid the outlook in this district for at least the present winter does not look bright, and the expenditure of a little public money would, no doubt, be a great help to the settlers. Regarding the Workmen's Wages Act, I think that is really good; for this reason, that you hear so little of it. It shows, I think, that it is understood and accepted generally by the employer and the employed.

Regarding the shearers' accommodation, up to the time of the fire it was generally satisfactory in this district. There are probably a few people who can afford it who have not yet done all that is now required, and those cases I shall deal with if I find it necessary; but for the next year I shall be prepared to put a liberal construction on the Act, with a view of not pressing the settler who has received such heavy loss by fire.

Regarding sawmills, that industry is now a thing of the past. Probably as settlement grows sawmills will be put up in the back country to meet demands. Taking things on the whole, I believe this district will compare favourably with any other in New Zealand.

During the past year Miss Scott paid a surprise visit here, and found everything working satisfactorily. The owners of shops and factories where she visited speak in the highest terms of her pleasing and courteous manner, and were ready to fall in with any suggestion she might make for the welfare of the employer and employed.

I am, &c.,  
 CHARLES BOWDEN, Inspector of Factories.  
 Edward Tregear, Esq., Chief Inspector of Factories, Wellington.

## EKETAHUNA.

SIR,— Eketahuna, 9th April, 1898.

I have the honour to submit my labour report for the year ending the 31st March, 1898.

## FACTORIES.

There have been twenty-three registered, as against twenty-one for the year ending 31st March, 1897. There are 126 persons in the factories, three being females and two boys. There are over 100 men employed at the sawmills who do not come under the Factories Act—bush-fellers, bullock-drivers, &c.

From my own observation I am of opinion that the Act works well. Some object, but they cannot give any reason for doing so. They object more in the spirit of contrariness than of sound reason. There has been no trouble or friction in regard to the Act. One of the factories—a sawmill—had to be stopped whilst repairs were made to the brickwork round the crown of the boiler, but there was no trouble in the matter, and the employés did not complain at stopping work.

#### THE SHOPS AND SHOP-ASSISTANTS ACT.

The provisions of this Act are fairly complied with. There being no legal half-holiday the shopkeepers close every Thursday afternoon. On two occasions men have not received a half-holiday; but, owing to the difficulty of procuring evidence, no prosecutions have followed. Men who are employed are afraid to say anything, as it would probably mean losing their billets. The two occasions referred to have been express-drivers, who have been sent on long journeys the day of the half-holiday. The shop-assistants do not appear to understand that the Act is for their benefit.

#### THE BUILDING TRADE.

During the past year a number of large houses have been erected, and a Catholic chapel and a number of other houses are in course of erection. One sawmill and a number of small farmhouses were destroyed by the last bush-fire. In the majority of cases they were insured, and are being rebuilt. The sawmill is not being rebuilt. The fire in the latter case was caused by a young lad setting fire to some scrub, which burned the mill and toll-gate. Painters are very busy at the present time, having plenty of work.

#### RETAIL TRADE.

The different shopkeepers under this heading appear to be doing fairly well. Taking the year all round, they do not complain. There are not a great number of people to be seen in the shops, owing to a custom having arisen of supplying by express delivery, a good thing for the buyer, but a bad thing for the seller, as it keeps people from visiting the shops who would otherwise visit, and probably spend more.

#### BLACKSMITHS AND WHEELWRIGHTS.

These trades are kept constantly employed, horse-shoeing and wagon-repairing being the main dependence of the trade. As this is a pastoral country, but a small number of agricultural implements are used.

#### MISCELLANEOUS.

A considerable amount of fencing, road contracts, and bushfelling has been done in the district during the year. Grass-seed sowing has commenced, and will last some time. Men who are willing to work have no trouble in getting it. There has been a number of swaggers through Eketahuna during the year, but not so many as in the past year; the majority of them could be classed as the genuine "sundowner," simply travelling in search of free food; a percentage are men who have met with misfortune, and others men who are getting too old to work. They do not trouble the settlers, as they keep to the main road.

The usual yearly bush-fires have occurred in this district, a hardship to some at the time, but in the end a benefit, by clearing the waste and rotting logs and stumps, thereby clearing the ground for grass-sowing.

#### LABOUR.

One plumber and three navvies registered at this office during the year. Employment was found for all. There are no applications for employment, owing to the railway-works being removed past Eketahuna.

A circular was received from the Commissioner of Police *re* delay in registering factories. In a district like this it is very difficult to register them strictly to the end of January, as often they commence to build them during that month; again, where sawmills are seven and eight miles from the office, and in different directions, it takes more time than in a town where the factories are close together.

I have, &c.,

CHARLES GREY, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

#### BLENHEIM.

SIR,—

Police-station, Blenheim, 7th April, 1898.

I am pleased to be able to report that the conditions of the labour-market have considerably improved during the last twelve months, and the district is in more prosperous circumstances than it has been for years past. One of the main factors of this state of affairs is the splendid agricultural harvest. Though this district had its full share of the drought which prevailed over the colony during the growth of the crops, it did not suffer in the same degree as other parts of New Zealand, the character of the country and the nature of the soil being fitted to withstand a dry season. The harvest generally was an exceptionally good one—in fact, it has been described at a meeting of the Agricultural and Pastoral Association as the best that has been experienced in Marlborough for many years. This result has to be taken in conjunction with the entire absence of floods, and it goes to show how the district can thrive when it has a fair chance in this respect.

The excellent prices obtained for grain has also put good hearts into the farmers. Large quantities of barley have been exported, several special trains being laid on for this purpose alone, and tip-top prices have been obtained for the produce.

The pastoral industry has been fairly successful during the year. The shearing season was an unusually good one, and a good clip is recorded, the quality and quantity of the wool being both satisfactory.

The freezing-works lately established at Spring Creek to replace the institution abandoned by Nelson Brothers has progressed, and the shareholders have expressed themselves as satisfied with the result of operations.

The dry season has not been in favour of the pastoral industry, the feed on the higher country having suffered from want of moisture, and a large area of grass has been burned by bush-fires. However, rain has fallen abundantly lately, and it is hoped that there will be a fair amount of feed for winter stock.

The favourable conditions of the two industries—pastoral and agricultural—on which the district mainly depends has influenced the labour-market, and work has been plentiful—in fact, for a time labour was at a premium, the River Board having difficulty in letting contracts in connection with their extensive flood-relief scheme. The labour-market has also been supported by the operations of the Lower Wairau River Board and other bodies, in expending money obtained from the Government and other sources. The River Board entered some time ago upon a scheme of flood-relief works, involving the expenditure of some £10,000, of which £5,000 was raised by loan and £2,000 by Government subsidy. A large portion of the money has yet to be spent.

The cheese-factory at Tuamarina has acquired a first-rate reputation for its produce, and is making good progress. The butter industry continues on good lines. No new industries have started during the year.

A good deal of interest has lately been attracted to the mining resources of the district. The production of gold has, it is believed, been increasing, and attention has been directed to the question of dredging. A start has been given to the industry by the finding of fresh indications at the head of the Wairau Valley. For the ten weeks ending the 11th March the total number of applications lodged in the Warden's Court at Havelock more than equalled those lodged for the half-year ending December, 1897, and during no period of ten weeks since the big rush to Mahakipawa has the number of applications lodged for mining interests been equalled. Several of the big claims are taken up by outsiders. Renewed attention has been directed to the top valley country, where promising prospects have been revealed, and it is hoped that before long steps will be taken to thoroughly test the Wairau and Kaituna Valleys, where promising indications of gold are being obtained.

Recent sales have afforded gratifying instances of confidence in the value of town and country property. The tradesmen generally are satisfied with present prospects, the success of the agriculturists having considerably cheered them.

During the year labour and trade progressed on smooth lines. The regulations as to factories were strictly observed, and the different establishments were kept in satisfactory condition. There have been no serious accidents in the factories. There have been no prosecutions during the year.

The accommodation provided for employes by station-owners is in every respect fairly good. Since the 1st January, 1898, sixty factories have been registered, employing 194 males and twelve females, a slight decrease on the figures of last year's report.

I have, &c.,

THOMAS PRICE, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

## NELSON.

SIR,—

Police-station, Nelson, 15th April, 1898.

I have the honour to forward to you my annual report for the year ending the 31st March, 1898.

### FACTORIES ACT.

I have registered 123 factories this year, employing 476 males and 141 females, as against 112 factories registered last year, employing 567 males and 133 females. I commenced my duties on the 20th January last, and up to date I have registered twenty-seven factories that were not registered last year, and twenty-three of those were never registered before. There are a number of returns yet to come in, which I have a great difficulty in getting. As far as I can see, the Factories Act works well. There is one sawmiller complains of having to register his mill, and has not registered yet. He has written, and is writing, to the head of the department on the matter. As far as I can see, the Act gives satisfaction. I have issued thirty overtime permits.

### SHOPS AND SHOP-ASSISTANTS ACT.

This is very well observed here. All the shops close on the Wednesday half-holiday. I have heard of no complaint.

### THE BUILDING TRADE.

During the last few months this trade has been very busy in Nelson. There are a number of new buildings going up, and there is not an idle carpenter in the place.

### UNSKILLED LABOUR.

I am pleased to say at present there are very few that I know of out of employment. The Taitapu Gold Estate Company discharged from their works at Collingwood some forty or fifty men, who were receiving from 8s. to 9s. per day, and a great number of them are now in this town, but so far none have applied for work. They were discharged last week.



In conclusion, I might state that police duty prevents me from paying the attention I should like to the observance of the Acts. I am Inspector of Weights and Measures, mounted constable, and have other police duties, such as Court orderly, attending theatres, football matches, and other foot duty, and reserve at station.

E. Tregear, Esq., Chief Inspector of Factories.

I have, &c.,

R. KELLY, Inspector of Factories.

#### BRUNNERTON.

SIR,—

Police-station, Brunnerton, 9th April, 1898.

I beg to report for your information that since I took charge of this sub-district, in August last, I have had no difficulty in carrying out the provisions of the Factories and Shops and Shop-assistants Acts. The factory- and shop-owners here seem to thoroughly understand the Acts, and no prosecutions for breaches of either have occurred during the year. As you are already aware, the chief employment here is coal-mining, and no applications have been made to me for work during my term of office.

I have, &c.,

LAURENCE CARROLL, Inspector of Factories.

E. Tregear, Esq., Chief Inspector of Factories, Wellington.

#### GREYMOUTH.

SIR,—

Greymouth, 1898.

In presenting my annual report I am glad to be able to state that the condition of the workers has, at least in this part of the colony, become sensibly easier during the past twelve months. People are more hopeful than they have been for many years, and I think I may safely say that the cloud of depression that for years hung over this district is now fast disappearing. The Midland Railway is being steadily pushed on. The men engaged on it are cheerful, and their families are comfortable, for, as you are aware, owing to a proportion of the wages earned being deducted and paid over to the wife and family of the wage-earner, the inducement to squander is taken away from the men, while the wife receives her monthly payment, and is enabled to go round and settle with her tradespeople regularly. At present there are some two hundred men engaged at the permanent-way, while a number of carpenters have been busy constructing the various station-houses.

Owing to the big flood, which washed away a portion of the new bridge which is being constructed by the Coal Creek Company, railway-work has had to be stopped till a new lot of ironbark piles are obtained from Australia. The flood was a most unfortunate one for the district, as only for it the bridge would have been completed ere this, and it would then be only a short time till we might expect to see coal coming into town from the new mine at the Seven-mile. When this mine gets into working-order it is not too much to expect a second Brunnerton to arise about the locality of the mine.

Work at Brunnerton has been fair during the past year.

The Brunner Coke- and Brick-works are always busy, the result of turning out a first-class article.

Blackball is still growing, and the townspeople are well to do, and generally hopeful that their town is going to keep on improving.

The past year has seen a great revival in gold-mining. Nearly the whole of the Paparoa Range has been prospected, and claims taken up in different parts, particularly about Moonlight, where so much gold came from in the early days. The claims are being prospected now, and, although the results are, as a rule, kept secret, enough has leaked out to show that there is a probability of some really first-class claims being at work in the immediate future. On the west side of the range, and out towards Barrytown, active operations are being carried on. The Barrytown Company has had its machinery and timber taken down on large rafts, and in a short time will be in working-order. Other companies in the vicinity are also hard at work preparing to start operations, when there is little doubt the value of our West Coast beaches will at last be brought forcibly to light. Numbers of private parties are also at work prospecting and fossicking, and all seem hopeful, and evidently are making wages, if not more. The great want in the past—the absence of tracks—is being remedied, as, the Government having come to our help, various tracks will soon be made to the gold-bearing country.

Dredging operations are about to be commenced in the Grey River, above Brunnerton, and should prove successful.

The timber industry is being pushed ahead in a proper manner, and is, indeed, a boon to all classes of people on the Coast. I do not know the exact number of men employed in and about this industry, but believe between two and three hundred at twenty-four sawmills, and about 900,000 ft. of timber is shipped monthly. Since the formation of the West Coast Timber Association a fair price has been obtained for timber, and the business gone about in a systematic and proper manner. The timber-drying shed erected with the aid of the Government has indeed been a help to the industry. It is to be regretted that a trade with foreign ports has not been fostered, but the Rangitika experiment seems to have frightened sawmillers.

In town various industries have sprung up, and seem to be prospering. Cabinetmaking engages a number of hands, and a sash and door company has lately commenced business, and has been kept busy owing to the excellent work turned out.

In the country farmers are more hopeful and prosperous than for years past. The Totara Flat Dairy Company has proved an immense benefit to the district, and the old complaint that

was heard in former years from every farmer, "I can't sell my butter," is a thing of the past.

The quantity of wool shipped from the Coast this year was considerably in excess of that shipped any previous year.

This part of the colony is singularly free from unemployed—in fact, it may almost be said we have no unemployed. There is certainly a scarcity of domestic servants.

Our local foundry employs a number of hands, and work will be brisk there for some time to come, as a large contract for supplying ironwork has recently been entered into.

The Chief Inspector of Factories, Wellington.

I have, &c.,

WM. H. BOASE.

#### AKAROA.

SIR,—

Police-station, Akaroa, 7th April, 1898.

I respectfully beg to state that the Factories and Shops and Shop-assistants Acts are working smoothly here, no complaints of any sort having been brought under my notice.

I have, &c.,

E. P. BIRD, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

#### METHVEN.

SIR,—

Police-station, Methven, 9th April, 1898.

I beg to report for your information that during the past year the Factories Act has worked well in this sub-district. There were no prosecutions and no complaints. Sixteen factories have registered during the present year, but, as the schedule shows, most of them are small places, employing but few hands.

In reference to the building trade, it has been very brisk in this district during the year. There have been a lot of houses built on the Highbank Settlement, which, I am glad to say, is a great success.

In this district the stations employ a lot of men during the summer months.

As regards labour, the supply is equal to the demand, but there are no unemployed men in this district, except a lot of tramps who are always on the move.

The district is at the present time in a flourishing state, and all seem satisfied with their different prospects.

I have, &c.,

JOHN DILLON, Inspector of Factories.

E. Tregear, Esq.

#### ASHBURTON.

SIR,—

Police-station, Ashburton, 31st March, 1898.

I have the honour to submit the labour report for this district for the year ending the 31st March, 1898.

This year I have registered sixty-eight factories, being an increase of four from last year, employing 167 males and sixty females. The chief industry in this district is the woollen- and flour-mills, engineers, blacksmiths, bootmakers, tailors, and dressmakers.

During the past year a great number of new buildings have been erected, and there is still a number in course of erection. Builders and tradesmen in general have been kept very busy.

I may say that last year was one of the best for this district for many years, there being no applicants for employment; but, owing to the long drought and the bad harvest, the unskilled labour will have greater difficulty in obtaining employment this coming winter.

The Shops and Shop-assistants Act has worked very satisfactorily during the past year, there being no complaints from either employers or employes, and I may state that the Act has been well observed.

I have, &c.,

EDWARD EADE, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

#### TIMARU.

SIR,—

Department of Labour, Timaru, 7th April, 1898.

I beg to report that the Factories Act is now well observed in Timaru. On taking charge of this office in October, 1897, I found that factory-owners were not at all conversant with the requirements of the Act, but this is now a thing of the past, and everything is working in a smooth manner. I have given copies of extracts of the Act to each factory, and I find they have been appreciated, and are useful to factory-owners as a ready reference.

In some factories I found that the means of exit in case of fire was not sufficient, and I have had it remedied.

I laid an information in one case for employing three girls without certificates of fitness, and in another case for having the outer door locked while work was being carried on in the factory. In each case a conviction was obtained.

During the current year, commencing 1st January, 101 factories, employing 492 males and 181 females, have been registered in this district.

The Shops and Shop-assistants Act is well observed, and the half-holiday is appreciated by the employés, and has given general satisfaction to employers.

There are two servants' registry offices in Timaru, and the business is well and honestly conducted. I have never had a complaint of any unjust charge being made.

I beg to report that during the past twelve months trade generally has been more brisk, especially engineering and building, than for the previous year in this district. During the year ending 31st March thirty-four men have been forwarded to Government co-operative works. Local employment was also found for three ploughmen, four wool-scourers, six harvesters, eighteen lads to work on farms or stations, and two grooms, besides occasional day's work in Timaru for seven lads.

At the time of writing there are ten married men on my books awaiting employment, attributable to the poor harvest; consequently, farmers are not in a position to employ much labour.

The chief industries in this district are the South Canterbury Woollen-mills and the Christchurch Meat-supply Refrigerating Company. The former employ sixty males and thirty-eight females, and the latter employ ninety males.

A large number of swaggers passed to and fro through this district in search of work, camping under bridges, and suffering the indulgence of station-holders, farmers, and hotelkeepers. I received a few complaints about these men being insolent to farmers' wives, but on the whole their conduct in this district has been satisfactory.

In conclusion, I beg to state that the visits of Miss Scott (Female Inspector) and Mr. Lomas, of Christchurch, were conducive of much good, and resulted in a satisfactory understanding of many parts of the Act where two or three employers mistakingly thought I was giving a wrong interpretation of the law.

I have, &c.,

ROBERT CRAWFORD, Inspector of Factories.

E. Tregear, Esq., Secretary, Department of Labour, Wellington.

#### OAMARU.

SIR,—

Inspector of Factories' Office, Oamaru, 31st March, 1898.

I have the honour to report on the working of the Factories Act, the Shops and Shop-assistants Act, and Servants' Registry Offices Act in this district for the year ending the 31st March, 1898.

#### FACTORIES ACT.

I beg to report that up to the present there are forty-nine factories and workrooms registered. I have found the Act to work well. The employers, now having a fair knowledge of its provisions, seem well disposed to carry out the law—in fact, I have had little or no trouble in getting any suggestions of mine (as regards factory arrangements or ventilation) carried out. The premises known as Waddell's tailoring workrooms have been considerably enlarged, are now well ventilated, clean, and, in my opinion, it is now a fit place for its purpose. As regards regular inspection, I am am sorry to say that I could not visit the various places as often as I should wish.

We have had no prosecutions during the year, and I am glad to be able to say that I found employers generally disposed to carry out the law in a fair way.

Overtime has been a good deal used, which gives a good deal of work to an Inspector.

#### SERVANTS' REGISTRY OFFICES.

Two places have been registered, and have been well conducted.

#### SHOPS AND SHOP-ASSISTANTS ACT.

This Act has now had a fair trial, and is working a little better—that is to say, shopkeepers are becoming acquainted with its provisions. For some considerable time they looked upon it as interfering with their liberties, and to some extent resented any interference on the part of the Inspector, but I am glad to say things are now working smoothly. I had to summon in one case for not closing on the half-holiday. When the case came on for hearing it was found that the local body, the Borough Council, had not fully complied with the Act in making the necessary resolution, and the information was dismissed. However, the person summoned has since then complied with the law. The sitting-accommodation provided in the larger shops is a good deal used, and the objection against it in the first instance is now worn out.

#### LABOUR BUREAU.

As Labour Bureau officer I find a good deal of difficulty. This office throws a good deal of work on me, and, situated as I am at present, without any assistance at this station, I feel the work getting too heavy for one pair of hands, having in addition to other appointments the work of Inspector of Weights and Measures.

I have, &c.,

THOMAS O'GRADY, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

#### INVERCARGILL.

SIR,—

Department of Labour, 9th April, 1898.

I beg to submit for your information a report of the various branches under my charge.

FACTORIES.

During the year there has been an increase in the number of factories registered from the 31st March, 1897, to the 31st March, 1898—namely, 164, as against 136. There has been a marked increase in the number of persons employed, and also in overtime permits. It has been a rule with some factory-owners here to give out work to factory employes to work at home, but I am glad to say this custom is not so prevalent now as it was twelve months ago. It is a hard matter for the Inspector to find out where work goes to, and those factory-hands who take it.

I may, with your permission, state that the factory-owners and employes are trying, as far as possible, to observe the Act, and in very few cases are boys or girls now employed without a certificate from the Inspector, and the issue of these certificates up to the 31st March numbered forty-six.

Under this Act there have only been four prosecutions since May, 1897; fines, £1 12s., and costs, £6 1s.

Saw-mills for the past twelve months have been busy, all hands in this line been fully employed, with a prospect for the better, as two or three mills have opened in this district. As far as I can learn, flax-mills are doing a good business; also woodware factories. Iron foundries have been busy for the last nine months, with good prospects before them.

SHOPS AND SHOP-ASSISTANTS ACT.

This Act is working better than at the beginning of the year. Most of the employers and employes now understand it better, and see the advantage of it, although there are a few who will not carry it out. Prosecutions since May last have been five in number, and only one case was dismissed, with costs for department.

One matter under this Act which I would like to draw attention to is *re* small shopkeepers (section 5, clause 1). In the opinion of shopkeepers here, it is the first step to break the half-holiday, as in many cases custom is taken from those shopkeepers who under the Act are compelled to close their shops. If the closing-day was limited to Wednesday this Act would be perfect.

LABOUR.

I have to report that during the twelve months ending the 31st March, 1898, trade on the whole, especially for carpenters, bricklayers, ironfounders, was brisk, but unskilled labour is about the same as 1897. During this above-stated period this office has found employment for ten farm-labourers, also for eighty-two men, whose earnings have to support and maintain three hundred persons. Almost all of these eighty-two men were of the unskilled class—in fact, some of this number have not earned more than from 10s. to 12s. per week.

The various Government relief-works carried out on the co-operative system seem to work well.

I have, &c.,

WM. J. McKEOWN, Inspector of Factories.

The Chief Inspector of Factories, Wellington.

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Reports have also been received from Inspectors at the following places: Ophir, Winton, Rawene, Temuka, Wyndham, Waimate, Woodville, and Reefton. They state that the provisions of the Factories and Shops and Shop-assistants Acts have been well observed.

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PERSONS ASSISTED BY THE DEPARTMENT OF LABOUR FROM THE 1ST APRIL, 1897, TO THE 31ST MARCH, 1898.—By LOCALITIES.

	Applicants.		Number of Persons dependent on Applicant.	Number sent to Private Employment.	Number sent to Government Works.	Number of Months Unemployed.	Causes of Failure to get Work.	
	Married.	Single.					Slackness of Trade, &c.	Sickness.

AUCKLAND DISTRICT.

APRIL, 1897.										OCTOBER, 1897.									
Labourers	7	9	38	2	14	23	15	1	..	Labourers	6	6	34	5	7	17	12	..	..
Butchers	1	1	5	..	2	4	2	..	..	Compositors	1	2	4	..	3	2	3	..	..
Plasterers	2	..	3	..	2	1	2	..	..	NOVEMBER, 1897.									
MAY, 1897.										Labourers	9	12	59	..	21	7	21	..	..
Labourers	5	6	14	6	5	19	10	1	..	Stonemasons	1	..	6	..	1	2	1	..	..
Plasterers	2	..	3	..	2	1	2	..	..	DECEMBER, 1897.									
JUNE, 1897.										Labourers	5	2	17	2	5	6	7	..	..
Labourers	4	7	19	8	3	13	10	1	..	Cooks	..	1	..	1	..	1	1	..	..
Carpenters	2	..	12	..	2	2	2	..	..	JANUARY, 1898.									
Plasterers	2	1	11	..	3	3	3	..	..	Labourers	..	7	3	3	4	3	7	..	..
JULY, 1897.										Blacksmiths	..	1	..	..	1	1	1	..	..
Labourers	35	19	131	4	50	97	54	..	..	FEBRUARY, 1898.									
Painters	1	..	6	..	1	1	1	..	..	Labourers	5	4	19	5	4	7	9	..	..
Miners	..	3	3	3	..	3	3	..	..	Coopers	..	1	..	1	..	1	1	..	..
AUGUST, 1897.										Farm-hands	..	1	..	1	..	1	1	..	..
Labourers	6	2	34	2	6	15	8	..	..	MARCH, 1898.									
SEPTEMBER, 1897.										Labourers	19	6	83	6	19	32	23	2	..
Labourers	6	12	17	7	11	15	17	1	..	Carpenters	8	..	39	..	8	10	8	..	..
Painters	..	1	..	..	1	3	1	..	..										
Plasterers	1	..	7	..	1	1	1	..	..										
Compositors	1	..	3	..	1	3	1	..	..										

GISBORNE AND HAWKE'S BAY DISTRICTS.

APRIL, 1897.										OCTOBER, 1897.									
Labourers	6	..	23	..	6	5	6	..	..	Labourers	..	2	..	1	1	6	2	..	..
JUNE, 1897.										NOVEMBER, 1897.									
Labourers	4	..	13	..	4	7½	4	..	..	Labourers	4	9	14	..	13	9	13	..	..
Carpenters	3	1	15	..	4	2	4	..	..	Carpenters	2	..	2	..	2	1	2	..	..
Painters	..	1	..	1	..	½	1	..	..	DECEMBER, 1897.									
JULY, 1897.										Labourers	..	1	..	1	..	2	1	..	..
Labourers	28	10	117	..	38	34	38	..	..	JANUARY, 1898.									
Coachbuilders	1	..	3	1	..	1	1	..	..	Labourers	1	10	6	..	11	15	11	..	..
Riveters	2	..	10	2	..	2	2	..	..	FEBRUARY, 1898.									
AUGUST, 1897.										Cooks	..	2	..	2	..	4	2	..	..
Labourers	9	2	43	..	11	20	11	..	..	MARCH, 1898.									
Carpenters	1	1	11	..	2	2	2	..	..	Labourers	8	6	29	..	14	9	14	..	..
SEPTEMBER, 1897.																			
Labourers	3	2	11	..	5	4	5	..	..										

WELLINGTON PROVINCIAL DISTRICT, NORTH.

APRIL, 1897.										AUGUST, 1897.									
Labourers	13	8	61	..	21	20	21	..	..	Labourers	5	11	24	..	16	32	16	..	..
Carpenters	6	3	33	..	9	9½	9	..	..	Carpenters	2	1	15	..	3	1	3	..	..
Painters	5	..	21	..	5	4	5	..	..	SEPTEMBER, 1897.									
Bricklayers	1	..	11	..	1	½	1	..	..	Labourers	6	10	47	..	16	31	16	..	..
MAY, 1897.										Carpenters	1	..	5	..	1	1	1	..	..
Labourers	12	8	58	..	20	33	20	..	..	Bricklayers	2	..	5	2	..	2	2	..	..
Carpenters	8	4	43	..	12	9	12	..	..	Engineers	1	..	3	..	1	1	1	..	..
Engineers	1	..	5	..	1	2	1	..	..	OCTOBER, 1897.									
JUNE, 1897.										Labourers	7	2	31	..	9	10	9	..	..
Labourers	2	6	14	1	7	5	8	..	..	NOVEMBER, 1897.									
Carpenters	5	4	24	..	9	4	9	..	..	Labourers	1	3	6	1	3	3	4	..	..
Painters	5	1	23	..	6	6	6	..	..	JANUARY, 1898.									
Bricklayers	1	..	3	..	1	1	1	..	..	Labourers	2	..	16	..	2	2	2	..	..
Domestic servants	1	..	1	..	1	1	1	..	..	Blacksmiths	1	..	2	..	1	1	1	..	..
JULY, 1897.										FEBRUARY, 1898.									
Labourers	6	6	24	..	12	19	11	1	..	Labourers	..	2	..	2	..	2	2	..	..

PERSONS ASSISTED BY THE DEPARTMENT OF LABOUR FROM THE 1ST APRIL, 1897, TO THE 31ST MARCH, 1898.—LOCALITIES—continued.

	Applicants.		Number of Persons dependent on Applicant.	Number sent to private Employment.	Number sent to Government Works.	Number of Months Unemployed.	Causes of Failure to get Work.			Applicants.		Number of Persons dependent on Applicant.	Number sent to private Employment.	Number sent to Government Works.	Number of Months Unemployed.	Causes of Failure to get Work.	
	Married.	Single.					Slackness of Trade, &c.	Sickness.		Married.	Single.					Slackness of Trade, &c.	Sickness.
<b>WELLINGTON PROVINCIAL DISTRICT, SOUTH.</b>																	
APRIL, 1897.									OCTOBER, 1897.								
Labourers	18	19	91	9	28	87	37	..	Labourers	8	22	39	19	11	70	30	..
Carpenters	5	..	16	..	5	6	5	..	Carpenters	7	1	31	..	8	5	8	..
Painters	4	1	19	..	5	2	5	..	Painters	..	1	1	..	1	1	1	..
Bricklayers	..	1	..	..	1	1	1	..	Bootmakers	..	1	..	..	1	1	1	..
Plasterers	2	..	10	..	2	1	2	..	Farm-hands	1	..	2	1	..	2	1	..
Plumbers	2	..	11	..	2	3	2	..	Domestic servants	..	2	..	2	..	2	2	..
Gardeners	..	2	..	2	..	1	2	..									
Miners	..	1	..	1	..	2	1	..									
MAY, 1897.									NOVEMBER, 1897.								
Labourers	30	22	150	18	34	118	52	..	Labourers	10	14	46	17	7	50	24	..
Carpenters	9	2	42	..	11	8	11	..	Bricklayers	1	..	1	..	1	1	1	..
Painters	3	2	22	..	5	2	5	..									
Plasterers	1	..	11	..	1	1	1	..									
Miners	..	1	..	1	..	1	1	..									
Bakers	1	..	2	1	..	2	1	..									
Attendants	..	1	..	..	1	1	1	..									
JUNE, 1897.									DECEMBER, 1897.								
Labourers	28	29	119	12	45	99	57	..	Labourers	4	13	12	15	2	22	17	..
Carpenters	8	2	27	2	8	7	10	..	Butchers	1	2	5	3	..	2	3	..
Painters	1	..	6	1	..	1	1	..	Domestic servants	..	2	..	2	..	1	2	..
Plumbers	1	..	7	..	1	1	1	..									
Gardeners	..	1	..	..	1	2	1	..									
Farm-hands	..	1	..	1	..	1	1	..									
Domestic servants	..	1	..	1	..	1	1	..									
JULY, 1897.									JANUARY, 1898.								
Labourers	28	52	107	45	35	118	80	..	Labourers	12	31	32	36	7	82	43	..
Carpenters	5	..	27	..	5	3	5	..	Painters	2	1	4	1	2	3	3	..
Painters	5	..	22	..	5	3	5	..	Bricklayers	2	..	8	2	..	4	2	..
Bricklayers	2	2	12	..	4	6	4	..	Printers	..	2	..	2	..	6	2	..
Printers	1	..	3	1	..	1	1	..	Farm-hands	..	2	..	2	..	3	2	..
Domestic servants	1	2	..	3	..	..	3	..	Domestic servants	1	3	1	4	..	2	4	..
AUGUST, 1897.									FEBRUARY, 1898.								
Labourers	28	27	94	27	28	113	55	..	Labourers	52	34	226	27	59	155	86	..
Carpenters	3	7	13	..	10	8	10	..	Carpenters	4	3	27	1	6	7	7	..
Painters	6	..	29	..	6	5	6	..	Painters	1	..	2	..	1	1	1	..
Plasterers	1	..	3	..	1	1	1	..	Plumbers	1	..	4	..	1	1	1	..
Polishers	1	..	6	..	1	6	..	1	Farm-hands	1	..	8	1	..	1	1	..
SEPTEMBER, 1897.									Domestic servants	..	7	..	7	..	3	7	..
Labourers	29	32	95	35	26	139	61	..									
Carpenters	4	..	15	..	4	2	4	..									
Coachsmiths	1	..	2	1	..	2	1	..									
Bootmakers	1	..	1	1	..	1	1	..									
Farm-hands	1	..	1	1	..	1	1	..									
<b>WESTLAND DISTRICT.</b>																	
APRIL, 1897.									OCTOBER, 1897.								
Carpenters	..	2	..	..	2	2	2	..	Labourers	2	..	11	..	2	2	2	..
Bricklayers	1	..	2	..	1	1	1	..									
JUNE, 1897.									NOVEMBER, 1897.								
Labourers	4	3	14	..	7	11	7	..	Labourers	6	17	9	..	23	12	23	..
									Carpenters	2	2	11	..	4	3	4	..
JULY, 1897.									JANUARY, 1898.								
Labourers	4	3	32	..	7	15	7	..	Labourers	2	1	6	..	3	4	3	..
AUGUST, 1897.									FEBRUARY, 1898.								
Labourers	1	3	10	..	4	6	4	..	Labourers	2	..	9	..	2	2	2	..
SEPTEMBER, 1897.									MARCH, 1898.								
Labourers	4	2	11	..	6	5	6	..	Labourers	3	5	10	..	8	10	8	..
<b>NORTH CANTERBURY DISTRICT.</b>																	
APRIL, 1897.									MAY, 1897.								
Labourers	14	1	50	1	14	25	15	..	Labourers	1	7	3	8	..	15	8	..
Carpenters	1	..	2	..	1	1	1	..	Bricklayers	1	..	1	..	1	1	1	..
Bricklayers	1	..	1	..	1	1	1	..									
Plumbers	..	1	..	..	1	1	1	..									
Printers	1	..	3	..	1	3	1	..									
Gardeners	..	1	..	1	..	1	1	..	JUNE, 1897.								
									Labourers	17	8	78	9	16	45	25	..

PERSONS ASSISTED BY THE DEPARTMENT OF LABOUR FROM THE 1ST APRIL, 1897, TO THE 31ST MARCH, 1898.—LOCALITIES—*continued.*

	Applicants.		Number of Persons dependent on Applicant	Number sent to private Employment.	Number sent to Government Works.	Number of Months Unemployed.	Causes of Failure to get Work.	
	Married.	Single.					Slackness of Trade, &c.	Sickness.

NORTH CANTERBURY DISTRICT—*continued.*

JULY, 1897.									NOVEMBER, 1897.								
Labourers	9	4	42	4	9	23	13	..	Labourers	2	6	4	7	1	19	7	1
Carpenters	9	..	33	..	9	10	9	..	Gardeners	1	..	1	1	..	1	1	..
Bricklayers	2	..	5	..	2	1	2	..									
AUGUST, 1897.									DECEMBER, 1897.								
Labourers	28	6	126	5	29	78	34	..	Labourers	2	2	6	4	..	8	4	..
Carpenters	2	..	5	..	2	3	2	..									
Painters	6	..	25	..	6	6	6	..									
Plasterers	2	..	4	..	2	2	2	..									
Compositors	..	1	..	1	..	6	1	..									
SEPTEMBER, 1897.									JANUARY, 1898.								
Labourers	3	4	8	4	3	10	7	..	Labourers	1	9	3	10	..	28	10	..
									Carpenters	2	..	13	..	2	2	2	..
									Bricklayers	1	..	9	..	1	1	1	..
OCTOBER, 1897.									FEBRUARY, 1898.								
Labourers	4	6	8	10	..	26	10	..	Labourers	6	1	23	..	7	12	7	..
Carpenters	1	..	1	..	1	1	1	..	Bootmakers	2	10	12	2	10	17	12	..
Plasterers	1	..	4	..	1	1	1	..									
Shearers	..	3	..	3	..	4	3	..									

SOUTH CANTERBURY DISTRICT.

APRIL, 1897.									NOVEMBER, 1897.								
Labourers	1	..	1	1	..	1	1	..	Labourers	1	..	3	..	1	1	1	..
Gardeners	..	1	..	1	..	1	1	..	Grooms	..	2	..	2	..	3	2	..
MAY, 1897.									DECEMBER, 1897.								
Labourers	6	3	32	2	7	10	9	..	Labourers	14	4	43	..	18	24	18	..
									Blacksmiths	2	..	4	..	2	2	2	..
JULY, 1897.									Cooks	..	1	2	..	1	1	1	..
Labourers	..	5	..	5	..	5	5	..									
AUGUST, 1897.									JANUARY, 1898.								
Labourers	1	4	3	4	1	4	5	..	Grooms	..	1	..	1	..	1	1	..
Gardeners	..	1	..	1	..	1	1	..									
Grooms	..	1	..	1	..	1	1	..									
OCTOBER, 1897.									FEBRUARY, 1898.								
Labourers	..	4	1	4	..	4	4	..	Labourers	2	5	6	7	..	8	7	..

NORTH OTAGO DISTRICT.

APRIL, 1897.									NOVEMBER, 1897.								
Labourers	16	15	70	..	31	78	31	..	Labourers	15	15	83	..	30	112	30	..
JULY, 1897.									JANUARY, 1898.								
Labourers	11	6	56	..	17	49	17	..	Labourers	7	1	27	..	8	14	8	..

DUNEDIN DISTRICT.

APRIL, 1897.									SEPTEMBER, 1897.								
Labourers	10	1	37	1	10	18	11	..	Labourers	6	3	28	2	7	10	9	..
Carpenters	4	1	14	..	5	4	5	..	Carpenters	2	..	7	..	2	2	2	..
Painters	3	..	5	..	3	4	3	..									
Plasterers	1	..	6	..	1	..	1	..									
MAY, 1897.									OCTOBER, 1897.								
Labourers	31	3	119	..	34	43	34	..	Labourers	1	5	12	3	3	14	6	..
Carpenters	2	..	5	..	2	2	2	..	Blacksmiths	..	1	5	2	..	4	2	..
JUNE, 1897.									NOVEMBER, 1897.								
Labourers	28	1	114	..	29	67	29	..	Labourers	3	1	14	2	2	10	4	..
Carpenters	2	..	7	..	2	4	2	..	Stonemasons	..	3	10	..	3	7	3	..
									Chemists	..	1	4	1	..	3	1	..
									Ploughmen	..	1	..	1	..	1	1	..
JULY, 1897.									DECEMBER, 1897.								
Labourers	6	2	21	2	6	14	8	..	Labourers	3	1	10	2	2	8	4	..
Carpenters	1	..	3	..	1	1	1	..									
Platelayers	8	..	18	..	8	12	8	..									
AUGUST, 1897.									JANUARY, 1898.								
Labourers	16	1	71	..	17	41	17	..	Labourers	3	2	12	3	2	9	5	..
Carpenters	2	2	6	..	4	8	4	..	Cooks	1	..	8	1	..	2	1	..

SOUTHLAND DISTRICT.

APRIL, 1897.									JULY, 1897.								
Labourers	7	..	36	..	7	16	7	..	Labourers	5	4	26	..	9	19	9	..
									Carpenters	1	..	5	..	1	2	1	..
MAY, 1897.									AUGUST, 1897.								
Labourers	12	2	65	..	14	14	14	..	Labourers	20	4	101	1	23	54	24	..
JUNE, 1897.									SEPTEMBER, 1897.								
Labourers	2	1	6	..	3	6	3	..	Labourers	2	2	6	4	..	10	4	..

NOVEMBER, 1897.								
Engine-drivers	..	1	1	..	1	2	1	..





TABLE showing MONTHLY STATISTICS, &c.—continued.

Table header with columns: Date, Married, Single, Total Number assisted by the Department, Number dependent on those assisted (Total, Wives, Parents and Others, Children), Number sent to Private Employment, Number sent to Government Works, Number of Months Unemployed, Causes of Failure to get to Work (Slackness of Trade, &c., Sickness), Wives assisted, Children assisted, and Where from (North Island, South Island, Victoria, New South Wales, Queensland, Tasmania, South Australia, Great Britain).

WESTLAND DISTRICT.

Monthly statistics for Westland District from April 1897 to March 1898, including a Totals row.

NORTH CANTERBURY DISTRICT.

Monthly statistics for North Canterbury District from April 1897 to March 1898, including a Totals row.

SOUTH CANTERBURY DISTRICT.

Monthly statistics for South Canterbury District from April 1897 to March 1898, including a Totals row.

NORTH OTAGO DISTRICT.

Monthly statistics for North Otago District from April 1897 to March 1898, including a Totals row.

DUNEDIN DISTRICT.

Monthly statistics for Dunedin District from April 1897 to March 1898, including a Totals row.

TABLE showing MONTHLY STATISTICS, &c.—*continued.*

Date.	Married.	Single.	Total Number assisted by the Department.	Number dependent on those assisted.				Number sent to Private Employment.	Number sent to Government Works.	Number of Months Unemployed.	Causes of Failure to get Work.		Wives assisted.	Children assisted.	Where from.												
				Total.	Wives.	Parents and Others.	Children.				Slackness of Trade, &c.	Sickness.			North Island.	South Island.	Victoria.	New South Wales.	Queensland.	Tasmania.	South Australia.	Great Britain.					
SOUTHLAND DISTRICT.																											
April, 1897	7	7	7	36	7	..	29	..	7	16	7	..	..	..	7	..	..	..	..	..	..	..	..	..	..	..	..
May, "	12	2	14	65	12	7	46	..	14	14	14	..	..	..	14	..	..	..	..	..	..	..	..	..	..	..	..
June, "	2	1	3	6	2	..	4	..	3	6	3	..	..	..	3	..	..	..	..	..	..	..	..	..	..	..	..
July, "	6	4	10	31	6	4	21	..	10	21	10	..	..	..	10	..	..	..	..	..	..	..	..	..	..	..	..
August, "	20	4	24	101	20	8	73	1	23	54	24	..	..	..	24	..	..	..	..	..	..	..	..	..	..	..	..
Sept., "	2	2	4	6	2	..	4	4	..	10	4	..	..	..	4	..	..	..	..	..	..	..	..	..	..	..	..
Nov., "	..	1	1	1	..	1	..	..	1	2	1	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..
Totals	49	14	63	246	49	20	177	5	58	123	63	..	..	..	63	..	..	..	..	..	..	..	..	..	..	..	..

SUMMARY of STATISTICS concerning PERSONS ASSISTED by the DEPARTMENT OF LABOUR from the 1st April, 1897, to the 31st March, 1898.

Wellington South District	420	419	839	1,719	420	120	1,179	341	498	1,424½	838	1	43	43	790	28	..	1	2	..	..	18
Auckland District	129	104	233	567	129	19	419	56	177	294	227	6	2	4	212	17	..	1	..	1	..	2
North Canterbury District	134	75	209	530	134	11	385	75	134	389	208	1	4	7	..	209	..	..	..	..	..	..
Dunedin District	153	37	190	619	153	44	422	24	166	348	190	..	1	..	..	190	..	..	..	..	..	..
Gisborne and Hawke's Bay Districts	72	47	119	297	72	18	207	8	111	124	119	..	..	..	119	..	..	..	..	..	..	..
Wellington North District	94	69	163	475	94	47	334	6	157	200	162	1	..	..	163	..	..	..	..	..	..	..
South Canterbury District	31	32	63	108	31	9	68	29	34	72	63	..	..	..	..	63	..	..	..	..	..	..
Westland District	31	38	69	125	31	16	78	..	69	72½	69	..	..	..	..	69	..	..	..	..	..	..
North Otago District	50	37	87	242	50	3	189	..	87	254	87	..	..	..	..	87	..	..	..	..	..	..
Southland District	49	14	63	246	49	20	177	5	58	123	63	..	..	..	..	63	..	..	..	..	..	..
Totals	1,163	872	2,035	4,928	1,163	307	3,458	544	1,491	3,301	2,026	9	50	54	1,284	726	..	2	2	1	..	20

The total number assisted during the year is 2,035. Total number of persons dependent on them for support, 4,928, consisting of 1,163 wives, 3;458 children, and 307 parents and other relations. Of the 2,035 assisted, the causes for failure to get employment were: 2,026, slackness of trade; 9, sickness. There were 50 families sent to workmen, consisting of 50 wives and 54 children.

In the Women's Branch of the department, during the year ending the 31st March, 1898, 695 persons applied for employment, and 675 employers applied for servants, of whom 296 were suited; 20 charwomen were also given casual employment.

## ACCIDENTS, LEGAL DECISIONS, ETC., UNDER FACTORIES ACT REPORTED DURING THE YEAR 1897-98.

### ACCIDENTS.

*Auckland (54).*—Twenty-one employés of Kauri Timber Company: One man, slight injury to his foot through a piece of timber falling on it; a lad slightly hurt (no particulars); a sawyer received a slight cut by contact with the saw he was using; a youth received slight injury to one of his fingers through its being caught in cog-wheel; a sawyer received slight cut with circular saw he was using; a man received slight injury through a timber-jack slipping and jamming him; a man received a splinter in his hand; another fell off a stack of timber and slightly hurt his foot; another broke his collar-bone through falling and striking a post; another slightly hurt by a lever which he was using slipping and falling on him; a sawyer received a slight cut with circular saw he was using; an order-man ran against a truck, injuries slight; a sawyer received slight cut with circular saw; two lads (machinists) both slightly cut by circular saw they were using; a yard-man lost top joint of one finger through having it jammed; a sawyer received a slight cut on hand with circular saw; a man received a slight cut on hand with buzz planer; a lad slightly injured by being struck by a splinter of wood thrown from a circular saw; two lads slightly injured, one cut by a saw, the other had his fingers jammed in a piece of timber. Employés of other sawmills: A man received slight cut by circular saw; a sawyer received a severe cut on forearm with circular saw; another sawyer received slight cut with circular saw; a man had his foot slightly hurt through a piece of timber falling on it; a sawyer received a slight cut with a circular saw; a sawyer had his leg broken through a fitch of timber falling off the saw-bench and striking him; a yard-man had the small bone of his leg broken through a piece of timber striking him; a sawyer lost two fingers through contact with circular saw. In other factories: A lad had his foot slightly hurt in a lift on which he was riding. A man employed in a stove-factory, slight injury to his foot by a piece of iron falling on it. A lad employed in a biscuit-factory received slight injury to his hand through its being drawn into mixing-machine. Another in same factory received slight injury to a finger, it being caught in stamping-machine. A plumber received severe injury to his eye through an explosion of molten metal whilst in galvanising work. A carter employed at a wood-yard was killed through his clothes being caught on shaft of a gas-engine. A lad employed in a boot-factory received severe injury to his hand through its being crushed in the roller-press. A brickmaker lost two toes through their coming in contact with a clay-knife. A boy employed in a printing-office received slight injury to his thumb through its being caught in the cog-wheel of machine. A youth employed in engineer's shop received slight injury to his finger through its being caught in cogs on machine. A lad employed at biscuit-factory received slight cut on finger through putting it into the machine whilst in motion. A man employed at a packing-factory received slight injury to his foot through its being caught in a lift. A man employed at a tannery received slight injury to his shoulder by his slipping and falling on the floor. A man employed in an engineer's shop had top of his finger cut off through a tool he was using slipping. A girl employed in a clothing-factory had a finger punctured with a machine-needle. A girl employed in a laundry had her hand severely burned through its being caught in the rollers of an ironing-machine. A youth employed at a biscuit-factory received slight cut on two fingers of right hand through his putting it into the biscuit-machine whilst in motion. A man employed in engineer's shop received slight injuries through the bursting of the exhaust-pipe of a gas-engine. A carter employed at plumbing-factory received slight injury to his leg through the tackle of a lift breaking and the load striking his leg. A youth employed at a boot-factory received a slight injury to his hand through playing with the cutting-press whilst in motion. A pattern-maker received slight injury to his finger whilst adjusting a lathe. A man employed in engineer's shop received slight injury to his hand whilst engaged packing machinery. A brickmaker had leg broken through a fall of earth striking him. A youth employed at a biscuit-factory slightly scalded (no particulars). A miller employed at flour-mill had his left leg broken through a sack of flour falling out of the slings and striking him. With few exceptions, the accidents were slight.

*Christchurch (15).*—A youth employed at a sawmill had his right hand severely injured by coming in contact with knife of a planing-machine. A youth employed at an implement-factory had three fingers of left hand badly crushed through their being caught in crane gear. A boilermaker received slight injuries to his hand through its being caught in the drilling-machine. A striker employed at a foundry received slight cut on head through a chip of iron flying off and striking him. A man employed in a foundry had his shoulder dislocated through his clothes catching in the machinery. A man employed at an implement-factory received a severe blow with handle of crane. A girl employed at a woollen-mill received a slight injury to her finger through its being caught in the machinery. A man employed at a biscuit-factory received slight injury to his fingers through their being caught in the brake rollers. A man employed at Addington Railway Workshops jammed between a shunting-engine and a crane. A man employed at a road-metal-breaking machine received severe injuries through his clothes catching in the machinery. A youth employed in a printing-office had his hand crushed in a platen machine he was using. An engineer employed at woollen-mill had his leg slightly hurt by a piece of shafting falling on it. A youth employed at a printing-office had top of two fingers cut off by paper-guillotine. An engineer employed at a foundry received slight injury to his finger through its being caught in slotting-

machine. A striker employed at Addington Railway Workshops sustained loss of thumb of left hand through its being crushed by steam-hammer. With few exceptions, the accidents were slight.

*Dunedin (20).*—A boy employed at a foundry slightly burned his foot with molten metal. A boy employed at rope-factory had his fingers slightly jammed in rollers. A youth employed at a foundry had his left arm broken through being entangled in a driving-belt he was adjusting. A boy employed at a confectionery-factory received a slight injury to his hand through attempting to clean a machine whilst in motion. A youth employed at a furniture-factory lost the thumb of left hand through its coming into contact with a circular saw. A man employed at a foundry received slight injuries to his hand through incautiously throwing a machine he was cleaning into gear. A youth employed at railway workshops received slight injury to his left hand through its coming into contact with the gear-wheels of a lathe. A youth employed at a foundry received slight injury to his hand through the "rest" on the lathe he was using shifting. A man employed at a furniture-factory received a severe cut on two fingers through coming in contact with the knife of a planing-machine. A sawyer employed at sawmill received slight cut on hand through coming into contact with a circular saw. A man employed in a biscuit-factory received slight injury to his hand through coming into contact with knives in a mixing-machine. A youth employed at a foundry received severe bruise on his hand through getting it between the rollers of a flume-making machine. A man employed at a boot-factory received slight injury to his right hand through its being caught in cogs of a press. A man employed at a foundry received a severe bruise on his arm through being struck with a winch-handle. A youth employed at a foundry received a slight burn with molten metal. A boy employed at a biscuit-factory received slight injury to his hand through its being caught in a biscuit-brake. A man employed at railway workshops received a severe cut on right hand through contact with a circular saw. A man employed at a foundry received a slight injury to his hand with a riveting-machine. A lad employed in a boot-factory received a slight cut on his hand through trying to stop a gas-engine by clutching the fly-wheel. A boy employed at a clothing-factory had his arm fractured whilst travelling on a lift (contrary to instructions). With few exceptions, the accidents were not of a serious nature.

*Dargaville (2).*—Employés at sawmill: One severe, loss of two fingers of left hand through contact with a recutter saw; the other lost his thumb and forefinger through their contact with a circular saw. Accidental in each case.

*Greymouth (4).*—A sawyer employed at a sawmill was severely hurt by a piece of wood thrown off the saw striking him and breaking his collar-bone. The other three are employés at the railway workshops—one had the top of a finger taken off through being jammed; another had three fingers slightly crushed in a lathe; the third severely sprained his wrist whilst working at a drilling-machine. Accidental in each case.

*Invercargill (1).*—A sawyer employed at a sawmill lost three fingers of left hand through putting his hand on a circular saw in motion; he was talking at the time and did not notice what he was doing.

*Marlborough (1).*—A man employed at a flax-mill had his hand hurt through getting caught between a driving-belt and a pulley. Purely an accident.

*Mataura (1).*—A boy employed at a paper-mill received a slight injury to his foot through being caught in the rollers.

*Napier (1).*—A man employed at a foundry received a slight injury to his hand through its being caught in a drilling-machine.

*Palmerston North (3).*—A boy employed at a fellmongery received a severe fracture of his thigh through his clothes catching on a stud-bolt in a driving-shaft whilst engaged oiling a bearing. A boy employed in a bakehouse lost his thumb and two fingers through being caught in the cog-wheels of a machine he was using. A lad employed in an upholstering factory had his right hand severely crushed in the rollers of a press worked by hand.

*Queenstown (1).*—A man employed at a joinery-factory had all the fingers of right hand cut off through contact with knife of a planing-machine he was using.

*Wellington (40).*—A lad, sixteen years of age, employed in a printing-office, lost thumb and forefinger of right hand through being caught in a Wharfedale machine whilst engaged in printing meat-bags. A lad, fifteen years of age, employed in a printing-office, lost top of forefinger of right hand through being entangled in a piece of cord that was tied around a driving-shaft. A lad, fifteen years of age, employed at railway workshops, received injury to his arm through the sleeve of his coat catching in a machine he was using. A man employed as striker at railway workshops received a cut on the leg by a chip of steel striking him. A lad, sixteen years of age, employed at a furniture-factory, received a severe puncture in thumb with a mortising-machine he was using. A yard-man employed at a sawmill received severe injury through a quantity of timber falling on him. A moulder employed at railway workshops received slight injury to his arm through his shirt-sleeve catching in a drilling-machine he was using. A sawyer employed at a sawmill received a slight injury to his hand through being jammed. A lad, sixteen years of age, employed at woollen-factory, received slight injury through being caught in hydraulic press. A lad, seventeen years of age, employed at a boot-factory, lost part of top of thumb through contact with knife of cutting-machine. A man employed at a sawmill received a slight cut on his hand through coming into contact with an emery wheel. A man employed at a soap-factory received a slight injury to his hand through a jam in unloading a cart. A boy, fourteen years of age, employed at a plumbing-factory, had his leg broken through a case of galvanised iron falling on him; he was assisting a man to move the case when it slipped and jammed his leg against the wall. Two youths employed in a plumbing-factory were slightly injured through the bursting of a pipe blowing sand into their eyes with considerable force. A girl, seventeen years of age, employed at a boot-factory, received a severe puncture in her thumb with a punching-machine she was using. A storeman employed at a printing-office received slight injury through falling down a lift-shaft;

he was preparing a load for the lift when his hook slipped in a bale and he fell down the shaft. A lad, eighteen years of age, employed at a biscuit-factory, took a fit and fell backwards into a tub of hot water; the lad maintained that he was not scalded, and was sent home; on his reaching home his mother saw that he was severely burned, and sent for medical assistance, when he was immediately ordered to the hospital, where he died, after ten days' suffering; the occurrence was purely accidental, yet it was a pity the proprietor of the factory did not send for medical aid at once, and not be led by the boy's statement that he was not scalded; it would probably have saved the boy considerable suffering. An apprentice, nineteen years of age, employed at a foundry, received a slight cut on his head through coming into contact with a lathe. A man employed at a foundry received a slight cut on his leg through a piece of iron falling on him. A lad, seventeen years of age, employed at a printing-office, received severe injury to his hand through being caught in a platen machine. A man employed at a packing-factory received severe burns on his face through the explosion of a pot of boiling bottling-wax he was lifting off the fire. A lad, fifteen years of age, employed at a biscuit-factory, received slight injury to his fingers through having them nipped in the travelling-chains of a biscuit-machine. An engineer employed at a foundry received a severe injury to his thumb through being caught in the gear of a drilling-machine he was using. A lad, sixteen years of age, employed at a glass-bottle factory, received a slight burn with hot glass. A man employed at a foundry had his ankle broken through a plate of iron falling on him. A girl, seventeen years of age, employed at a biscuit-factory, received a slight cut on her hand through attempting to clean a lozenge-mixing machine whilst in motion. A lad, sixteen years of age, employed at a biscuit-factory, received slight injuries through a lift coming on him; this lad had a habit of using the lift-shaft from ground-floor to cellar as a short cut, although he had been told not to do so; on the occasion referred to he was going down the shaft and did not see the lift descending till it caught him; no one else saw his danger till they heard his call for help, when he was immediately extricated and medical aid called in, but the injuries proved to be slight. A lad, seventeen years of age, employed in tinsmith's shop, lost thumb and forefinger of left hand through being caught in die of cutting-press he was using. A lad, seventeen years of age, employed at a bookbinding-factory, received slight cut on two fingers through being caught in guillotine. A man employed at railway workshops received a severe cut on right hand through its coming in contact with circular saw. An apprentice, eighteen years of age, employed at a foundry, received severe bruise on his leg through getting caught between face-plate and bed of a lathe. An apprentice, seventeen years of age, employed at a foundry, received a slight cut on his finger with lathe-tool. A girl, sixteen years of age, employed at a printing-office, received a slight bruise on her finger with a staple-machine she was using. A man employed at a freezing-works had his ankle dislocated through slipping on the floor with a load. A blacksmith engaged at a foundry received injury to his eye by a spark from a piece of iron he was forging. A foreman boilermaker employed at a foundry received slight injury to his leg through an iron plate falling on him. An engineer employed at a foundry received a slight cut on his finger (no particulars). A man employed at meat-preserving factory had forefinger of his right hand slightly crushed through being caught in a tin-filling machine. A lad, fifteen years of age, employed in a tinware-factory, lost top of thumb of left hand through being caught in a seaming-machine.

#### LEGAL DECISIONS.

APRIL, 1897.

*Auckland*.—One case under the Factories Act (three charges), for employing females on Saturday afternoon; penalties, 5s. on first charge, and 1s. each on second and third charges, with £1 10s. costs.

*Wellington*.—Two cases under the Shops and Shop-assistants Act: One for employing shop-assistants for longer time than allowed by the Act; penalty, £1, with 7s. costs: the second for failing to grant the half-holiday to driver of baker's cart; penalty, £1, with 7s. costs.

*Springfield*.—One case under the Shops and Shop-assistants Act, for failing to post up notice of hours of employment; penalty, 1s., with 7s. costs.

*Dunedin*.—Four cases. Two under the Factories Act: One (two charges) for employing females overtime without permit; penalties, 1s., with 19s. 6d. costs on each charge: the second case for employing female on Saturday afternoon; penalty, 10s., with £1 4s. 6d. costs. Two cases under the Shops and Shop-assistants Act, for failing to give carters the weekly half-holiday: one case dismissed on a technical point, and, on the second, £1 penalty, with £1 12s. costs, obtained.

MAY, 1897.

*Auckland*.—One case (fifteen charges) under the Shops and Shop-assistants Act, for failing to give assistants the weekly half-holiday. Penalties: £1 on first charge, with £1 1s. 6d. costs; and 5s. each on the other fourteen charges, with £3 3s. costs.

*Wellington*.—Two cases under the Shops and Shop-assistants Act, for failing to grant the weekly half-holiday. Penalties, £1 each case, with £1 15s. costs.

*Christchurch*.—One case under the Factories Act, for employing lad under sixteen years of age between the hours of 6 p.m. and 7.45 a.m. Penalty, £1, with £1 8s. costs. One case under the Shops and Shop-assistants Act, for failing to grant the weekly half-holiday to assistant, a carter. Penalty, £1, with £1 17s. costs.

*Dunedin*.—Two cases under the Factories Act, for failing to grant the half-holiday on Saturday afternoon. In the case of a female, the Magistrate had ruled that the mere fact of the employé being on the premises at the time was not an offence; but he reversed his decision at the rehearing of the case, and fined defendant 1s., with costs 19s. 6d. In the case of a lad under sixteen years of age, there were two charges—one against the proprietor, which was dismissed; and one against the manager, for which 1s. penalty with 7s. costs was obtained.

## JUNE, 1897.

*Auckland.*—One case under the Shops and Shop-assistants Act, for employing assistants beyond half an hour after the prescribed time of closing. Penalty on first charge, £3, with £1 18s. costs; second charge withdrawn.

*Wellington.*—Two cases under the Factories Act: One for failing to provide a dining-room for female employes; penalty, £5, with £1 8s. costs. The other case, for failing to give lad under eighteen years of age the half-holiday on Saturday; penalty, £1, with 7s. costs. Five cases under the Shops and Shop-assistants Act, for failing to grant the weekly half-holiday; penalties, £1 each on the five cases, with £1 8s. costs each on three cases, and 7s. each on the other two.

*Timaru.*—Two cases under the Shops and Shop-assistants Act, for failing to grant the weekly half-holiday to assistants. Penalties, 5s. on each case.

*Dunedin.*—One case under the Factories Act, for employing female on Saturday afternoon; penalty, 10s., with £1 8s. costs. One case under the Shops and Shop-assistants Act, for employing carter on the weekly half-holiday. Penalty, 10s., with £1 17s. costs.

## JULY, 1897.

*Auckland.*—Two cases under the Factories Act: One for occupying an unregistered factory; penalty, £1, with £2 4s. costs. The other, for employing lad under sixteen years of age, who had passed only the Second Standard, without certificate of fitness by Inspector; penalty, 10s., with £1 13s. costs.

*Napier.*—One case under the Factories Act, for employing youth under eighteen years of age in bakehouse on Saturday afternoon; penalty, £1, with £1 10s. costs.

*Wellington.*—One case under the Shops and Shop-assistants Act, for failing to close shop on the weekly half-holiday; penalty, £2, with £1 2s. costs. Two cases under the Factories Act: One for failing to keep unfastened the outer door; penalty, £1, with £1 12s. costs. The other case, for failing to grant holiday according to the Act to lad under eighteen years of age; penalty, 1s., with £1 10s. costs.

*Christchurch.*—One case under the Factories Act, for failing to keep record of work done outside of factory; penalty, 5s., with £1 8s. costs. Four cases under the Shops and Shop-assistants Act, for failing to close shop on weekly half-holiday; penalties on two cases, £1 1s., with £1 8s. costs, each. The other two cases dismissed, one on the plea that defendant, a Chinaman, did not understand the English language.

*Dunedin.*—One case under the Factories Act, for failing to pay employe for holiday on Queen's Birthday. The defence was that employe had not been employed for twenty days before the holiday, and therefore was not a wage-earner under the Act. Case dismissed. One case under the Shops and Shop-assistants Act, for failing to give a carter the weekly half-holiday; penalty, 10s., with £2 14s. costs.

*Invercargill.*—One case under the Factories Act, for failing to provide sufficient sanitary accommodation; nominal penalty of 1s., with £1 8s. costs, as defendant had provided the accommodation immediately after issue of summons.

## AUGUST, 1897.

*Auckland.*—One case under the Shops and Shop-assistants Act, for failing to close shop on the weekly half-holiday; case dismissed, on the ground that there was no evidence proving that the goods were sold by the occupiers of the shop; hence the deduction was that they were sold by a person who had no authority. One case under the Factories Act, for failing to report accident in tannery; conviction obtained, with costs, defendant pleading ignorance of the Act.

*Wanganui.*—Seven cases under the Shops and Shop-assistants Act: One case for causing female assistants to work for more than nine hours and a half on more than one day in a week; case dismissed, as the evidence was conflicting, and did not establish a breach of the Act, therefore the Magistrate gave defendant the benefit of the doubt, remarking that the shopkeeper had been "sailing close to the wind." The other six cases, for failing to close shops on the half-holiday—five for delivering goods in carts; penalties—£1 and £1 10s. costs each in three cases; 5s. with £1 10s. costs in a fourth case; and 5s. with £1 14s. costs in the fifth case: for the other case, penalty 5s. and £1 10s. costs were obtained.

*Wellington.*—Two cases under the Factories Act: One for failing to register factory; penalty, 1s., with 17s. 6d. costs. The other for subletting work contrary to section 2 of Amendment Act of 1896; penalty, 1s., with £2 costs. Six cases under the Shops and Shop-assistants Act: Three against Chinamen for hawking vegetables on the half-holiday; penalties, 1s. each, with £3 17s. costs. The fourth for delivering bread on the half-holiday; penalty, 5s., with £1 8s. costs. The fifth, against a chemist, for selling photographic instruments on the half-holiday: Magistrate ruled that photographic instruments were not included in business of a chemist, and fined defendant 1s., with £1 8s. costs. The last case, for failing to grant half-holiday to driver of delivery-cart; case dismissed on the ground that the driver was not an employe of the defendants.

*Christchurch.*—Two cases under the Shops and Shop-assistants Act, for failing to grant the half-holiday to assistants; penalties, £1 with £1 8s. costs, and £1 with 7s. costs.

## SEPTEMBER, 1897.

*Masterton.*—One case under the shearers' accommodation clause of the Factories Act, in which a station-holder appealed against the requisition of the Inspector to provide better accommodation. The Magistrate dismissed the appeal with costs, and ordered the required accommodation to be provided.

*Napier.*—One case under the Shops and Shop-assistants Act, for failing to grant half-holiday to driver of baker's cart; penalty, 5s., with 7s. costs.

*Wellington*.—One case under the Factories Act, for subletting work contrary to section 2 of Amendment Act of 1896; penalty, 1s., with £2 costs. Notice of appeal was lodged by defendant.

*Invercargill*.—One case under the Shops and Shop-assistants Act, for failing to grant half-holiday to driver of baker's cart; penalty, 10s., with £2 4s. costs.

## OCTOBER, 1897.

*Auckland*.—One case under the Shops and Shop-assistants Act, for hawking goods on the half-holiday; penalty, £1, with 19s. 6d. costs. One case under the Servants' Registry-offices Act, for keeping an unlicensed registry-office after having been refused a license by the Stipendiary Magistrate; penalty, £1, with £2 10s. costs.

*Napier*.—One case under the Factories Act, for employing ten women and girls between the hours of 6 o'clock in the afternoon and 8 o'clock in the morning; penalty, £2, with £1 10s. costs.

## NOVEMBER, 1897.

*Auckland*.—One case under the Shops and Shop-assistants Act, for failing to give two assistants in bar of hotel the weekly half-holiday; penalty, for the two charges, £4, with £3 costs.

*Wellington*.—An appeal against decision of the Stipendiary Magistrate in September, under the Factories Act, for subletting work, when penalty of 1s., with £2 costs, was made. The Judge dismissed the appeal, with £7 7s. costs.

*Nelson*.—One case under the Factories Act, for detaining girls after 6 p.m. without overtime permit; penalty, 10s., with 7s. costs. Two cases under the Shops and Shop-assistants Act, for failing to close shops on the weekly half-holiday; penalty in one case, £1, with 9s. costs. The other case was dismissed.

*Timaru*.—Two cases under the Factories Act: One for having outer door of factory fastened while work was going on; penalty, 10s., with £1 8s. costs. The other for employing three girls under sixteen years of age without permits of fitness from the Inspector; penalty, 5s., with £1 8s. costs.

*Dunedin*.—One case under the Shops and Shop-assistants Act, for failing to give employé the weekly half-holiday; penalty, £1, with £1 10s. costs.

*Invercargill*.—One case under the Factories Act, for failing to grant the half-holiday to lad under sixteen years of age; penalty, 1s., with £1 12s. costs.

## DECEMBER, 1897.

*Auckland*.—Three cases under the Shops and Shop-assistants Act, for working boys for longer than allowed by the Act; penalties—10s., with 19s. 6d. costs; £1, with £1 10s. costs; and £2, with £1 10s. costs.

*Wellington*.—Three cases under the Shops and Shop-assistants Act: Two against hotel-keepers for failing to grant the half-holiday to bar-assistants; penalty, 1s., with £1 8s. costs, in each case. The third case was first heard in August, for failing to grant the half-holiday to shop-assistant; case dismissed. Appeal entered by the department, and the Judge ordered the case back to the Stipendiary Magistrate for conviction, which was given in December, with penalty of 1s., without costs. Three cases under the Factories Act: One for employing girl overtime without permit; penalty, 10s., with £1 8s. costs. The other two cases for allowing employés to take work home; first case, six charges, five withdrawn, penalty on sixth charge, £3, with £1 8s. costs; the other case withdrawn, offence admitted.

*Masterton*.—An appeal against portion of decision of Stipendiary Magistrate (see September list). The decision gave costs for the department, but, as the Act does not provide for any costs in cases of this kind, the appeal was upheld.

*Wanganui*.—An appeal against the decision of the Stipendiary Magistrate under the Shops and Shop-assistants Act. A chemist who sold photographic apparatus failed to close his shop on the half-holiday, and he was fined 10s., with £1 8s. costs. He appealed against the decision, and his Honour gave judgment in his favour, on the ground that photographic apparatus was included in the business of a chemist, and chemists were exempted from closing by the Act. No costs were allowed.

*Westport*.—One case under the Shops and Shop-assistants Act, for failing to close shop on the half-holiday. The case was dismissed, on the ground that the information laid by the Inspector did not state that the shop "is a shop within the meaning of the Act" (according to section 23, subsection (2)).

*Christchurch*.—One case under the Shops and Shop-assistants Act, for failing to close shop on the half-holiday; penalty, 10s., with £1 8s. costs. One case under the Factories Act, for employing boy on Saturday afternoon in bakehouse. Case dismissed, the Magistrate pointing out that no interpretation clause as to what constituted an employé had been quoted.

*Dunedin*.—One case under the Factories Act, for failing to give female employés the Saturday half-holiday; penalty, £1, with £2 costs.

## JANUARY, 1898.

*Auckland*.—Two cases under "The Factories Act Amendment Act, 1896," for allowing employés to take work to their homes; penalties—10s., with £1 8s. costs, and 5s., with 7s. costs.

*Christchurch*.—One case under the Shops and Shop-assistants Act, for failing to close shop on the half-holiday; penalty, 10s., with £1 8s. costs.



*Dunedin.*—Three cases under the Shops and Shop-assistants Act, for failing to grant the half-holiday to assistants. One case dismissed; penalties in the other two cases, £1 each, with £1 10s. costs each.

*Invercargill.*—One case under the Shops and Shop-assistants Act, for failing to grant half-holiday to driver of baker's cart. The Magistrate held that a technical breach had been committed, and gave £1 12s. costs; no penalty.

FEBRUARY, 1898.

*Auckland.*—Two cases under the Shops and Shop-assistants Act: One for employing youth under eighteen years of age for more than 10½ hours in one day; penalty, £1, with 19s. 6d. costs. The other case, two charges, for failing to give two assistants the half-holiday; penalties, £2 and £1, with 19s. 6d. costs on each charge.

*Napier.*—Four cases under the Factories Act: Three for allowing employes to take work to their homes; penalty in one case, £1, with £1 12s. costs; the two other cases were withdrawn. The fourth case was for employing female employes on the statutory half-holiday; penalty, £1, with £1 7s. costs. Two cases under the Shops and Shop-assistants Act, for failing to provide sanitary accommodation; cases withdrawn, defendants to pay expenses.

*Greytown North.*—Five cases under the Factories Act, for failing to register factories under the Act; penalties, 10s., with 7s. costs, in each case.

*Wellington.*—Four cases under the Shops and Shop-assistants Act, for failing to close shops on the weekly half-holiday. For three cases, penalties of £1 each were obtained, with 17s. 6d., 7s., and 7s. costs. In the fourth case it was admitted that the shop was open at the time, but the Magistrate dismissed the case with a caution to defendant.

*Westport.*—One case under the Factories Act, for failing to register a coal-mine under the Act. For the defence it was contended that the mine came under the Coal-mines Act, and not under the Factories Act. It being a test case, the Magistrate ordered a nominal penalty of 1s., without costs.

*Christchurch.*—Three cases under the Shops and Shop-assistants Act, for failing to close shops on the weekly half-holiday; penalty in one case, 10s., with costs £1 8s. In the second case it was proved that the charge was against the wrong person, the business having changed from a father to his son. A charge was laid against the son; but the case was dismissed again, as it was proved that the defendant had closed the shop, and that it was his brother that had sold goods. The Magistrate held that the defendant was not responsible.

*Dunedin.*—One case under the Shops and Shop-assistants Act, for failing to give driver of delivery-cart the weekly half-holiday; penalty, 10s., with £1 10s. costs.

MARCH, 1898.

*Dargaville.*—One case under the Factories Act, for failing to register factory under the Act; penalty, 5s., and 7s. costs.

*Auckland.*—One case under the Shops and Shop-assistants Act, for failing to close shop on the half-holiday; penalty, £1, with 7s. costs.

*New Plymouth.*—Seven cases under the Factories Act, for failing to register factories; penalties, 2s. 6d., with 13s. 6d. costs, in each case.

*Wanganui.*—Six cases under the Shops and Shop-assistants Act: Two for employing females between the hours of 6 o'clock p.m. and 7.45 a.m. the next day; penalties, 5s., with 7s. costs, and £2, with 10s. 6d. costs. One for failing to close shop on the half-holiday; penalty, 5s., with £1 10s. costs. Three for employing assistants on the half-holiday; penalties, 5s., 10s., and 10s., with £1 10s., £1 15s., and £1 15s. costs respectively.

*Napier.*—One case (two charges) under the Factories Act, for employing persons under sixteen years of age without permit from Inspector; penalty on each charge, £1, with £1 12s. and £1 8s. costs.

*Wellington.*—Two cases under the Shops and Shop-assistants Act: One for hawking goods on the half-holiday; penalty, £1, with £1 8s. costs. The other case was against a chemist for having sold tea on the half-holiday. The Magistrate dismissed the case, basing his decision on a similar case in Wanganui (see December list), in which the defendant appealed against the Magistrate's decision, and the Judge ruled that photographic apparatus was included in the business of a chemist, and that therefore chemists could sell such goods on the half-holiday.

*Winton.*—One case under the Shops and Shop-assistants Act, for failing to close shop at 9 p.m. on Saturday evening according to section 17 of the 1895 amendment, by which a three-fifths majority of the shopkeepers in the borough had 9 o'clock p.m. appointed as the closing-hour on Saturday; penalty, 5s., with 7s. costs.

*Invercargill.*—One case under the Shops and Shop-assistants Act, for employing driver of baker's cart on the half-holiday; penalty, 10s., with £2 costs. Two cases under the Factories Act: One for employing boy under sixteen years of age without permit from the Inspector; the other case for employing the same boy beyond the prescribed time for boys under eighteen (forty-eight hours); penalties, 10s. in each case, with £3 12s. costs.

PERMITS GRANTED (14 to 16 Years of Age), Sections 57 to 60, Factories Act, 1st January to 31st December, 1897.

Town.	Number of Boys.	Number of Girls.	Boys: Standard passed.				Girls: Standard passed.			
			IV.	V.	VI.	VII.	IV.	V.	VI.	VII.
Auckland .. .. .	214	154	133	34	46	1	80	37	37	..
Christchurch .. .. .	140	183	47	32	61	..	74	36	73	..
Dunedin .. .. .	166	153	60	34	72	..	55	41	57	..
Ashburton .. .. .	6	3	5	..	1	..	2	..	1	..
Dargaville .. .. .	4	..	3	..	1	..	..	..	..	..
Geraldine .. .. .	..	3	..	..	..	..	..	1	2	..
Green Island .. .. .	12	..	6	1	5	..	..	..	..	..
Gore .. .. .	3	5	3	..	..	..	3	..	2	..
Hamilton .. .. .	5	2	2	1	2	..	1	1	..	..
Invercargill .. .. .	24	9	3	13	6	2	3	4	2	..
Masterton .. .. .	..	4	..	..	..	..	1	1	2	..
Mercer .. .. .	3	..	3	..	..	..	..	..	..	..
Mosgiel .. .. .	9	8	..	9	..	..	..	3	5	..
Napier .. .. .	8	10	1	4	3	..	5	1	4	..
Nelson .. .. .	3	6	1	2	..	..	3	1	2	..
New Plymouth .. .. .	3	1	2	1	..	..	1	..	..	..
Onehunga .. .. .	9	2	8	1	..	..	..	2	..	..
Otorohanga .. .. .	1	..	..	..	1	..	..	..	..	..
Palmerston North .. .. .	12	4	7	3	2	..	2	1	1	..
Rangiora .. .. .	3	2	1	..	2	..	..	1	1	..
Stratford .. .. .	..	1	..	..	..	..	..	..	1	..
Thames .. .. .	19	5	2	..	17	..	..	..	5	..
Temuka .. .. .	1	..	..	..	1	..	..	..	..	..
Timaru .. .. .	11	15	3	3	5	..	5	9	1	..
Te Aroha .. .. .	2	1	1	..	1	..	..	..	1	..
Westport .. .. .	1	..	1	..	..	..	..	..	..	..
Whangaroa .. .. .	1	..	..	1	..	..	..	..	..	..
Whangarei .. .. .	4	..	..	..	4	..	..	..	..	..
Wanganui .. .. .	24	1	12	6	6	..	..	1	..	..
Wellington .. .. .	120	97	55	32	24	9	28	34	25	10
Totals .. .. .	808	669	359	177	260	12	263	174	222	10

## FACTORIES.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

## AUCKLAND (CITY).

Aerated-water and Cordial Manufacturing.									Bread- and Confectionery-baking.														
14	3	..	0	15	0				14	1	..	0	6	6									
17	2	..	0	12	6				15	4	3	0	7	3	0	5	8						
19	4	..	1	0	0				16	9	4	0	9	4	0	9	0						
Over 20	24	..	1	18	6				17	4	2	0	12	0	6	6							
Agricultural Engineering.									Biscuit Manufacturing.														
17	2	..	0	7	6				14	2	..	0	6	0									
19	1	..	0	15	0				15	2	..	0	8	0									
Over 20	5	..	2	1	6				16	2	..	0	9	3									
Ammunition Manufacturing.									Brewing and Bottling.														
15	..	2	..	..	..	..	0	8	6	14	3	..	0	7	10								
16	..	1	6	0	11	6	..	0	12	0	15	1	..	0	10	0							
17	..	10	..	0	11	6	..	0	12	6	16	5	..	0	10	6							
18	..	11	..	0	12	0	..	0	12	0	17	4	..	0	11	9							
19	1	8	1	1	0	11	4	..	0	11	6	18	4	..	0	16	10						
20	..	13	..	0	10	0	..	0	13	6	19	3	..	0	18	4							
Over 20	6	11	2	6	9	16	7	..	0	18	0	20	1	..	1	5	0						
Baking-powder Making.									Brick- and Pottery-making.														
14	1	..	0	7	0				15	1	..	0	15	0									
15	1	..	0	7	0				16	2	..	0	10	0									
16	1	..	0	9	0				17	3	..	0	15	8									
18	1	..	0	10	0				18	4	..	1	14	0									
Over 20	2	..	1	17	6				19	3	..	1	5	4									
Basket- and Perambulator-making.									Broom and Brush Manufacturing.														
14	7	..	0	6	9				14	1	..	0	6	0									
15	10	..	0	10	0				15	6	..	0	9	3	..	0	12	6					
16	7	..	0	7	6				16	2	1	0	9	6	0	10	0						
17	1	1	0	5	0	0	8	6	17	1	1	0	12	6	0	8	0						
18	4	..	1	2	9				18	1	..	..	..	..	1	10	0						
19	5	1	1	7	6	0	12	6	19	6	..	0	18	8	..	0	9	8					
20	5	..	1	7	2				20	3	..	1	5	0									
Over 20	16	1	2	0	2	0	15	0	Over 20	53	..	2	2	6									
Blacksmithing (General).									Cardboard-box Making.														
14	2	..	0	8	3				Over 20	..	7	..	0	15	0								
15	4	..	0	8	9				Carriage-building.														
16	10	..	0	8	6				14	3	..	0	5	4									
17	11	..	0	11	0				15	13	..	0	6	2									
18	7	..	0	11	0				16	12	..	0	7	8									
19	5	..	0	19	7				17	23	..	0	9	6									
20	5	..	1	5	6				18	11	..	0	12	6									
Over 20	43	..	2	0	10				19	10	..	0	15	5									
Boot Manufacturing.									Chaff-cutting.														
14	27	15	0	6	0	0	4	6	0	10	0	14	2	..	0	8	0						
15	34	22	0	7	6	0	5	10	0	12	6	20	3	..	1	0	10						
16	50	22	0	10	0	0	8	9	0	12	0	Over 20	12	..	1	16	5						
17	52	23	0	12	0	0	9	4	1	3	0	Cider-making.											
18	39	24	0	12	8	0	11	6	1	0	8	16	1	..	0	12	0						
19	35	28	0	18	0	0	13	3	1	8	0	Over 20	2	..	2	2	0						
20	12	18	1	0	0	12	3	1	7	6		Cigar and Cigarette Manufacturing.											
Over 20	472	63	2	1	6	0	19	10	1	15	6	14	1	..	0	5	0						
Boat-building.									Cider-cutting.														
14	1	..	0	7	0				15	1	..	0	6	0									
16	1	..	0	4	0				17	3	..	0	11	0	..	0	19	0					
17	7	..	0	5	0				19	..	2	..	0	12	3								
18	1	..	0	8	0				Over 20	7	2	2	16	3	0	10	0	2	3	0	0	17	6
19	2	..	0	17	0																		
20	1	..	1	5	0																		
Over 20	33	..	2	11	2																		
Butter Manufacturing.																							
14	1	..	0	10	0																		
15	1	..	0	15	0																		
17	1	..	1	0	0																		
Over 20	1	2	2	5	0	1	2	6															
Butter-box Making.																							
15	4	..	0	8	0																		
17	3	..	0	19	0																		
18	1	..	0	18	0																		
19	4	..	1	2	8	..	1	10	0														
Over 20	18	..	1	13	6	..	1	17	6														

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

AUCKLAND (CITY)—continued.

Coffee, Pepper, and Spice Manufacturing.									Dyeing and Cleaning.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
		£ s. d.		£ s. d.		£ s. d.		£ s. d.				£ s. d.		£ s. d.		£ s. d.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
15	1	..	0	8	0					18	1	..	0	17	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
16	3	..	1	17	4					20	3	1	1	15	0	16	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
17	1	..	0	13	0					Over 20	3	..	2	17	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
18	1	..	0	13	0					20	3	..	1	17	8					Over 20	1	..	2	0	0					Coopering.									Engineering (Foundry-hands).									14	2	..	0	7	3					14	1	..	0	6	0			15	1	..	0	15	0					15	5	..	0	7	2			17	1	..	0	8	0					16	3	..	0	13	8			18	2	..	1	1	0					17	11	..	0	8	8			19	1	..	0	14	6					18	9	..	0	7	4			20	2	..	1	5	3					19	10	..	0	9	6			Over 20	6	..	1	14	3					20	7	..	1	2	0			Cork-cutting.									Engineering (Boilermakers).									16	1									15	1	..	0	9	0			20	1									16	4	..	0	9	6			Over 20	1									17	5	..	0	14	2			Father and two sons. No wages stated.									Engineering (Blacksmiths).									Corset-making.									Engineering (Brassfounders).									14	..	1	..	0	5	0				14	1	..	0	6	0			17	..	2	..	0	10	0				19	1	..	0	17	6			Over 20	..	1	..	1	5	0				20	1	..	0	18	0			Cutlery-repairing.									Over 20									10	..	2	5	1	Over 20	2	..	1	0	0					Cycle Engineering.									Engineering (Moulders).									14	2	..	0	6	6					14	2	..	0	5	6			15	2	..	0	6	6					15	1	..	0	5	0			16	8	..	0	9	8					17	3	..	0	7	0			17	6	..	0	9	2					19	1	..	0	13	0			18	2	..	0	10	0					20	3	..	1	18	0			19	2	..	1	2	6					Over 20	25	..	2	7	6			Over 20	14	..	2	3	6					Mechanical Dentistry.									Engineering (Pattern-makers).									14	1	..	0	7	6					19	1	..	0	6	0			15	1	..	0	6	0					Over 20	5	..	2	11	4			16	1	..	0	5	0					17	2	..	0	5	0					18	3	..	0	8	4					19	3	..	0	11	10					20	1	..	0	15	0					Over 20	17	9	1	11	9	0	14	0		Dressmaking and Millinery (Dressmakers).									Fellmongering.									14	..	..	..	..	..	..	..	..	35	17	3	..	0	16	0			15	..	17	..	0	4	4	..	..	19	18	6	..	0	19	6			16	..	41	..	0	4	6	..	..	20	19	6	..	1	4	0			17	..	44	..	0	6	0	..	..	19	20	6	..	1	10	0			18	..	50	..	0	7	2	..	..	11	Over 20	21	..	2	1	6			19	..	30	..	0	9	0	..	..	1	20	..	37	..	0	9	10	..	..	3	Over 20	..	84	..	0	16	3	..	..	1	Head dressmakers average £3 7s. 8d. per week.									Flour-milling.									Dressmaking and Millinery (Milliners).									Fruit-preserving.									14	..	2	..	0	5	0				14	1	..	0	8	0			15	..	2	..	0	6	6	..	..	4	16	1	..	0	10	0			16	..	2	..	0	5	0				17	1	..	0	12	0			17	..	3	..	0	7	6	..	..	1	18	2	..	0	15	0			18	..	1	..	0	3	0	..	..	1	20	3	..	1	11	8			19	..	4	..	0	6	3	..	..		Over 20	43	..	2	6	3			20	..	2	..	0	13	9				Over 20	..	10	..	0	19	9				Drug Manufacturing.									Furniture-making and Upholstering.									14	..	4	..	0	5	0				14	8	..	0	6	0			15	..	1	..	0	8	0				15	9	..	0	4	10			16	1	..	0	7	0					16	10	..	0	7	0			17	1	..	0	10	0					17	12	1	0	8	4	0	7	6	18	..	1	..	0	8	0				18	15	..	0	9	7			20	3	1	1	3	2	0	10	0		19	9	1	0	12	0	0	10	0	Over 20	5	3	2	18	0	0	16	0	1	20	10	..	1	2	2													Over 20	78	6	2	19	4	0	16	4	1	17	0	0	15	0
20	3	..	1	17	8					Over 20	1	..	2	0	0					Coopering.									Engineering (Foundry-hands).									14	2	..	0	7	3					14	1	..	0	6	0			15	1	..	0	15	0					15	5	..	0	7	2			17	1	..	0	8	0					16	3	..	0	13	8			18	2	..	1	1	0					17	11	..	0	8	8			19	1	..	0	14	6					18	9	..	0	7	4			20	2	..	1	5	3					19	10	..	0	9	6			Over 20	6	..	1	14	3					20	7	..	1	2	0			Cork-cutting.									Engineering (Boilermakers).									16	1									15	1	..	0	9	0			20	1									16	4	..	0	9	6			Over 20	1									17	5	..	0	14	2			Father and two sons. No wages stated.									Engineering (Blacksmiths).									Corset-making.									Engineering (Brassfounders).									14	..	1	..	0	5	0				14	1	..	0	6	0			17	..	2	..	0	10	0				19	1	..	0	17	6			Over 20	..	1	..	1	5	0				20	1	..	0	18	0			Cutlery-repairing.									Over 20									10	..	2	5	1	Over 20	2	..	1	0	0					Cycle Engineering.									Engineering (Moulders).									14	2	..	0	6	6					14	2	..	0	5	6			15	2	..	0	6	6					15	1	..	0	5	0			16	8	..	0	9	8					17	3	..	0	7	0			17	6	..	0	9	2					19	1	..	0	13	0			18	2	..	0	10	0					20	3	..	1	18	0			19	2	..	1	2	6					Over 20	25	..	2	7	6			Over 20	14	..	2	3	6					Mechanical Dentistry.									Engineering (Pattern-makers).									14	1	..	0	7	6					19	1	..	0	6	0			15	1	..	0	6	0					Over 20	5	..	2	11	4			16	1	..	0	5	0					17	2	..	0	5	0					18	3	..	0	8	4					19	3	..	0	11	10					20	1	..	0	15	0					Over 20	17	9	1	11	9	0	14	0		Dressmaking and Millinery (Dressmakers).									Fellmongering.									14	..	..	..	..	..	..	..	..	35	17	3	..	0	16	0			15	..	17	..	0	4	4	..	..	19	18	6	..	0	19	6			16	..	41	..	0	4	6	..	..	20	19	6	..	1	4	0			17	..	44	..	0	6	0	..	..	19	20	6	..	1	10	0			18	..	50	..	0	7	2	..	..	11	Over 20	21	..	2	1	6			19	..	30	..	0	9	0	..	..	1	20	..	37	..	0	9	10	..	..	3	Over 20	..	84	..	0	16	3	..	..	1	Head dressmakers average £3 7s. 8d. per week.									Flour-milling.									Dressmaking and Millinery (Milliners).									Fruit-preserving.									14	..	2	..	0	5	0				14	1	..	0	8	0			15	..	2	..	0	6	6	..	..	4	16	1	..	0	10	0			16	..	2	..	0	5	0				17	1	..	0	12	0			17	..	3	..	0	7	6	..	..	1	18	2	..	0	15	0			18	..	1	..	0	3	0	..	..	1	20	3	..	1	11	8			19	..	4	..	0	6	3	..	..		Over 20	43	..	2	6	3			20	..	2	..	0	13	9				Over 20	..	10	..	0	19	9				Drug Manufacturing.									Furniture-making and Upholstering.									14	..	4	..	0	5	0				14	8	..	0	6	0			15	..	1	..	0	8	0				15	9	..	0	4	10			16	1	..	0	7	0					16	10	..	0	7	0			17	1	..	0	10	0					17	12	1	0	8	4	0	7	6	18	..	1	..	0	8	0				18	15	..	0	9	7			20	3	1	1	3	2	0	10	0		19	9	1	0	12	0	0	10	0	Over 20	5	3	2	18	0	0	16	0	1	20	10	..	1	2	2													Over 20	78	6	2	19	4	0	16	4	1	17	0	0	15	0										
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Over 20	5	3	2	18	0	0	16	0	1	20	10	..	1	2	2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
										Over 20	78	6	2	19	4	0	16	4	1	17	0	0	15	0																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											





FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

AUCKLAND (CITY)—continued.

Umbrella-making.									Watch and Jewellery Making. &c.											
		£	s.	d.	£	s.	d.	£	s.	d.			£	s.	d.	£	s.	d.		
14	..	1	..	0 3 6							14	6	..	0 3 6						
15	1	..	0 10 0								15	5	..	0 6 0						
17	..	1	..	0 5 0							16	1	..	0 10 0						
20	..	2	..	0 10 0							17	7	..	0 7 0						
Over 20	2	1	2	0 0 14 0							18	6	..	0 9 7						
Underclothing Making.									Wire-mattress Making.											
15	..	2	..	0 2 6					1	16	2	..	0 9 6							
16	1	6	0	10 0 4 2	..	0 8 0				17	1	..	0 12 0							
17	..	4	..	0 7 6	..	0 13 6				18	2	..	1 0 0							
18	..	4	..	0 11 4	..	0 15 0				19	2	..	1 0 0							
19	..	5	..	0 10 4	..	0 14 6				Over 20	5	..	1 13 4							
20	..	3	..	0 12 0		0 15 6														
Over 20	7	..	0 15 7	..	0 19 0															
Venetian-blind Making.									Wood-turning.											
15	3	..	0 6 0						14	1	..	0 6 0								
17	3	..	0 8 0						15	2	..	0 5 6								
18	2	..	0 8 0						16	3	..	0 10 0								
Over 20	4	..	1 7 8						17	4	..	0 10 6								

WELLINGTON (CITY).

Aerated-water and Cordial Manufacturing.									Boot Manufacturing.								
14	2	..	0 7 0						14	2	1	0 5 6	0 2 6				
15	2	..	0 7 9						15	7	3	0 7 8	0 5 0				
16	3	..	0 12 4						16	17	14	0 8 6	0 7 9				
19	3	..	1 0 0						17	18	9	0 11 4	0 11 9	0 9 2			
20	1	..	1 10 0						18	14	11	0 15 3	0 11 0	1 0 3			
Over 20	31	..	2 0 6						19	11	17	0 18 5	0 14 8	0 18 0			
Artificial-limb Making.									20	12	9	1 15 0	0 17 4	1 0 7			
Over 20	2	..	2 10 0						Over 20	216	22	2 13 6	1 3 6	1 16 0	0 18 6		
Bacon-curing.									Bottling, &c.								
18	1	..	1 0 0						19	3	..	1 0 0					
Over 20	7	..	2 6 0						20	3	..	0 17 6	..	0 15 0			
Basket- and Perambulator-making.									Over 20	5	..	2 6 0					
14	3	..	0 5 8						Bread-baking.								
16	2	..	0 12 0						15	4	..	0 10 6					
17	3	..	0 12 0						16	4	..	0 14 4					
18	2	..	0 17 6						17	4	..	0 17 1					
19	2	..	1 7 6						18	9	..	1 5 3					
20	1	..	1 10 0						19	3	..	1 3 0					
Over 20	10	2	2 5 9	1 0 0	..	0 17 6			20	4	..	1 12 6					
Blacksmithing (General).									Over 20	82	..	2 6 3					
15	1	..	0 5 0						Brewing.								
16	2	..	0 7 0						16	1	..	0 8 0					
18	5	..	0 15 0						Over 20	36	..	3 4 7					
19	5	..	1 2 0						Brick- and Tile-making.								
20	1	..	1 5 0						15	3	..	0 12 0					
Over 20	25	..	2 2 1						16	4	..	0 16 6					
Billiard-table Making.									17	5	..	0 19 5					
Over 20	2	..	2 14 0						18	10	..	1 1 9					
Boat-building.									19	3	..	1 6 0					
17	1	..	0 7 6						20	11	..	1 10 2					
18	1	..	1 2 6						Over 20	56	..	2 1 3	..	3 0 0			
Over 20	6	..	2 12 0						Brush and Broom Manufacturing.								
Bookbinding.									14	1	1	0 8 9	0 6 0				
14	2	..	0 7 3						15	1	..	0 6 9					
15	2	3	0 6 0	0 5 0					16	2	2	0 6 9			0 16 2		
16	1	3	0 8 0	0 7 0					17	..	1	..			0 14 4		
17	8	6	0 10 0	0 7 8					18	1	..	0 10 0					
18	1	10	0 10 0	0 8 9					19	..	1	..			1 1 4		
19	1	7	1 12 6	0 11 10	..	1 7 6			Over 20	6	1	3 0 6	..	2 5 0	1 1 4		
20	1	7	1 0 0	0 10 5													
Over 20	54	32	2 14 2	0 18 6	..	1 0 0											





FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

WELLINGTON (CITY)—continued.

Engineering (Blacksmiths).										
£ s. d. £ s. d. £ s. d. £ s. d.										
18	1	..	1	0	0					
19	2	..	1	5	0					
20	1	..	1	10	0					
Over 20	20	..	2	12	11					
Engineering (Brass-foundry Hands).										
15	5	..	0	6	2					
16	5	..	0	7	1					
18	3	..	0	8	0					
19	5	..	0	16	7					
Over 20	16	..	2	10	5					
Engineering (Jobbing).										
15	3	..	0	5	0					
16	1	..	0	16	0					
18	1	..	0	15	0					
19	2	..	1	5	0					
Over 20	21	..	2	4	9	..	2	13	4	
Electric Lighting.										
18	1	..	1	5	0					
20	1	..	2	10	0					
Over 20	15	..	2	15	6					
Engraving.										
15	2	..	0	5	0					
19	1	..	1	0	0					
Over 20	4	..	2	5	6					
Fellmongering.										
14	2	..	0	10	0					
15	7	..	0	14	3					
16	4	..	0	19	4					
17	6	..	0	18	6					
18	4	..	1	4	4					
19	3	..	1	5	0					
20	2	..	1	16	0					
Over 20	84	..	2	5	8	..	5	3	3	
Flag and Tent Manufacturing.										
14	1	..	0	5	0					
15	1	..	0	10	6					
17	..	2	..	0	12	0				
Over 20	..	4	..	0	18	6				
Flour Manufacturing.										
18	1	..	1	0	0					
Flock-making.										
15	1	..	0	10	0					
19	1	..	0	18	0					
Over 20	2	..	2	0	0					
Furniture-making.										
14	3	..	0	7	2					
15	4	..	0	9	4					
16	9	..	0	8	0					
17	6	..	0	12	9					
18	8	..	0	15	7					
19	3	..	1	7	6					
20	3	..	1	12	0					
Over 20	66	..	2	8	2	..	2	0	0	
Furniture-making (Upholsterers).										
15	3	..	0	5	4					
16	2	..	0	6	6					
17	..	1	..	0	7	6				
18	2	3	0	11	6	0	10	0		
19	1	..	1	0	0					
20	..	1	..	0	17	6				
Over 20	24	7	2	3	0	0	17	12	8	0
Gas Manufacturing.										
16	1	..	0	15	0					
20	2	..	1	0	0					
Over 20	51	..	2	13	0					

Glass-bevelling and -silvering.											
£ s. d. £ s. d. £ s. d. £ s. d.											
18	1	..	0	14	0						
Over 20	3	..	1	15	0						
Glass-bottle Manufacturing.											
14	1	..	0	13	0						
15	3	..	0	11	4						
16	5	..	0	12	7						
17	5	..	0	14	2						
18	3	..	0	13	10						
19	1	..	0	15	0						
20	1	..	0	15	0						
Over 20	14	..	2	18	2						
Gun-repairing, &c.											
20	1	..	1	0	0						
Hat- and Cap-making.											
14	1	..	0	10	0						
17	..	1	..	0	10	0					
18	..	2	..	0	12	6					
Over 20	2	4	4	0	0	1	0	7			
Hosiery-knitting.											
14	..	3	..	0	7	0					
15	..	2	..	0	7	0					
16	1	2	0	8	0	0	7	6			
17	..	7	..	0	10	0	..	0	8	4	
18	..	3	..	..	..	..	..	1	1	6	
19	..	2	..	..	..	..	..	0	16	6	
Over 20	2	11	2	5	0	..	..	0	18	6	
Jewelling.											
14	1	..	0	7	6						
15	3	1	0	5	6	0	7	6			
16	4	..	0	9	0						
17	5	..	0	10	0						
18	3	..	0	16	3						
19	3	..	1	2	6						
20	5	..	1	6	6						
Over 20	41	2	2	12	2	0	17	6	3	0	0
Joinery.											
15	2	..	0	5	0						
16	4	..	0	8	3						
17	6	..	0	11	6						
18	6	..	1	1	10						
19	8	..	1	1	0						
20	4	..	0	15	0						
Over 20	77	..	2	16	9						
Sash- and Door-making.											
15	4	..	0	9	0						
16	13	..	0	11	6						
17	8	..	0	17	6						
18	11	..	0	14	6						
19	5	..	0	17	9						
20	2	..	1	0	0						
Over 20	105	..	2	4	4						
Laundry-work.											
14	..	1	..	0	9	0					
15	1	2	0	10	0	0	10	0			
16	..	11	..	0	12	1					
17	..	17	..	0	12	4					
18	1	13	1	5	0	0	16	2			
19	..	9	..	0	16	0					
20	..	18	..	1	0	6					
Over 20	18	47	1	8	0	1	2	6			
Lens-grinding and Optical Work.											
16	1	..	0	6	0						
Over 20	1	..	2	10	0						









FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
<b>CHRISTCHURCH (CITY)—<i>continued.</i></b>								
<b>Clothing Manufacturing (Trouser-hands).</b>								
			£	s.	d.	£	s.	d.
15	..	1	..	0	2	6		
16	..	6	..	0	5	0	..	0 16 7
17	..	3	..	0	5	0	..	0 17 3
18	..	19	..	0	3	9	..	0 14 9
19	..	13	..	0	8	9	..	0 14 7
20	..	6	..	0	10	0	..	0 13 10
Over 20	..	37	..	1	5	0	..	0 17 3
<b>Clothing Manufacturing (Vest-hands).</b>								
17	..	4	..	..	..	..	..	0 12 7
18	..	9	..	0	4	2	..	0 15 11
19	..	3	..	..	..	..	..	0 15 9
20	..	4	..	..	..	..	..	0 14 6
Over 20	..	27	..	0	16	8	..	0 18 8
<b>Clothing Manufacturing (Clerical and Folding Hands).</b>								
16	1	..	0	12	6			
17	1	..	0	5	0			
Over 20	7	..	2	2	10			
<b>Dressmaking.</b>								
14	..	3	..	0	4	10	..	10
15	..	12	..	0	4	1	..	34
16	..	53	..	0	4	5	..	32
17	..	72	..	0	5	6	..	15
18	..	59	..	0	7	1	..	4
19	..	50	..	0	8	8	..	3
20	..	30	..	0	11	7	..	0 8 0
Over 20	..	171	..	0	19	2	..	1
<b>Dressmaking (Mantle-makers).</b>								
14	..	..	..	..	..	..	..	2
15	..	..	..	..	..	..	..	1
16	..	1	..	0	5	0	..	..
17	..	6	..	0	6	3	..	..
18	..	7	..	0	7	7	..	1
19	..	5	..	0	10	0	..	..
20	..	3	..	0	10	0	..	..
Over 20	..	14	..	1	2	4	..	..
<b>Dressmaking (Milliners).</b>								
15	..	3	..	0	3	9	..	1
16	..	1	..	0	1	0	..	1
17	..	2	..	0	6	3	..	1
18	..	5	..	0	6	2	..	1
19	..	4	..	0	7	10	..	1
20	..	6	..	0	7	4	..	..
Over 20	..	18	..	1	7	10	..	..
<b>Door-mats and Children's Toys (Manufacture of).</b>								
Over 20	8							
<b>No wages; charitable institution (Salvation Army Prison Home).</b>								
<b>Drug and Chemical Manufacturing.</b>								
14	7	..	0	5	7			
15	1	..	0	10	0			
16	2	..	0	7	3			
17	3	..	0	19	0	..	..	1
19	2	..	1	5	0			
20	3	..	1	5	0			
Over 20	10	..	3	0	7			
<b>Dentistry.</b>								
14	1	..	0	7	0			
15	3	..	0	6	0			
16	1	..	0	6	6			
18	1	..	1	5	0	..	..	2
19	4	..	0	13	9	..	..	1
20	3	..	0	19	0	..	..	2
Over 20	6	1	1	17	6	0	10	0
<b>Dyeing and Cleaning.</b>								
14	1	..	0	5	0			
15	1	..	0	5	0			
18	1	..	0	10	0			
19	..	1	..	0	6	0		
Over 20	4	2	1	3	4	0	9	6
<b>Electrical Engineering.</b>								
15	1	..	0	5	0			
18	2	..	0	8	9			
19	1	..	1	10	0			
Over 20	2	..	2	5	0			
<b>Fellmongering.</b>								
14	6	..	0	10	7			
15	6	..	0	12	6			
16	3	..	0	15	0			
17	4	..	0	13	7			
18	9	..	0	19	2			
19	4	..	1	3	0			
20	2	..	0	18	6			
Over 20	112	..	1	14	6			
<b>Flour- and Oatmeal-making.</b>								
16	1	..	0	12	6			
18	2	..	0	10	0			
19	2	..	1	5	0			
20	3	..	1	8	0			
Over 20	37	..	2	2	0			
<b>Fish-curing.</b>								
Over 20	2	..	1	10	0			
<b>Gas Manufacturing (Gas-hands).</b>								
Over 20	20	..	2	15	6			
<b>Gas Manufacturing (Gas-stoves and Lamp Hands).</b>								
20	1	..	1	5	0			
Over 20	9	..	2	6	4			
<b>Glue Manufacturing.</b>								
19	2	..	1	1	0			
<b>Hat- and Cap-making.</b>								
15	1	1	0	5	0	0	5	0
16	..	1	..	0	5	0		
17	..	2	..	0	10	0		
18	1	..	0	15	0			
Over 20	5	8	2	7	6	1	0	8 2 5 0 1 1 0
<b>Iron-founding and Engineering (Blacksmiths).</b>								
16	3	..	0	8	0			
17	1	..	0	11	0			
18	4	..	0	15	0			
19	2	..	1	4	0			
Over 20	10	..	2	14	4			
<b>Iron-founding and Engineering (Blacksmith's Strikers).</b>								
16	1	..	0	8	0			
19	2	..	1	4	6			
Over 20	5	..	1	15	2			
<b>Iron-founding and Engineering (Boilermakers).</b>								
15	3	..	0	6	0			
16	2	..	0	7	0			
17	1	..	0	15	0			
18	1	..	0	9	0			
19	1	..	0	10	0			
20	3	..	1	6	0			
Over 20	14	..	2	6	3			
<b>Iron-founding and Engineering (Brass-moulders and Finishers).</b>								
15	1	..	0	12	0			
16	4	..	0	7	6			
17	1	..	0	15	0			
18	1	..	0	10	0			
19	1	..	0	19	0			
Over 20	7	..	2	8	10			
<b>Iron-founding and Engineering (Moulders).</b>								
14	5	..	0	5	0			
15	3	..	0	6	4			
16	11	..	0	8	2			
17	9	..	0	11	8			
18	3	..	0	17	6			
19	3	..	0	18	4			
20	4	..	0	14	3			
Over 20	21	..	2	4	0			



FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.				
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.			
<b>CHRISTCHURCH (CITY)—<i>continued.</i></b>																				
Meat-freezing (Wool-packing Hands).									Printing and Publishing (Paper-bag Makers).											
Over 20	2	..	..	..	3	4	0		14	2	..	0	4	0						
Meat-freezing (Meat-preserving Hands).									Printing and Publishing (Compositors).											
14	1	..	0	15	0				15	6	..	0	6	6	..	0	5	6		
16	3	..	0	16	0				16	17	..	0	10	2	..	0	10	8		
17	4	..	0	16	3				17	4	..	0	9	2	..	0	12	0		
18	8	..	1	5	4				18	2	..	0	12	6						
19	2	..	1	10	6				19	10	..	0	19	6						
Over 20	37	..	1	15	9	..	3	0	0	20	9	..	1	2	6					
Meat-freezing (Tallow-hands).									Printing and Publishing (Ticket-writers).											
Over 20	13	..	1	16	0				15	1	..	0	5	0						
Meat-freezing (Unskilled Labourers).									Printing and Publishing (Patent Cardboard-box Makers).											
18	1	..	1	0	0				15	2	..	0	6	3						
Over 20	38	..	1	16	8				16	2	..	6	0	12	0	0	9	0		
Meat-freezing (Carpenters).									Printing and Publishing (Stereotypists).											
Over 20	18	..	2	18	6				Over 20	3	..	2	13	4						
Meat-freezing (Chemical-manure Hands).									Printing and Publishing (Machinists).											
16	1	..	1	0	0				14	3	..	0	4	2						
Over 20	38	..	1	19	3				15	5	..	0	5	6						
Meat-freezing (Engineers, Stokers, and Greasers).									Printing and Publishing (Artists, Engravers, Electrotypists).											
Over 20	47	..	2	6	6				14	2	..	0	5	0						
Meat-freezing (Freezing-room Hands).									Printing and Publishing (Lithographers).											
Over 20	51	..	2	4	1				Over 20	10	..	2	16	8						
Monumental Masonry.									Printing and Publishing (Lithographic Machinists).											
14	1	..	0	5	0				16	3	..	0	7	4						
16	1	..	0	15	0				17	2	..	0	10	9						
18	2	..	0	17	6				18	3	..	1	3	2						
19	1	..	1	10	0				Over 20	11	..	2	0	5						
20	3	..	1	13	2				Packing-case Making.											
Over 20	9	..	2	2	5				17	1	..	0	15	0						
Oleo-stearine and Refined-tallow Making.									Perambulator-making.											
16	1	..	1	1	0				14	2	..	0	6	0						
17	2	..	1	1	0				15	2	..	0	7	6						
18	1	..	1	4	0				16	1	..	0	10	0						
19	2	..	1	4	0				17	2	..	0	10	0						
Over 20	9	..	2	5	5				18	1	..	0	17	0						
Oilskin-making.									Portmanteau-making.											
Over 20	..	1	..	0	10	0			14	1	..	0	8	0						
Organ-building.									Printing and Publishing (Publishing-hands).											
19	1	..	0	14	0				15	4	..	0	5	1						
Over 20	4	..	2	8	0				16	2	..	0	6	3						
Printing and Publishing (Office-hands).									Printing and Publishing (Bookbinding).											
Over 20	5	..	1	2	0				15	..	2	..	0	5	0					
Printing and Publishing (Bookbinding).									Printing and Publishing (Lithographic Machinists).											
14	3	..	0	4	8				16	2	..	5	0	6	3	0	5	8		
15	..	2	..	0	5	0			17	2	..	5	0	7	6	0	5	6		
16	2	..	5	0	6	3	0	5	8	18	8	..	9	0	10	9	9	2		
17	2	..	5	0	7	6	0	5	6	19	6	..	1	0	17	10	0	0		
18	8	..	9	0	10	9	0	9	2	20	1	..	0	10	0	1	2	6	0	
19	6	..	1	0	17	10	0	10	0	Over 20	20	20	2	7	3	0	13	9	..	0
20	1	..	4	..	0	10	0	1	2	6	0	15	6							
Over 20	20	..	2	7	3	0	13	9	..	0	18	4								



FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

CHRISTCHURCH (CITY)—continued.

Plumbing and Gasfitting.								
Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	3	..	0 6 8					
15	3	..	0 6 2					
16	7	..	0 6 8					
17	5	..	0 10 0					
18	7	..	0 14 3					
19	4	..	0 17 6					
20	6	..	0 17 6					
Over 20	21	..	2 5 6					
Picture-frame Making.								
14	2	..	0 5 0					
15	1	..	0 8 0					
16	1	..	0 10 0					
17	2	..	0 10 9					
Over 20	7	..	2 7 3					
Photography.								
14	1	..	0 5 0					
15	..	1	.. 0 5 0					1
16	1	3	0 10 0	0 4 8				
17	3	2	0 9 2	0 7 6				
18	2	1	0 19 0	0 7 6				
19	1	14	0 10 0	0 7 6				
20	2	5	1 6 3	0 13 2				
Over 20	11	4	2 7 3	0 14 4				
Preparing Road-metal and Stone-quarrying.								
17	1	..	1 0 0					
20	2	..	1 10 0					
Over 20	47	..	1 16 4					
Rope-, Twine-, and Flock-making.								
14	1	..	0 5 0					
15	1	..	0 7 0					
16	1	..	0 7 0					
17	2	..	0 10 0					
18	1	..	0 12 0					
20	1	..	0 17 6					
Over 20	4	..	1 17 6					
Sawmilling (Sawing- and Planing-hands).								
14	1	..	0 6 0					
15	3	..	0 6 4					
16	5	..	0 11 5					
17	2	..	0 9 6					
18	7	..	0 14 1					
19	7	..	0 16 4					
20	1	..	0 18 0					
Over 20	22	..	1 19 10					
Sawmilling (Joiners and Sash-and-door Hands).								
17	3	..	0 8 4					
18	3	..	0 9 2					
19	1	..	1 0 0					
20	1	..	0 18 0					
Over 20	23	..	2 13 9					
Saw-making.								
16	1	..	0 5 0					
Saddlery, and Harness-making.								
15	2	..	0 5 6					
16	4	..	0 7 8					
17	3	..	0 10 0					
18	7	..	0 9 0					
19	5	..	0 18 6					
20	2	..	1 4 3					
Over 20	26	..	1 14 11	.. 2 12 6				
Shirt-making.								
14	..	3	.. 0 5 0					
15	..	3	.. 0 3 9	.. 0 6 0				
16	..	7	.. 0 5 6	.. 0 5 0				
17	1	13	0 12 6	0 6 0	.. 1 0 0			
18	..	13	.. 0 7 0	.. 0 16 0				
19	..	6	.. 0 9 4	.. 0 10 1				
20	..	7	.. 0 8 6	.. 0 8 0				
Over 20	2	31	2 17 6	0 13 6	.. 0 9 6			

Seed-dressing and -cleaning.								
Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
16	3	..	0 9 10					
18	3	..	0 16 6					
20	1	..	0 17 6					
Over 20	20	..	2 1 1					
Sewing-machine Fitting and Repairing.								
Over 20	2	..	2 7 6					
Soap-, Tallow-, and Candle-making.								
14	2	..	0 5 0					
15	3	..	0 16 0					
17	2	..	0 15 6					
18	1	..	0 17 6					
20	1	..	1 16 0					
Over 20	20	..	2 6 10					
Steam Wood-bending.								
16	2	..	0 5 6					
17	1	..	0 10 0					
18	1	..	1 1 0					
19	2	..	0 13 6					
Over 20	3	..	1 19 0					
Tailoring (Cutters).								
17	1	..	0 10 0					
Over 20	19	..	4 5 5					
Tailoring (Coat-hands).								
14	2	..	0 3 9					1
15	1	1	0 5 0	0 10 0				
16	6	..	0 6 8					
17	6	1	0 10 3	0 2 6				1
18	7	1	0 13 7	0 7 6				
19	4	1	0 16 10	0 5 0				
20	2	..	1 0 0					
Over 20	105	34	2 1 11	1 1 1 8	2 3 11	1 1 4		
Tailoring (Trouser-hands).								
14	1	2	0 5 0	0 5 0				
15	1	4	0 8 0	0 5 0				
16	3	9	0 7 4	0 4 10	..			2
17	3	10	0 7 10	0 6 8	..	0 12 6		1
18	3	2	0 13 4	0 12 6	..	0 12 6		
19	..	4	.. 0 13 9					
20	..	4	.. 0 9 8	.. 0 18 0				
Over 20	20	61	1 9 0	0 18 7	1 17 10	0 19 8		
Tailoring (Vest-hands).								
14	..	1	.. 0 2 6					1
15	1	..	0 5 0					
16	1	3	0 5 0	0 5 10				
17	1	4	0 15 0	0 6 10				
18	2	5	0 15 0	0 11 7				
19	1	3	0 15 0	0 10 6		1 0 0		
20	..	4	.. 0 19 7					
Over 20	4	30	1 18 0	0 1 0 4	.. 0 19 1			
Tailoring (Pressers).								
18	1	..	0 10 0					
Over 20	7	..	2 1 4					
Tailoring (Machinists).								
16	..	3	.. 0 11 10					
17	..	3	.. 0 10 0					
18	..	3	.. 0 13 4					
Over 20	1	18	0 17 6	1 1 8				
Tanning (Basil-finishers).								
16	1	..	0 18 0					
19	3	..	1 7 2					
20	1	..	0 18 0					
Over 20	19	..	1 15 7					
Tanning (Beamsmen).								
18	1	..	1 0 0					
Over 20	31	..	2 3 6	.. 2 10 0				

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
CHRISTCHURCH (CITY)—continued.																	
Tanning (Curriers).									Venetian-blind Manufacturing.								
16	1	..	0 15 0						16	4	..	0 7 9					
17	5	..	0 12 0						17	1	..	0 7 0					
18	5	..	0 12 8						18	1	..	0 16 0					
19	4	..	1 2 0						Over 20	9	1	2 1 8 0 15 0					
Over 20	51	..	2 8 11	..	2 11 8				Verandah-building.								
Tanning (Engineers, Carpenters, and Coopers).									Wine-making.								
17	1	..	0 18 0						16	1	..	0 12 6					
Over 20	16	..	2 14 4						Wool-scouring (Wool-scourers).								
Tanning (Pelt-men).									Wool-scouring (Wool-sorters).								
14	3	..	0 9 6						Over 20	12	..	2 2 0					
15	4	..	0 10 3						Wool-scouring (Engine-drivers).								
16	1	..	0 15 0						Over 20	2	..	2 7 6					
17	5	..	0 12 9						Wood-turning and -carving.								
18	6	..	1 0 0						14	1	..	0 6 0					
19	6	..	1 2 6						15	3	..	0 5 8					
Over 20	104	..	1 18 10	..	2 9 6				16	1	..	0 5 0					
Tanning (Shed-men).									17	..	..	..	..	..	..	..	1
15	1	..	0 10 0						18	1	..	1 0 0					
16	2	..	0 12 6						19	1	..	1 10 0					
19	1	..	1 4 0						Over 20	1	..	1 10 0					
Over 20	21	..	1 14 1						Wire-working.								
Tanning (Tanners).									14	1	..	0 5 0					
17	1	..	0 15 0						15	1	..	0 6 0					
19	1	..	1 7 0						16	2	..	0 7 6					
Over 20	21	..	2 1 5						17	2	..	0 12 6					
Tanning (Unskilled Labourers).									18	2	..	0 19 6					
15	1	..	0 10 0						Over 20	1	..	2 10 0					
16	1	..	0 7 0						Woollen-milling (Burling, &c.).								
17	4	..	0 13 1						15	..	4	..	..	..	0 15 6		
18	1	..	1 9 0						16	..	1	..	..	..	0 14 0		
19	4	..	1 4 9						17	..	2	..	..	..	0 19 0		
Over 20	29	..	1 17 0						19	..	4	..	..	..	1 0 6		
Tea-blending and -packing.									20	..	4	..	..	..	1 3 3		
14	3	..	0 5 10						Over 20	..	17	..	..	..	1 5 0		
15	6	..	0 5 6						Woollen-milling (Knitting).								
16	3	..	0 7 2						14	..	2	..	0 6 0				
17	1	..	0 9 0						15	..	2	..	0 12 6				
18	2	..	0 9 3						16	..	7	..	0 7 0	..	0 15 6		
19	1	..	0 18 0						17	1	9	0 12 0 0 9 0	..	0 18 5			
Over 20	5	..	2 2 2						18	..	3	..	..	..	0 15 0		
Tent- and Sail-making.									19	..	6	..	..	..	1 3 1		
15	1	..	0 7 0						20	..	3	..	1 2 6	..	1 4 0		
16	1	..	0 10 0						Over 20	7	9	2 8 0 1 3 4 1 10 4 1 2 10					
18	2	..	0 16 3						Woollen-milling (Finishing).								
Over 20	3	..	2 8 4						14	3	..	0 6 0					
Toe- and Heel-plate Making.									15	2	..	0 12 7					
Over 20	1	..	1 15 0						17	4	..	0 15 2					
Tinsmithing.									18	1	..	0 18 0					
14	1	..	0 5 0						19	1	..	1 0 0					
15	5	..	0 7 2						Over 20	13	..	1 17 3					
16	6	..	0 8 1						Woollen-milling (Milling).								
17	5	..	0 10 4						19	2	..	0 18 0					
18	3	..	0 11 6						20	1	..	1 0 0					
19	3	..	0 16 8						Over 20	12	..	1 15 4					
20	3	..	0 19 4						Woollen-milling (Weaving, Designing, &c.).								
Over 20	17	..	2 4 1						15	..	1	..	..	..	0 18 0		
Umbrella-making and -repairing.									16	..	3	..	..	..	0 17 8		
18	1	..	1 0 0						17	..	5	..	..	..	1 0 0		
19	1	..	1 0 7 6 1 0 0						18	..	3	..	..	..	1 9 8		
Over 20	1	1	1 5 0 0 12 6						19	..	13	..	..	..	1 2 11		
Undertaking.									20	..	5	..	..	..	1 2 7		
18	1	..	0 17 6						Over 20	11	69	2 16 8	..	1 5 10 1 5 11			
Over 20	2	..	2 1 3														

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

CHRISTCHURCH (CITY)—continued.

Woollen-milling (Spinning).								Woollen-milling (Carding).							
£ s. d.				£ s. d.				£ s. d.				£ s. d.			
14	5	..	0 6 2	..	..	..	..	14	2	..	0 8 0	..	..	..	..
15	3	..	0 9 9	..	..	..	..	15	1	..	0 10 0	..	..	..	..
16	4	2	0 11 10	9	0	..	0 13 0	16	2	..	0 11 2	..	..	..	..
17	3	3	0 14 7	0	9	0	.. 0 15 0	17	3	..	0 14 2	..	..	..	..
19	2	1	0 18 10	..	..	..	1 0 0	19	4	..	1 1 6	..	..	..	..
20	4	..	0 18 11	..	..	..	..	20	1	..	1 4 0	..	..	..	..
Over 20	16	3	1 11 9	..	..	..	1 1 0	Over 20	15	..	1 16 7	..	..	..	..
Woollen-milling (Warping).								Woollen-milling (Dyeing).							
Over 20	4	..	..	..	..	2	15 0	Over 20	10	..	2 1 0	..	..	..	..
Woollen-milling (Turning, Winding, Drawing, &c.)								Woollen-milling (Wool Department).							
14	1	8	0 6 0	0	6	0	..	15	2	..	0 10 6	..	..	..	..
15	..	4	..	0	6	9	..	16	1	..	0 12 5	..	..	..	..
16	2	2	..	..	0	9	3 0 14 0	17	1	..	0 15 6	..	..	..	..
17	2	..	..	..	0	18	6	18	1	..	0 18 0	..	..	..	..
19	1	..	0 18 0	..	..	..	..	Over 20	12	..	2 3 1	..	2	13 10	..
20	..	2	..	..	..	1	0 0	Over 20	16	..	2 12 0	..	..	..	..
Over 20	10	..	2 6 3	..	..	..	..	Over 20	16	..	2 12 0	..	..	..	..

DUNEDIN (CITY).

Aerated-water and Cordial Manufacturing.								Blacksmithing and Coach-building.							
14	1	..	0 6 0	..	..	..	..	14	2	..	0 6 3	..	..	..	..
15	2	..	0 9 6	..	..	..	..	15	5	..	0 9 0	..	..	..	..
16	2	..	0 8 0	..	..	..	..	16	7	..	0 7 5	..	..	..	..
17	2	..	0 10 0	..	..	..	..	17	7	..	0 11 11	..	..	..	..
18	1	..	0 14 0	..	..	..	..	18	8	..	0 16 11	..	..	..	..
19	5	..	0 18 7	..	..	..	..	19	8	..	0 15 0	..	..	..	..
Over 20	29	..	1 15 8	..	..	..	..	20	4	..	1 0 7	..	..	2	2 0
Over 20	29	..	1 15 8	..	..	..	..	Over 20	82	..	2 2 9	..	2	2 0	..
Agricultural-implement Manufacturing (Fitters).								Bookbinding and Stationery Manufacturing.							
14	1	..	0 10 0	..	..	..	..	14	3	1	0 6 20	4	0	..	..
15	4	..	0 6 4	..	..	..	..	15	12	2	0 6 90	6	0	..	..
16	3	..	0 9 0	..	..	..	..	16	9	2	0 6 20	7	6	..	..
17	3	..	0 8 0	..	..	..	..	17	..	1	..	0	10 0	..	..
18	6	..	0 12 6	..	..	..	..	18	7	4	0 14 30	7	10	..	..
19	3	..	1 0 8	..	..	..	..	19	4	2	0 17 00	10	9	..	..
Over 20	40	..	2 5 8	..	..	..	..	20	1	2	1 0 00	8	0	..	..
Over 20	40	..	2 5 8	..	..	..	..	Over 20	36	17	2 10 50	14	7	..	..
Agricultural-implement Manufacturing (Moulders).								Box-making.							
15	1	..	0 5 6	..	..	..	..	16	1	..	0 8 0	..	..	..	..
16	1	..	0 9 0	..	..	..	..	17	2	..	0 10 6	..	..	..	..
18	4	..	0 15 9	..	..	..	..	18	2	..	0 15 0	..	..	..	..
19	1	..	1 6 0	..	..	..	..	19	2	..	1 0 0	..	..	..	..
Over 20	23	..	2 0 7	..	..	..	..	Over 20	1	..	2 8 0	..	..	..	..
Agricultural-implement Manufacturing (Blacksmiths).								Boot Manufacturing (Factories).							
15	1	..	0 6 9	..	..	..	..	14	5	..	0 5 2	..	..	..	..
16	3	..	0 7 3	..	..	..	..	15	6	10	0 6 80	6	0	..	..
17	4	..	0 11 10	..	..	..	..	16	12	11	0 6 110	6	10	..	..
18	1	..	0 15 0	..	..	..	..	17	10	11	0 9 40	8	10	..	..
Over 20	44	..	1 17 9	..	..	..	..	18	23	23	0 10 30	10	0	..	..
Over 20	44	..	1 17 9	..	..	..	..	19	11	12	0 13 00	10	2	..	..
Agricultural-implement Manufacturing (Carpenters and Painters).								Boot Manufacturing (Shop-repairing).							
14	3	..	0 5 6	..	..	..	..	14	2	..	0 5 6	..	..	..	..
15	2	..	0 9 0	..	..	..	..	15	2	..	0 5 6	..	..	..	..
16	2	..	0 9 3	..	..	..	..	16	3	..	0 8 4	..	..	..	..
Over 20	21	..	2 5 5	..	..	..	..	17	5	..	0 7 6	..	..	..	..
Over 20	21	..	2 5 5	..	..	..	..	18	5	..	0 16 6	..	..	..	..
Agricultural-implement Manufacturing (Yard-hands).								Bread-baking.							
Over 20	5	..	2 0 2	..	..	..	..	15	4	..	0 6 3	..	..	..	..
Over 20	5	..	2 0 2	..	..	..	..	16	2	..	0 11 9	..	..	..	..
Bacon-curing.								Bread-baking.							
20	1	..	0 17 6	..	..	..	..	17	7	..	0 15 6	..	..	..	..
Over 20	5	..	2 0 0	..	..	..	..	18	5	..	1 0 7	..	..	..	..
Over 20	5	..	2 0 0	..	..	..	..	19	8	1	0 16 7	0	5 0	..	..
Basket-making.								Bread-baking.							
18	1	..	1 10 0	..	..	..	..	20	6	..	1 3 11	..	..	..	..
Over 20	1	..	1 16 0	..	..	..	..	Over 20	74	1	2 5 2	1	0 5	..	..

FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
<b>DUNEDIN (CITY)—<i>continued.</i></b>																	
<b>Brass- and Copper-smithing.</b>									<b>Cigarette-making.</b>								
£ s. d. £ s. d. £ s. d. £ s. d.									£ s. d. £ s. d. £ s. d. £ s. d.								
14	1	..	..	..	..	0	10	0	15	..	1	..	..	..	0	5	0
15	11	..	..	..	..	0	6	1	16	..	1	..	..	..	0	4	0
16	13	..	..	..	..	0	7	7	17	..	1	..	..	..	0	10	0
17	12	..	..	..	..	0	8	1	<b>Clothing Manufacturing ( Machining and Finishing).</b>								
18	10	..	..	..	..	0	9	9	14	1	3	0	5	0	0	5	6
19	7	..	..	..	..	0	12	4	15	7	11	0	5	0	0	4	6
20	2	..	..	..	..	0	14	6	16	5	28	0	7	5	0	3	10
Over20	38	..	..	..	..	2	0	7	17	5	24	0	10	0	0	5	1
<b>Brick- and Pottery-making.</b>									18	1	33	0	12	6	0	7	6
15	1	..	0	8	0	19	2	21	0	18	9	0	12	0			
16	1	..	0	10	0	20	1	22	1	16	0	0	11	2			
18	1	..	0	12	0	Over20	9	311	1	15	6	1	0	11			
19	2	..	0	13	6	<b>Clothing Manufacturing (Cutting).</b>											
Over20	15	..	1	18	6	14	1	..	0	5	0						
<b>Brush and Broom Manufacturing.</b>									15	5	..	0	11	2			
15	1	..	0	5	0	16	2	..	0	8	6						
17	2	3	0	10	0	17	2	..	0	12	6						
Over20	7	4	2	1	0	18	6	..	0	13	8						
<b>Brewing and Malting.</b>									19	3	..	0	15	8			
15	2	..	0	6	3	20	2	..	1	8	6						
17	3	..	0	15	0	Over20	19	..	2	15	11						
18	1	..	0	10	0	<b>Clothing Manufacturing (Pressing).</b>											
19	3	..	1	0	0	16	2	..	0	5	0						
20	4	..	1	4	3	17	3	..	0	7	8						
Over20	74	..	2	3	10	18	2	..	0	8	9						
<b>Butter- and Cheese-making.</b>									Over20	24	1	2	7	1			
17	2	..	0	10	0	..	1	11	3	1	5	0					
18	4	..	1	0	0	<b>Coopering.</b>											
19	3	1	1	3	4	Over20	11	..	2	8	5						
20	2	..	1	5	0	<b>Coffee and Spice Manufacturing.</b>											
Over20	21	..	2	1	0	14	6	..	0	5	2						
<b>Cardboard-box Making.</b>									15	2	..	0	5	6			
15	..	1	..	0	5	0	16	3	..	0	8	0					
16	1	3	0	8	0	17	4	..	0	9	10						
17	..	4	..	0	7	3	18	2	..	0	10	9					
18	1	2	0	17	0	20	1	..	0	12	6						
19	..	5	..	..	..	0	9	0	Over20	13	2	1	11	7			
20	..	1	..	..	..	0	10	6	..	2	1	11	7				
Over20	2	8	1	13	9	<b>Confectionery and Biscuit Manufacturing.</b>											
<b>Cabinetmaking and Upholstering.</b>									14	20	3	0	6	4			
14	3	..	0	5	0	15	14	12	0	7	6						
15	7	..	0	5	10	16	17	7	0	8	10						
16	8	..	0	6	10	17	14	12	0	10	5						
17	6	..	0	10	11	18	9	6	0	11	0						
18	8	..	0	11	7	19	6	6	0	19	0						
19	12	1	0	16	3	20	6	2	1	0	5						
20	2	1	1	0	6	Over20	53	6	1	18	2						
Over20	103	7	2	0	6	..	6	1	18	2							
<b>Calico-bag Making.</b>									..	10	10	3					
16	..	1	..	0	10	0	<b>Candied-peel Manufacturing.</b>										
18	1	..	0	15	0	14	1	..	0	6	0						
Over20	2	6	1	15	0	15	4	..	0	6	0						
<b>Cement Manufacturing.</b>									16	2	..	0	8	0			
17	1	..	0	15	0	17	2	..	0	11	0						
18	1	..	0	11	0	19	1	..	0	17	6						
19	3	..	0	16	10	20	1	..	1	0	0						
20	5	..	1	2	0	Over20	2	..	1	12	6						
Over20	24	..	1	18	7	<b>Cycle Engineering and Sewing-machine Fitting and Repairing.</b>											
<b>Chemicals and Drug Manufacturing.</b>									14	2	..	0	8	9			
14	1	..	0	6	0	15	6	..	0	9	2						
15	6	2	0	7	10	16	3	1	0	9	2						
16	6	5	0	7	10	17	3	..	0	14	2						
17	2	2	0	10	6	0	18	4	..	0	12	0					
19	2	2	1	0	9	0	19	2	..	0	15	0					
20	1	..	1	4	0	20	2	1	1	3	9						
Over20	29	4	2	6	0	Over20	26	2	2	1	10	15	0				
<b>Dentistry.</b>									15	1	..	0	5	0			
15	1	..	0	5	0	17	1	..	0	5	0						
17	8	..	2	0	10	9	0	14	3								
18	1	..	1	0	11	9	1	2	6								
19	4	..	0	15	0	20	1	..	0	15	0						
20	1	..	0	15	0	Over20	7	1	2	0	0	15	0				
Over20	7	1	2	0	0	15	0										

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

DUNEDIN (CITY)—continued.

Dressmaking and Millinery.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	..	9	..	0 4 8	..	..	..
15	..	17	..	0 5 4	..	..	..
16	..	45	..	0 5 6	..	..	..
17	..	73	..	0 6 8	..	..	..
18	..	61	..	0 7 10	..	..	..
19	..	21	..	0 7 6	..	..	..
20	..	16	..	0 10 10	..	..	..
Over 20	..	159	..	0 19 8	..	..	..

Head dressmakers average £4 2s. per week.

Electroplating.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
15	1	..	0 7 6	..	..	..	..
16	1	..	0 10 0	..	..	..	..
17	1	..	0 7 6	..	..	..	..
19	1	..	1 10 0	..	..	..	..
Over 20	1	..	2 8 0	..	..	..	..

Electrical Engineering.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
16	1	..	0 10 0	..	..	..	..
20	1	..	1 0 0	..	..	..	..
Over 20	1	..	6 0 0	..	..	..	..

Engineering (Blacksmiths and Moulders).

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	2	..	0 5 6	..	..	..	..
15	4	..	0 10 3	..	..	..	..
16	6	..	0 7 10	..	..	..	..
17	3	..	0 13 8	..	..	..	..
18	3	..	1 1 4	..	..	..	..
19	5	..	0 19 9	..	..	..	..
20	13	..	1 4 7	..	..	..	..
Over 20	78	..	2 14 7	..	..	..	..

Engineering (Boiler-makers).

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	2	..	0 6 6	..	..	..	..
15	4	..	0 6 9	..	..	..	..
16	6	..	0 8 8	..	..	..	..
17	4	..	0 13 9	..	..	..	..
18	1	..	0 12 0	..	..	..	..
19	3	..	0 11 4	..	..	..	..
20	5	..	1 0 9	..	..	..	..
Over 20	77	..	2 9 2	..	..	..	..

Engineering (Fitting and Turning).

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	4	..	0 5 0	..	..	..	..
15	12	..	0 5 1	..	..	..	..
16	20	..	0 7 6	..	..	..	..
17	16	..	0 7 3	..	..	..	..
18	17	..	0 12 10	..	..	..	..
19	15	..	0 15 5	..	..	..	..
20	15	..	1 0 3	..	..	..	..
Over 20	162	..	2 10 10	..	..	..	..

Engineering (Spouting- and Ridging-making).

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
18	1	..	0 10 0	..	..	..	..
Over 20	4	..	1 19 3	..	..	..	..

Engraving.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
15	2	..	0 5 0	..	..	..	..
17	1	..	0 5 0	..	..	..	..
18	1	..	0 5 0	..	..	..	..
Over 20	8	..	0 18 0	..	..	..	..

Fellmongering.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
16	1	..	0 12 0	..	..	..	..
17	2	..	0 10 0	..	..	..	..
18	2	..	1 0 0	..	..	..	..
19	1	..	1 10 0	..	..	..	..
20	3	..	1 5 0	..	..	..	..
Over 20	30	..	1 10 9	..	2 0 0	..	..

Fish-curing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
16	1	..	0 14 0	..	..	..	..
Over 20	6	..	1 10 0	..	..	..	..

Flock Manufacturing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	1	1	0 6 0	0 6 0	..	..	..
Over 20	4	1	1 7 6	0 9 0	..	..	..

Flour-milling.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	1	..	0 10 0	..	..	..	..
15	2	..	0 9 6	..	..	..	..
16	4	..	0 12 4	..	..	..	..
17	2	..	0 18 9	..	..	..	..
18	2	..	0 10 6	..	..	..	..
20	1	..	1 5 0	..	..	..	..
Over 20	24	..	2 9 2	..	..	..	..

Fruit-preserving.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	5	1	0 5 7	0 7 0	..	..	..
15	1	7	0 7 0	0 7 0	..	..	..
16	3	9	0 9 0	0 6 5	..	..	..
17	1	7	0 6 0	0 7 3	..	..	..
18	2	4	0 9 6	0 7 3	..	..	..
19	4	4	0 14 3	0 7 6	..	..	..
Over 20	19	6	1 16 8	0 13 0	..	..	..

Gas Manufacturing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
Over 20	33	..	2 8 8	..	..	..	..

Gunsmithing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
16	1	..	0 10 0	..	..	..	..
17	1	..	0 8 6	..	..	..	..
18	1	..	0 10 0	..	..	..	..
19	1	..	0 10 0	..	..	..	..
Over 20	1	..	3 0 0	..	..	..	..

Hair-combing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
15	2	..	0 7 6	..	..	..	..

Hat and Cap Manufacturing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	..	1	..	0 2 6	..	..	..
15	1	1	0 4 0	0 2 6	..	..	..
17	2	..	0 10 0	..	..	..	..
18	..	4	..	0 8 9	..	..	..
20	1	..	0 15 0	..	..	..	..
Over 20	5	8	2 9 0	0 17 6	..	0 16 3	..

Hosiery-knitting.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	1	5	0 7 0	0 6 2	..	..	..
15	1	18	0 9 0	0 6 2	..	0 9 1	..
16	..	17	..	0 6 9	..	0 10 0	..
17	2	27	0 11 0	0 6 7	..	0 11 5	..
18	1	21	0 14 0	0 11 4	..	0 14 8	..
19	1	31	1 5 0	0 11 2	..	0 13 4	..
20	..	22	..	0 13 2	..	0 13 10	..
Over 20	9	97	2 5 4	0 17 6	..	0 18 8	..

Ink Manufacturing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
20	1	..	1 0 0	..	..	..	..

Laundry-work.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
14	..	1	..	0 5 0	..	..	..
15	1	3	0 12 6	0 5 2	..	..	..
16	..	6	..	0 6 4	..	0 18 0	..
17	..	5	..	0 7 0	..	..	..
18	..	6	..	0 9 7	..	0 10 0	..
19	1	3	1 0 0	0 11 8	..	..	..
20	1	3	0 18 0	0 11 0	..	0 8 0	..
Over 20	14	33	1 3 1	0 16 5	..	0 10 6	..

Lead-pipe Manufacturing.

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
Over 20	3	..	1 16 2	..	..	..	..

Marine Repairing-yards, Union Steamship Company (Carpentering and Joinery).

Ages.	Number employed.	Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
		£	s. d.	£	s. d.	Male.	Female.
16	1	..	0 10 0	..	..	..	..
17	1	..	0 12 0	..	..	..	..
18	1	..	0 18 0	..	..	..	..
19	2	..	0 12 0	..	..	..	..
Over 20	13	..	3 4 1	..	..	..	..

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.							
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.						
DUNEDIN (CITY)—continued.																							
Marine Repairing-yards, Union Steamship Company (Painting and Plumbing).									Printing and Publishing.														
			£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.						
16	1	..	0	12	0				14	9	..	0	7	7									
20	1	..	0	16	0				15	14	..	0	9	0									
Over 20	6	..	2	8	4				16	11	..	0	7	4									
Marine Repairing-yards, Union Steamship Company (Sailmaking).									Printing (Lithographing).														
Over 20	6	..	2	10	0				17	18	..	0	10	3									
Marine Repairing-yards, Union Steamship Company (Upholstering).									Range-making.														
17	1	..	0	12	0				14	8	..	0	5	10									
Over 20	10	..	2	9	1				16	4	..	0	12	0									
Manure Manufacturing.									Rope-making.														
Over 20	5	..	1	14	6				15	3	..	0	6	4									
Meat-preserving.									Saddle- and Harness-making.														
15	1	..	0	7	6				14	1	..	0	5	0									
16	1	..	0	11	0				15	1	..	0	5	0									
17	2	2	0	14	9	0	9	0	16	5	..	0	7	8									
18	1	3	1	0	0	0	8	0	17	3	..	0	11	10									
19	..	1	..	0	9	0			18	4	..	0	10	7									
20	..	1	..	0	7	0			19	2	..	1	8	9									
Over 20	22	2	1	15	9	0	13	3	20	2	..	1	8	9									
Necktie-making.									Sawmilling (Planing).														
Over 20	..	5	..	0	18	0			16	4	..	0	9	10									
Monumental Masonry.									Sawmilling (Carriage and Woodware Manufacturing).														
Over 20	9	..	2	3	9				17	10	..	0	10	1									
Paint Manufacturing.									Sauce and Vinegar Manufacturing.														
19	2	..	0	18	9				16	2	1	0	8	0	0	7	0						
Over 20	1	..	3	0	0				17	2	..	0	14	0									
Photographing.									Sail- and Tent-making.														
15	1	..	0	5	0				14	1	..	0	6	0									
16	2	..	0	6	9				15	..	1	..	0	3	6								
17	..	2	..	0	6	3			16	3	1	0	6	0	0	3	6						
18	1	1	0	12	0	0	10	0	17	2	..	0	11	0									
20	2	1	0	15	0	0	10	0	19	2	1	1	0	0	0	10	0						
Over 20	10	16	1	15	7	0	18	1	Over 20	17	10	2	6	2	0	16	4	1	0	8	0	14	2
Piano Manufacturing.									Sawmilling (Carriage and Woodware Manufacturing).														
15	1	..	0	5	0				16	1	..	0	10	0									
17	1	..	0	10	0				18	2	..	0	13	9									
19	1	..	0	12	6				19	1	..	1	0	0									
Over 20	8	..	2	4	5				Over 20	7	..	1	3	2									
Paper-bag Making.									Sawmilling (Carriage and Woodware Manufacturing).														
14	..	1	..	0	6	0			17	1	..	0	10	0									
15	..	1	..	0	7	0			18	1	..	0	14	0									
16	..	1	..	0	7	0			19	1	..	1	0	0									
17	..	1	..	0	10	0			Over 20	108	..	1	16	10									
18	..	2	..	0	12	0																	
Over 20	1	..	..	..	4	0	0																
Paper-milling.									Sawmilling (Carriage and Woodware Manufacturing).														
15	..	2	..	0	7	0			17	1	..	0	10	0									
16	..	2	..	..	..	0	12	0	18	2	..	0	13	9									
19	..	1	..	..	..	0	15	0	19	1	..	1	0	0									
Over 20	16	1	2	10	3	..	0	15	0	15	0												
Plumbing, Tinsmithing, and Gasfitting.									Sawmilling (Carriage and Woodware Manufacturing).														
14	11	..	0	5	3				17	1	..	0	10	0									
15	12	..	0	5	6				18	2	..	0	13	9									
16	9	..	0	7	9				19	1	..	1	0	0									
17	14	..	0	10	3				Over 20	7	..	1	3	2									
18	12	..	0	13	2																		
19	13	..	0	16	8																		
20	9	..	1	2	2																		
Over 20	57	..	2	0	1																		
Portmanteau-making.									Sawmilling (Carriage and Woodware Manufacturing).														
14	1	..	0	4	0				17	1	..	0	10	0									
15	2	..	0	5	0				18	2	..	0	13	9									
18	1	..	0	16	6				19	1	..	1	0	0									
20	1	..	0	17	6				Over 20	7	..	1	3	2									
Over 20	5	..	1	7	1																		

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

DUNEDIN (CITY)—continued.

Sawmilling (Carpentering and Joinery).

			£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	6	0									
16	1	..	0	8	0									
17	1	..	0	10	0									
18	3	..	0	13	4									
19	1	..	0	15	0									
20	1	..	1	5	0									
Over 20	53	..	2	6	1	..	2	0	0					

Seed-cleaning.

Over 20	10	..	2	9	0									
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Shirt-making.

14	..	1	..	0	5	0								
15	..	8	..	0	3	1								
16	..	5	..	0	5	3								
17	..	7	..	0	5	9								
18	..	10	..	0	7	9	..	0	8	7				
19	..	11	..	0	10	1	..	0	14	6				
20	..	5	..	0	12	6								
Over 20	..	73	..	0	17	2	..	0	15	5				

Soap- and Candle-making.

14	1	..	0	6	0									
15	2	..	0	6	3									
16	2	..				..	0	12	0					
18	2	..	0	12	6									
19	4	..	0	13	4	..	1	0	0					
20	1	..	1	5	0									
Over 20	42	..	2	2	10									

Soda-crystal Making.

14	1	..	0	7	0									
15	1	..	0	7	0									
16	3	..	0	10	0									
17	4	..	0	12	0									
18	4	1	0	13	0	0	8	0						
19	1	..	0	13	6									
20	2	..	1	10	0									
Over 20	5	1	1	5	0	0	9	0						

Stone-cutting.

15	1	..	0	5	0									
16	3	..	0	7	8									
17	1	..	0	14	0									
Over 20	3	..	2	0	8									

Starch Manufacturing.

14	2	..	0	6	0									
15	3	..	0	7	4									
16	2	..	0	7	6									
17	..	1	..	0	7	0								
18	3	..	0	17	6									
19	1	..	0	15	0									
20	2	1	1	10	0	0	11	0						
Over 20	9	1	2	3	5	0	12	0						

Tailoring.

14	3	1	0	5	10	0	5	0						
15	4	3	0	4	0	0	4	4						
16	10	6	0	6	7	0	4	4						
17	4	10	0	10	6	0	7	3						
18	11	16	0	13	7	0	11	11	..	1	5	0		
19	8	13	0	17	4	0	14	5						
20	4	6	0	16	3	1	1	3	..	1	2	6		
Over 20	81	121	2	4	0	1	6	3	2	5	10	1	11	6

Tailoring (Cutters).

Over 20	5	..	4	8	0									
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Tailoring (Pressers).

Over 20	3	..	2	2	0	..	1	10	0					
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Tanning and Currying.

17	6	..	0	11	8									
18	2	..	0	17	6									
19	1	..	1	17	6									
20	2	..	0	13	6									
Over 20	52	..	2	4	10									

Tea-blending and -packing.

14	1	..	0	6	0									
15	4	..	0	6	1									
16	4	..	0	8	4									
17	2	..	0	8	0									
18	2	..	0	10	9									
19	2	..	0	12	6									
20	4	..	0	15	0									
Over 20	3	..	1	11	8									

Umbrella Manufacturing.

15	1	..	0	15	0									
17	1	..	1	0	0									
20	..	1	..	1	5	0								
Over 20	1	..	5	0	0									

Venetian-blind Manufacturing.

15	3	..	0	5	4									
16	1	..	0	7	0									
17	1	..	0	10	0									
18	1	..	0	10	0									
19	1	..	0	18	0									
20	2	..	0	19	6									
Over 20	6	..	2	2	11									

Watch- and Jewellery-making.

14	1	..	0	5	0									
15	3	..	0	4	4	..	..	..	..	1				
16	4	..	0	7	6	..	..	..	..	1				
17	4	..	0	10	0									
18	3	..	0	12	6									
19	5	..	0	14	6									
20	4	..	1	0	0									
Over 20	28	1	2	8	2	1	5	0						

Waterproof-clothing Manufacturing.

15	2	5	0	6	0	0	5	0	..	0	6	8		
16	3	14	0	5	0	0	3	6	..	0	13	6		
17	..	8	..	0	3	6	..	..	..	0	13	7		
18	..	11	..	0	6	10	..	..	..	0	8	0		
19	..	18	..	0	6	10	..	..	..	0	15	10		
20	1	16	1	10	0	0	17	9	..	0	18	10		
Over 20	4	25	2	12	6	0	17	10	..	0	18	0		

Wax-vestas Manufacturing.

14	2	9	0	5	0	0	5	0	..	0	6	0		
15	1	1	0	9	0	..	..	..	..	0	6	0		
16	1	4	0	13	0	..	..	..	..	0	12	0		
17	1	7	0	14	0	..	..	..	..	0	12	0		
18	..	4	..	..	..	..	..	..	..	0	13	0		
19	..	4	..	..	..	..	..	..	..	0	13	0		
20	..	2	..	..	..	..	..	..	..	0	14	0		
Over 20	2	1	1	10	0	0	15	0	..	0	14	0		

Whipthong-making.

Over 20	1	..	1	10	0									
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Wire-mattress Manufacturing.

14	1	..	0	5	0									
19	1	..	1	5	0									
Over 20	5	..	2	0	7									

Wire-working.

15	3	..	0	7	2									
16	2	..	0	7	0									
17	1	..	0	10	0									
19	2	..	0	12	6									
Over 20	5	..	2	0	1									

Woollen-milling (Carding, Combing, Drawing, and Spinning).

14	2	..	0	7	6									
15	3	4	0	9	4	0	7	6						
16	5	9	0	9	0	0	8	4						
17	4	4	0	8	9	0	8	3						
18	5	4	0	10	20	8	9							
19	6	8	0	12	6	0	11	7						
20	2	8	0	15	0	0	11	4						
Over 20	19	2	1	16	0	0	11	0						

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

DUNEDIN (CITY)—continued.

Woollen-milling (Classing, Washing, and Drying).

Ages.	Male.	Female.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
19	1	..	0	14	0	
20	2	..	0	13	9	
Over 20	12	..	1	9	8	

Woollen-milling (Warping, Warp- and Weft-winding and Twisting).

Ages.	Male.	Female.	£ s. d.	£ s. d.	£ s. d.	£ s. d.
14	1	..	0	7	0	
16	1	4	0	7	0	0 6 0
17	1	2	0	9	0	.. 0 11 6
18	3	2	0	14	4	.. 0 18 6
20	..	1	..	..	..	0 17 6
Over 20	6	4	2	4	9	0 2 6 6 0 17 11

Woollen-milling (Dyeing).

Over 20	6	..	2	4	6	
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Woollen-milling (Weaving, Tuning, and Designing).

Woollen-milling (Milling, Darning, Picking, and Finishing).

16	..	4	..	0	7	9	
17	..	3	..	0	7	0	
18	..	1	..	0	10	0	
19	..	2	..	0	14	0	
20	..	7	..	0	12	5	
Over 20	6	5	2	5	2	1 0 9	

15	..	1	..	0	9	0	
16	..	1	..	0	8	0	
17	..	2	..	0	9	0	.. 0 18 4
18	..	1	..	1	0	0	.. 1 1 6
19	..	7	..	0	11	0	.. 1 1 1
20	..	1	..	3	1	7 6	.. 1 5 6
Over 20	7	50	2	14	6	.. 1 2 9	

Woollen-milling (Engineers, Blacksmiths &c., Firemen, and Carpenters).

Over 20	12	..	2	4	7	
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Woollen-milling (Miscellaneous).

19	..	1	..	..	..	0 17 8
20	..	2	..	..	..	0 16 3
Over 20	13	2	2	0	8	.. 0 12 3

NAPIER.

Aerated-water and Cordial Manufacturing.

17	2	..	0	11	0	
18	3	..	1	0	0	
19	2	..	1	0	0	
Over 20	8	..	2	7	4	

Coachbuilding.

15	3	..	0	5	8	
16	2	..	0	7	6	
17	3	..	0	9	8	
19	4	..	0	13	3	
20	3	..	1	4	4	
Over 20	22	..	2	14	11	

Basket- and Perambulator-making.

Over 20	2	..	2	10	0	
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Cycle Engineering.

15	2	..	0	6	3	
17	2	..	0	10	0	
18	2	..	0	7	6	
19	4	..	1	0	0	
Over 20	6	..	2	12	0	

Blacksmithing.

15	1	..	0	10	0	
19	1	..	1	10	0	
20	1	..	1	0	0	
Over 20	9	..	2	5	0	

Dentistry.

Over 20	..	1	..	3	0	0	.. 1
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Boot Manufacturing.

14	1	..	0	5	0	
15	1	..	0	5	0	
18	1	..	0	18	0	
19	1	..	1	10	0	
Over 20	10	..	2	12	6	.. 1 14 0

Dressmaking.

14	..	..	..	..	..	..	..
15	..	..	..	..	..	..	..
16	..	10	..	0	4	6	..
17	..	5	..	0	5	1	..
18	..	9	..	0	6	4	..
19	..	14	..	0	8	5	..
20	..	2	..	0	18	0	..
Over 20	..	33	..	0	18	0	..

Bread- and Confectionery-baking.

15	1	..	0	6	0	
16	1	..	0	12	0	
17	2	..	1	1	6	
20	1	..	0	8	0	
Over 20	25	..	1	17	1	

Head dressmakers average £3 6s. 8d.

Brewing.

19	4	..	0	10	8	
Over 20	16	..	2	15	9	

Engineering.

17	5	..	0	11	2	
18	3	..	0	16	8	
Over 20	27	..	3	1	5	

Brick-making.

Over 20	10	..	2	4	4	.. 2 2 0
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Gas Manufacturing.

Over 20	16	..	2	7	6	
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Cabinetmaking and Upholstering.

14	2	..	0	5	0	
15	1	..	0	5	0	
16	1	..	0	6	0	
17	4	..	0	12	9	
18	2	..	0	10	6	
19	1	..	0	18	0	
Over 20	17	..	2	7	4	

Gasfitting.

16	2	..	0	12	0	
Over 20	4	..	2	0	6	

Carpentering and Joinery.

16	1	..	0	16	0	
17	3	..	0	14	0	
18	3	..	0	10	0	
19	1	..	1	10	0	
20	2	..	1	11	6	
Over 20	56	..	2	3	0	

Hat- and Cap-making.

Over 20	1	1	..	..	1 0 0	0 10 0
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Laundry-work.

15	..	1	..	*		
19	1	..	1	0	0	
20	..	1	..	*		
Over 20	2	..	2	0	0	

\* Not stated.



FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

NAPIER—continued.

Meat-freezing.											
			£	s.	d.	£	s.	d.	£	s.	d.
18	4	..	1	10	0						
Over 20	89	..	2	2	0	..	3	0	0		
Manure Manufacturing.											
20	1	..	0	15	0						
Over 20	11	..	1	15	0						
Photography.											
15	1*										
17	..	1*									
Over 20	1*										
* Not stated.											
Plumbing and Tinsmithing.											
14	1	..	0	5	0						
16	1	..	0	8	0						
17	4	..	0	13	9						
18	3	..	0	13	0						
19	1	..	0	15	0						
20	1	..	1	0	0						
Over 20	16	..	2	11	0						
Printing and Publishing.											
16	2	..	0	6	3						
17	7	..	0	13	3						
18	7	..	0	19	1						
19	1	..	1	5	0						
20	3	..	1	6	8						
Over 20	49	..	2	19	1						
Saddle- and Harness-making.											
14	1	..	0	6	0						
16	4	..	0	7	9						
17	2	..	0	10	0						
18	2	..	0	15	0						
20	1	..	1	0	0						
Over 20	20	..	2	7	7						

Sail- and Tent-making.											
			£	s.	d.	£	s.	d.	£	s.	d.
16	1	..	0	10	0						
18	1	..	0	10	0						
Over 20	1	3	2	15	0	0	11	8			
Sheep-dip Manufacturing.											
18	2	..	1	10	0						
Over 20	1	..	3	10	0						
Shirt-making.											
Over 20	..	1	..	0	17	6					
Tailoring.											
14	..	1	..	0	2	6					
15	..	3	..	0	7	6					
16	3	..	2	0	7	4	0	4	6		
17	1	..	4	0	10	0	0	9	1		
18	..	6	..	0	6	9					
19	2	..	3	0	16	6	0	18	9	..	1 0 0
20	2	..	2	1	15	0	0	10	0	..	0 18 0
Over 20	33	..	13	2	10	4	1	2	10	2	5 10 1 2 0
Umbrella-making.											
15	1	..	0	5	0						
Watchmaking and Jewellery Manufacturing.											
14	3	..	0	5	8						
16	3	..	0	8	2						
17	1	..	*								
18	1	..	0	12	6						
20	1	..	0	15	0						
Over 20	9	..	2	10	0						
* Not stated.											
Wire-mattress Making.											
16	1	..	0	15	0						
Wool-dumping and Seed-cleaning.											
20	1	..	2	2	0						
Over 20	26	..	2	5	7						
And several casual hands.											

NEW PLYMOUTH.

Aerated-water and Cordial Manufacturing.											
Over 20	2	..	1	16	0						
Bacon-curing.											
Over 20	4	..	1	13	0						
Blacksmithing.											
16	2	..	0	8	0						
17	1	..	0	7	6						
19	1	..	0	10	0						
Over 20	8	..	1	8	0						
Boot Manufacturing.											
14	2	..	0	5	0						
15	2	..	1	0	6	3	0	5	0		
16	3	..	2	0	9	0	0	6	3		
17	2	..	1	0	11	0	0	7	6		
18	3	..	1	0	13	4	0	12	6		
19	2	..	0	10	0						
20	1	..	4	1	10	0	0	18	1		
Over 20	19	..	1	2	0	8	1	7	6	2	5 0
Bread-baking.											
17	2	..	0	9	0						
Over 20	4	..	2	2	0						
Brewing.											
16	1	..	0	10	0						
18	2	..	1	4	0						
Over 20	5	..	3	7	7						
Butter- and Cheese-making.											
Over 20	13	..	2	2	0						

Cabinetmaking and Upholstering.											
16	3	..	0	5	4						
17	5	..	0	7	8						
18	4	..	0	18	0						
19	2	..	0	16	0						
20	1	..	1	10	0						
Over 20	9	..	2	8	0						
Coachbuilding.											
16	4	..	0	5	6						
17	3	..	0	7	4						
18	1	..	0	10	0						
19	2	..	0	12	6						
Over 20	14	..	1	7	9						
Coopering.											
20	1	..	0	11	0						
Over 20	1	..	1	16	0						
Cycle Engineering.											
14	1	..	0	5	0						
Over 20	2	..	1	15	0						
Dentistry.											
16	1	..	0	2	6						
18	1	..	0	5	0						
Dressmaking.											
15	..	..	..	..	..						1
16	..	..	..	..	..						2
17	..	3	..	0	4	8					4
18	..	3	..	0	6	6					2
19	..	..	..	..	..						1
20	..	..	..	..	..						1
Over 20	..	8	..	0	17	2					1

Factories—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

NEW PLYMOUTH—continued.

Engineering.											
			£	s.	d.	£	s.	d.	£	s.	d.
18	1	..	0	10	0						
19	3	..	0	16	8						
20	1	..	1	0	0						
Over 20	4	..	1	19	6						
Fruit-preserving.											
16	1	..	0	6	0						
Over 20	1	..	*								
* Not stated.											
Flour-milling.											
Over 20	3	..	2	10	0						
Gas Manufacturing.											
Over 20	3	..	3	12	1						
Grain-crushing and Chaff-cutting.											
Over 20	6	..	1	16	9						
Joinery and Sash- and Door-making.											
16	3	..	0	6	8						
17	3	..	0	6	4						
18	2	..	1	2	6						
19	2	..	0	18	6						
20	2	..	1	12	6						
Over 20	21	..	2	5	7						
Plumbing and Tinsmithing.											
16	1	..	0	3	0						
17	2	..	0	7	3						
18	1	..	0	10	0						
19	1	..	0	12	6						
Over 20	16	..	1	15	0						

Photography.														
			£	s.	d.	£	s.	d.	£	s.	d.			
19	1	..	0	5	0									
Over 20	1	..	1	10	0									
Printing and Publishing.														
14	2	..	0	5	6									
15	3	..	0	5	4									
16	4	..	0	12	6									
17	1	..	0	12	6									
18	1	..	1	0	0									
19	1	..	1	5	0									
20	2	..	1	1	3									
Over 20	27	..	2	1	5									
Saddle- and Harness-making.														
17	1	..	0	10	0									
19	1	..	1	0	0									
20	1	..	0	10	0									
Over 20	8	..	1	9	0									
Tanning and Currying.														
20	1	..	1	5	0									
Over 20	1	..	*											
* Not stated.														
Tailoring.														
14	1	..	0	4	0									
15	1	..	1	0	8	0	0	2	6					
17	..	2	0	8	3									
18	1	..	1	0	7	6	0	12	0					
19	1	..	2	1	10	0	0	15	0					
20	..	1	0	15	0									
Over 20	6*	7	3	0	0	1	0	0	2	2	5	1	0	0
* Six others not stated.														

WANGANUI.

Aerated-water and Cordial Manufacturing.											
18	1	..	0	10	0						
Over 20	5	..	1	18	0						
Baking and Confectionery Manufacturing.											
14	1	..	1	0	0						
15	3	..	0	12	8						
16	1	..	0	7	0						
18	3	..	1	0	8						
19	3	..	1	5	0						
Over 20	27	..	1	18	3						
Blacksmithing and Coach-building.											
16	4	..	0	8	0						
17	3	..	0	12	4						
18	2	..	0	16	3						
20	1	..	0	5	0						
Over 20	17	..	2	4	3						
Boot Manufacturing.											
16	1	1	0	7	0	0	5	0			
17	1	..	0	10	0						
18	1	..	1	10	0						
Over 20	4	..	2	8	4	..	2	5	0		
Brewing and Bottling.											
18	1	..	1	5	0						
Over 20	7	..	2	9	7						
Brick-making.											
Over 20	2	..	1	15	0						
Brush Manufacturing.											
15	1	..	0	5	0						
17	..	2	0	2	6						
18	..	2	0	2	6						
Over 20	2	..	1	15	0						

Cabinetmaking and Upholstering.											
14	2	..	0	9	3						
15	1	..	0	8	0						
16	1	..	0	5	0						
17	3	..	0	9	10						
19	1	..	1	10	0						
20	1	..	1	10	0						
Over 20	15	1	2	7	4	1	0	0			
Chaff-cutting.											
Over 20	3	..	1	12	4						
Coopering.											
17	1	..	0	12	6						
18	1	..	0	16	0						
20	1	..	1	7	0						
Over 20	4	..	2	2	0						
Cycle Engineering.											
14	2	..	0	6	0						
15	3	..	0	6	4						
16	1	..	0	8	0						
17	1	..	0	10	6						
18	3	..	0	12	2						
19	1	..	1	5	0						
20	1	..	0	10	0						
Over 20	8	..	2	2	4						
Cheese and Butter Manufacturing.											
15	..	1	0	10	0						
19	1	..	0	10	0						
20	1	..	0	17	6						
Over 20	1	..	1	10	0						
Dentistry.											
20	2	..	0	6	6						

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

WANGANUI—continued.

Dressmaking.

		£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	
15	..	..	..	..	..	..	..	..	..	..	..	..	..	4
16	..	3	..	0	5	0	..	..	..	..	..	..	..	3
17	..	7	..	0	5	9	..	..	..	..	..	..	..	2
18	..	6	..	0	8	9	..	..	..	..	..	..	..	..
19	..	8	..	0	8	8	..	..	..	..	..	..	..	..
20	..	2	..	0	13	9	..	..	..	..	..	..	..	..
Over 20	..	19	..	1	0	0*	..	..	..	..	..	..	..	..

\* This includes head dressmakers.

Engineering.

15	1	..	0	5	0										
16	1	..	0	7	0										
17	1	..	0	15	0										
18	1	..	0	15	0										
19	3	..	1	0	0										
Over 20	13	..	2	4	0										

Fellmongering and Wool-scouring.

17	2	..	1	6	0										
18	1	..	0	17	0										
19	2	..	1	9	6										
20	3	..	2	0	0										
Over 20	20	..	1	13	6	..	3	10	0						

Flour-milling.

Over 20	1	..	2	0	0										
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Gas Manufacturing.

16	1	..	1	0	0										
19	1	..	1	10	0										
Over 20	9	..	2	15	5										

Joinery and Sash- and Door-making.

14	5	..	0	8	0										
15	3	..	0	8	0										
16	2	..	0	9	0										
17	1	..	0	12	6										
18	3	..	1	2	0										
20	7	..	1	7	0										
Over 20	49	..	2	3	8										

Laundry-work.

18	1	..	0	16	0										
Over 20	2	..	0	19	6										

Manure Manufacturing.

Over 20	5	..	2	3	2										
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Meat-freezing and Boiling-down.

14	3	..	0	12	0										
15	1	..	0	16	0										
16	2	..	1	4	0										
17	2	..	1	10	0										
19	1	..	1	16	0										
Over 20	43	..	2	3	8	..	3	17	0						

Photography.

17	..	2	..	0	7	6									
19	..	1	..	0	10	0									
Over 20	1	2	3	0	0	17	6								

Plumbing, Tinsmithing, and Gasfitting.

		£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	
15	1	..	0	7	0									
16	3	..	0	7	10									
17	1	..	0	8	0									
18	4	..	0	15	0									
20	1	..	1	10	0									
Over 20	19	..	2	4	8									

Printing and Bookbinding.

14	7	..	0	7	9										
15	4	..	0	9	3										
16	10	5	0	10	8	0	8	9							
17	4	1	0	13	5	0	8	0							
18	5	..	0	18	5										
19	3	1	1	3	2	0	14	0							
20	1	3	1	5	0	15	9	..	1	5	0				
Over 20	32	..	2	7	6										

Rope-making.

Over 20	1	..	2	8	0										
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Saddle- and Harness-making.

14	1	..	0	5	0										
17	2	..	0	13	9										
19	2	..	0	12	6										
Over 20	5	..	2	10	0										

Sail- and Tent-making.

20	2	2	1	19	0	0	12	6							
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Sausage-casing Preparing.

Over 20	5	1	10	0											
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Sawmilling.

18	2	..	0	17	6										
Over 20	7	..	2	4	9										

Soap-making.

15	1	..	0	10	0										
19	1	..	1	2	0										
Over 20	5	..	2	4	0										

Tailoring.

15	..	2	..	0	5	0	..	0	12	6					
16	1	1	0	5	0	..	..	0	16	6	..				1
17	2	1	0	9	6	..	..	0	8	0	..				2
18	2	4	1	6	3	1	10	0	..	0	16	8			
20	1	..	0	15	0										
Over 20	10	11	2	15	0	..	2	3	0	1	2	0			

Watch- and Jewellery-making.

19	2	..	1	4	0										
20	1	..	2	0	0										
Over 20	2	..	2	15	0										

Wood-turning.

15	1	..	0	5	0										
Over 20	1	..	2	0	0										

Wool dumping.

17	1	..	0	15	0										
Over 20	9*	..	2	4	0										

\* Casual hands.

PALMERSTON NORTH.

Aerated-water and Cordial Manufacturing.

16	2	..	0	8	9										
20	2	..	1	2	6										
Over 20	5	..	1	15	6										

Blacksmithing and Agricultural implement Manufacturing.

16	1	..	1	0	0										
18	3	..	0	12	4										
19	2	..	0	18	9										
Over 20	9	..	2	3	0										

Boot Manufacturing.

16	2	..	0	3	9										
19	..	1	..	0	10	6									
Over 20	11	1	2	3	2	1	7	6							

Bread-baking.

15	2	..	
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FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

BLLENHEIM—continued.

Engineering.									Printing and Publishing.										
		£	s.	d.			£	s.	d.			£	s.	d.			£	s.	d.
20	2	..	0	16	0				14	1	..	0	5	0					
Over 20	2	..	2	10	0				17	2	..	1	0	0					
Flax-milling.									Over 20	10	..	1	2	3	0	1	12	6	
15	4	..	0	12	4				Saddlery and Harness-making.										
16	1	..	0	17	6				18	1	..	2	10	0					
18	5	..	0	13	7				Over 20	1	..	2	10	0					
19	1	..	0	10	0				Sawmilling.										
20	3	..	0	18	4				18	2	..	1	0	0					
Over 20	18	..	0	19	2				Over 20	11	..	1	15	0					
Flour-milling.									Tailoring.										
Over 20	5	..	1	19	0				17	1	..	0	10	0					
Gas Manufacturing.									20	1	..	0	15	0					
Over 20	3	..	2	0	0				Over 20	4	..	2	0	0					
Joinery and Sash- and Door-making.									Wool-dumping.										
Over 20	6	..	2	6	0				Over 20	6	..	1	18	4					
Meat-freezing.									Wool-scouring and Fellmongering.										
Over 20	8	..	2	8	0	..	4	0	0	16	1	..	1	0	0				
Plumbing.									18	2	..	1	0	0					
19	1	..	0	15	0				19	1	..	1	0	0					
20	3	..	1	3	4				20	1	..	1	5	0					
Over 20	3	..	1	15	0				Over 20	9	..	1	15	0					

NELSON (CITY).

Aerated-water and Cordial Manufacturing.									Brick-making.										
		£	s.	d.			£	s.	d.			£	s.	d.			£	s.	d.
18	1	..	0	12	6				16	1	..	0	12	0					
Over 20	5	..	1	11	0				17	1	..	0	15	0					
Bacon-curing.									Over 20	2	..	2	7	0					
Over 20	1	..	2	10	0				Butter- and Cheese-making.										
Biscuit and Confectionery Manufacturing.									Over 20	1	..	2	10	0					
14	2	..	0	5	6				Cabinetmaking and Upholstering.										
15	3	..	0	6	0				15	1	..	0	6	0					
16	6	..	1	0	7	8	0	7	0	16	2	..	0	8	0				
17	3	..	0	8	8	0	6	8	17	3	..	0	9	2					
18	2	..	0	13	9	0	7	0	18	2	..	0	15	0					
19	2	..	1	1	3				19	2	..	0	18	9					
Over 20	12	..	1	11	10	0	9	4	20	1	..	1	0	0					
Blacksmithing.									Over 20	12	..	2	7	1					
16	2	..	0	14	6				Coachbuilding.										
17	3	..	0	5	10				14	2	..	0	6	3					
18	1	..	0	15	0				17	2	..	0	10	0					
19	3	..	0	15	0				18	1	..	0	18	0					
Over 20	18	..	1	14	0				19	4	..	0	15	8					
Bone-crushing and Chaff-cutting.									Over 20	13	..	2	8	0					
15	1	..	0	5	0				Cycle Engineering.										
Over 20	8	..	2	16	0				15	1	..	0	6	0					
Boot Manufacturing.									16	1	..	0	6	0					
Over 20	3	..	1	13	4				17	1	..	0	7	6					
Bread-baking.									Over 20	5	..	2	14	0					
14	1	..	0	5	0				Dentistry.										
15	1	..	0	7	0				18	1	..	0	10	0					
16	1	..	0	13	6*				19	1	..	0	5	0					
17	2	..	0	12	6				Over 20	3	..	2	3	4					
18	1	..	0	10	0				Dressmaking.										
19	..	1	..	..	0	9	0	15	..	1	..	0	5	0	..	..	..		
20	4	..	0	15	0				16	..	3	..	0	5	6	..	..	..	
Over 20	17	3	1	18	11	0	10	0	17	..	7	..	0	7	7	..	..	..	
* And board.									18	..	11	..	0	9	3	..	..	..	
Brewing.									19	..	3	..	0	7	3	..	..	..	
17	1	..	*						20	..	4	..	0	9	1	..	..	..	
20	1	..	1	0	0				Over 20	..	27	..	0	16	9			1	
Over 20	15	..	2	12	5				* Not stated.										

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

NELSON (CITY)—continued.

Engineering.											
			£	s.	d.	£	s.	d.	£	s.	d.
17	2	..	0	9	0						
18	1	..	1	1	0						
19	2	..	0	12	0						
20	3	..	0	17	0						
Over 20	18	..	2	8	0						
Fellmongering, Tanning, and Currying.											
18	1	..	0	10	0						
19	2	..	1	0	0						
Over 20	8	..	1	18	4						
Flax-milling.											
16	1	..	0	12	0						
17	1	..	1	1	0						
19	1	..	1	4	0						
20	1	..	1	4	0						
Over 20	4	..	1	8	6						
Flour-milling.											
Over 20	7	..	1	10	4						
Gas Manufacturing.											
Over 20	7	..	2	16	9						
Jam and Sauce Manufacturing.											
15	..	1	..	0	6	0					
16	3	4	0	10	8	0	6	3			
17	4	2	0	8	3	0	8	0			
18	6	1	0	13	2	0	13	0			
Over 20	11	4	2	0	11	0	13	0			
Joinery and Sash- and Door-making.											
16	2	..	0	8	6						
18	1	..	1	0	0						
19	3	..	0	15	0						
20	2	..	1	15	0						
Over 20	32	..	2	6	6						
Lime-burning.											
19	1	..	1	0	0						
Monumental Masonry.											
Over 20	1	..	1	7	6						
Photography.											
17	1	..	0	10	0						
19	..	1	..	0	7	0					
Over 20	6	5	2	14	0	0	14	6			
Plumbing and Tinsmithing.											
15	1	..	0	5	0						
16	1	..	0	5	0						
17	1	..	0	7	6						
18	2	..	0	13	9						
19	1	..	0	5	0						
20	1	..	1	15	0						
Over 20	4	..	2	4	6						

Printing and Publishing.											
			£	s.	d.	£	s.	d.	£	s.	d.
15	2	1	0	5	6	0	8	0			
17	4	2	0	12	6	0	7	6			
19	2	..	0	12	6	..	..	..			
20	2	..	1	5	0	..	..	..			
Over 20	20	1	2	9	10	0	12	6			
Saddle- and Harness-making.											
15	1	..	0	6	0						
16	2	..	0	10	0						
18	2	..	0	11	6						
19	1	..	0	17	0						
Over 20	6	..	2	0	5						
Sawmilling.											
17	1	..	1	0	0						
18	2	..	0	19	0						
19	3	..	0	18	0						
20	1	..	1	16	0						
Over 20	60	..	1	18	5						
Soap Manufacturing.											
17	2	..	0	12	6						
Over 20	1	..	4	10	0						
Starch Manufacturing.											
16	1	..	0	10	0						
19	1	..	1	10	0						
Over 20	1	..	3	0	0						
Tailoring.											
16	2	..	0	3	9						
17	5	5	0	7	2	0	7	6			
18	2	1	0	13	9	0	7	6			
19	4	1	0	16	3	0	10	0			
20	..	4	..	0	11	10					
Over 20	9	5	1	19	4	0	15	10			
Underclothing Manufacturing.											
16	..	..	..	..	..	..	..	..	..	..	2
17	..	..	..	..	..	..	..	..	..	..	1
18	..	..	..	..	..	..	..	..	..	..	1
Over 20	..	1	..	0	11	0	..	..	..	..	1
Vinegar Manufacturing.											
19	1	..	0	15	0						
Over 20	3	..	1	19	0						
Watchmaking and Jewelling.											
19	1	..	0	7	6						
Over 20	6	..	2	8	9	..	..	..	..	..	1

HOKITIKA.

Bread-baking.											
			£	s.	d.	£	s.	d.	£	s.	d.
16	2	..	0	6	3						
17	1	..	0	10	0						
19	1	..	0	10	0						
Over 20	6	..	1	15	0						
Blacksmithing.											
20	1	..	0	15	0						
Over 20	7	..	2	1	0						
Brewing.											
Over 20	7	..	2	14	4						
Boot Manufacturing.											
18	2	..	0	15	3						
19	1	..	0	15	0						
Over 20	5	..	2	3	9						

Coffee and Spice Manufacturing.											
			£	s.	d.	£	s.	d.	£	s.	d.
Over 20	2	..	2	7	6						
Dressmaking.											
18	..	1	..	0	10	0					
Over 20	..	3	..	0	17	4					
Engineering.											
Over 20	3	..	3	0	0						
Gas Manufacturing.											
Over 20	3	..	2	10	0						
Joinery and Sash- and Door-making.											
14	1	..	0	7	6						
19	1	..	1	5	0						
Over 20	5	..	2	0	0						

### Factories—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

#### HOKITIKA—continued.

Plumbing and Tinsmithing.										
		£	s.	d.	£	s.	d.	£	s.	d.
17	1	..	0	10	0					
19	1	..	1	0	0					
Over20	6	..	1	15	0					

  

Printing and Publishing.										
		£	s.	d.	£	s.	d.	£	s.	d.
16	1	..	0	7	6					
17	4	..	0	12	6					
18	1	..	0	10	0					
19	4	..	1	5	8					
20	..	3	..	0	15	10				
Over20	6	..	2	9	2					

Saddle- and Harness-making.										
		£	s.	d.	£	s.	d.	£	s.	d.
Over20	2	..	2	0	0					

  

Sawmilling.										
		£	s.	d.	£	s.	d.	£	s.	d.
17	1	..	0	18	0					
19	2	..	1	10	0					
20	2	..	1	15	0					
Over20	10	..	2	6	0					

  

Tailoring.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	7	6					
17	1	..	0	18	0					
18	1	..	0	7	6					
Over20	8	3	1	11	3	1	1	4		

#### TIMARU.

Aerated-water and Cordial Manufacturing.										
		£	s.	d.	£	s.	d.	£	s.	d.
16	1	..	0	6	0					
17	1	..	0	6	0					
Over20	2	..	1	0	0					

  

Agricultural-implement Manufacturing.										
		£	s.	d.	£	s.	d.	£	s.	d.
Over20	7	..	2	15	10					

  

Blacksmithing.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	7	6					
16	1	..	0	5	0					
17	2	..	0	7	6					
19	1	..	1	0	0					
Over20	16	..	1	18	2					

Boot Manufacturing.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	1	3	0	7	6	0	10	0		
16	1	..	0	12	6					
17	4	..	0	11	3					
18	..	1	..	0	12	6				
19	5	..	0	17	7					
Over20	17	4	1	18	6	1	1	3	1	2

Bread- and Confectionery-baking.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	3	..	0	4	4					
16	1	..	0	6	0					
17	2	..	0	12	6					
19	2	..	0	15	0					
20	3	..	1	6	8					
Over20	16	..	1	9	4					

Brick- and Pottery-making.										
		£	s.	d.	£	s.	d.	£	s.	d.
14	1	..	0	9	0					
19	1	..	1	10	0					
Over20	3	..	1	19	0					

Brewing.										
		£	s.	d.	£	s.	d.	£	s.	d.
19	1	..	1	0	0					
Over20	5	..	2	2	0					

Cabinetmaking and Upholstering.										
		£	s.	d.	£	s.	d.	£	s.	d.
14	2	..	0	5	6					
15	3	..	0	6	8					
16	1	..	0	7	6					
17	2	..	0	13	6					
18	1	..	0	6	0					
19	1	..	1	0	0					
20	1	..	1	0	0					
Over20	12	..	2	0	8					

Coachbuilding.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	5	0					
17	1	..	0	10	0					
19	1	..	1	12	0					
Over20	11	..	2	3	8					

Cycle Engineering.										
		£	s.	d.	£	s.	d.	£	s.	d.
14	1	..	0	5	0					
15	1	..	0	5	0					
17	3	..	0	9	2					
18	1	..	0	8	6					
19	2	..	0	12	6					
20	1	..	0	7	6					
Over20	2	..	1	2	6					

Dentistry.										
		£	s.	d.	£	s.	d.	£	s.	d.
19	1	..	0	6	0	..				
Over20	1	..	1	0	10	0	1	0	0	

  

Dressmaking.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	..	1	..	0	5	0				8
16	..	9	..	0	5	8				2
17	..	15	..	0	7	4				2
18	..	13	..	0	8	5				1
19	..	7	..	0	7	10				
20	..	5	..	0	8	11				
Over20	..	26	..	1	0	3	..	3	10	0

Engineering.										
		£	s.	d.	£	s.	d.	£	s.	d.
14	1	..	0	5	0					
15	3	..	0	5	4					
16	1	..	0	5	0					
17	2	..	0	9	9					
18	2	..	0	16	3					
19	4	..	0	16	3					
20	1	..	1	5	0					
Over20	8	..	2	9	6					

Flour-milling.										
		£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	10	0					
16	3	..	0	10	0					
17	3	..	0	14	2					
18	2	..	1	0	0					
19	2	..								

FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

TIMARU—*continued.*

Printing and Publishing.							
				£ s. d.			
16	2	..	0	10	0		
17	3	..	0	13	0		
18	5	..	0	17	0		
19	4	..	0	19	6		
20	2	..	1	2	6		
Over20	17	..	3	2	10		

Saddle- and Harness-making.							
				£ s. d.			
17	1	..	1	0	0		
19	1	..	0	5	0		
20	1	..	0	15	0		
Over20	4	..	1	15	0		

Sail- and Tent-making.								
				£ s. d.				
17	1	1	0	13	0	0	10	0
Over20	5	2	1	16	5	0	15	0

Tailoring.									
				£ s. d.					
14	1	..	0	5	0				
15	1	..	0	5	0				
16	2	4	0	7	6	0	6	0	
17	2	..	5	0	7	6	0	9	2
18	2	11	0	15	0	0	9	6	
19	5	4	0	16	0	0	14	9	
20	3	6	1	0	0	0	17	2	
Over20	14	12	2	3	9	1	5	3	

Woollen-milling.											
				£ s. d.							
14	2	3	0	7	0	0	7	0			
15	4	2	0	8	0	0	8	0			
16	13	2	0	10	0	0	9	0			
17	6	2	0	12	0	0	9	0			
18	10	..	0	18	0						
19	..	7	..	..	0	14	0				
20	10	..	1	4	6						
Over20	15	22	2	11	0	1	3	..	1	9	0

Watch- and Jewellery-making.							
				£ s. d.			
14	1	..	0	7	6		
15	..	..	..	..	..	..	..
16	1	..	0	5	0		
18	1	..	0	10	0		
20	1	..	1	5	0		
Over20	5	..	1	17	0		

Wool-dumping.							
				£ s. d.			
Over20	6	..	2	8	0		

Wool-scouring and Fellmongering.							
				£ s. d.			
17	1	..	0	15	0		
19	2	..	1	4	0		
20	1	..	1	5	0		
Over20	10	..	1	16	0		

OAMARU.

Aerated-water and Cordial Manufacturing.							
				£ s. d.			
20	1	..	1	0	0		
Over20	3	..	2	13	4		

Agricultural-implement Manufacturing.							
				£ s. d.			
18	1	..	0	10	0		
Over20	7	..	2	14	7		

Bacon-curing.							
				£ s. d.			
19	1	..	1	10	0		
Over20	1	..	3	0	0		

Boot Manufacturing.											
				£ s. d.							
16	1	1	0	6	0	0	10	0			
17	2	..	0	7	6						
18	5	2	1	0	0	0	7	6			
19	2	..	1	5	0						
Over20	13	3	2	10	0	1	0	0	2	0	0

Bread-baking.							
				£ s. d.			
14	..	..	..	..	..	..	..
16	2	..	0	11	3		
17	1	..	0	10	0		
18	2	..	1	0	0		
20	1	..	1	10	0		
Over20	10	..	2	8	0		

Brewing.							
				£ s. d.			
19	1	..	0	15	0		
20	1	..	1	0	0		
Over20	1	..	3	0	0		

Blacksmithing.							
				£ s. d.			
18	1	..	0	15	0		
Over20	8	..	2	4	0		

Coachbuilding.							
				£ s. d.			
15	1	..	0	3	6		
16	1	..	0	5	0		
18	4	..	0	8	2		
Over20	5	..	2	3	3		

Confectionery Manufacturing.							
				£ s. d.			
15	2	..	0	4	6		
17	1	..	0	10	0		
Over20	2	..	1	12	6		

Cycle Engineering.							
				£ s. d.			
14	1	..	0	5	0		
18	2	..	0	16	3		
19	1	..	1	15	0		

Cabinetmaking.							
				£ s. d.			
14	1	..	0	5	0		
Over20	3	..	2	5	0		

Dressmaking.								
				£ s. d.				
14	..	..	..	..	..	..	..	
15	..	..	..	..	..	..	..	
16	..	2	..	0	3	3	..	..
17	..	6	..	0	5	6	..	..
18	..	4	..	0	6	1	..	..
19	..	5	..	0	7	11	..	..
20	..	1	..	0	10	0	..	..
Over20	..	20	..	1	9	1	..	..

Fellmongering.							
				£ s. d.			
16	1	..	0	11	0		
18	2	..	0	16	6		
Over20	4	..	1	16	0		

Flour-milling.										
				£ s. d.						
18	1	..	0	10	0					
19	1	1	0	15	0	..	..	0	10	0
Over20	16	1	2	7	7	..	..	1	5	0

Gas Manufacturing.							
				£ s. d.			
17	1	..	0	15	0		
Over20	2	..	2	9	0		

Grass-seed Cleaning.							
				£ s. d.			
Over20	2	..	2	10	0		

Meat-freezing and Manure Manufacturing.							
				£ s. d.			
19	1	..	0	15	0		
Over20	19	..	2	5	10		

Printing and Publishing.									
				£ s. d.					
14	6	..	0	8	9				
15	1	..	0	10	0				
16	1	..	0	15	0				
18	1	..	0	15	0				
19	2	..	0	18	9				
20	3	..	1	7	6				
Over20	21	..	3	12	9	..	3	7	6



FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

OAMARU—continued.

Photography.										Tailoring.															
£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.					
Over 20	1	1	3	0	0	0	10	0												1					
Plumbing and Tinsmithing.										Varnish Manufacturing.															
17	1	..	0	7	6							20	1	..	0	10	0								
18	1	..	0	15	0							Over 20	2	..	2	10	0								
Over 20	3	..	1	6	8																				
Saddle- and Harness-making.										Watchmaking.															
15	1	..	0	10	6							16	1	..	0	5	0								
18	1	..	1	2	6							Over 20	3	..	2	15	0								
19	1	..	1	10	0																				
Over 20	1	..	2	10	0																				
Sail- and Tent-making.										Woollen-milling.															
14	1	..	0	2	6							15	2	..	0	8	0								
Over 20	6	1	2	2	6	1	0	0				16	2	..	0	12	0								
Sawmilling and Joinery.										Over 20															
17	2	..	0	7	9							17	4	..	3	0	11	0	0	11	0	..	1	5	0
18	3	..	0	14	0							18	2	..	4	0	10	0	0	12	4	..	1	5	0
19	3	..	0	12	4							19	3	..	2	0	15	4	0	12	0	..	..	..	..
20	2	..	0	17	6							20	1	..	4	1	0	0				..	1	5	0
Over 20	16	..	2	10	3							Over 20	46	..	29	2	3	5	0	18	6	..	1	4	0

INVERCARGILL.

Aerated-water and Cordial Manufacturing.										Brewing and Malting.												
Over 20	6	..	1	15	4							18	1	..	0	12	6					
Agricultural-Implement Manufacturing.										Brick- and Pottery-making.												
14	2	..	0	7	6							16	1	..	0	15	0					
16	4	..	0	8	9							Over 20	22	..	1	9	10	..	1	10	0	
17	4	..	0	9	9																	
18	7	..	0	13	3																	
19	4	..	0	17	7																	
20	2	..	1	2	6																	
Over 20	24	..	2	2	5																	
Bacon-curing.										Butter- and Cheese-making.												
16	1	..	0	15	0							16	1	..	1	0	0					
17	1	..	0	8	0							18	..	1	..	0	12	0				
Over 20	5	..	1	15	0							20	2	..	1	2	6					
Bread-baking.										Cabinetmaking and Upholstering.												
16	1	..	0	17	6							14	1	..	0	7	6					
17	4	..	0	17	3							15	2	..	0	6	3					
18	1	..	1	0	0							16	4	..	0	9	5					
19	2	..	0	18	6							17	3	..	0	13	4					
20	5	1	1	4	0	0	10	0				18	3	..	0	16	8					
Over 20	17	..	1	16	10							19	3	..	1	2	10					
Biscuit and Confectionery Manufacturing.										Coffee and Spice Milling.												
16	1	2	0	7	0	0	7	0				18	1	..	0	10	0					
17	..	1	..	0	8	0						Over 20	2	..	2	14	0					
18	1	..	0	15	0	..																
19	1	1	1	0	0	0	10	0														
Over 20	7	..	1	14	8	..																
Blacksmithing.										Cycle Engineering.												
16	1	..	0	10	0							16	1	..	0	7	6					
17	1	..	0	12	0							17	1	..	0	10	0					
18	1	..	0	10	0							18	3	..	0	18	4					
20	2	..	1	6	6							19	1	..	1	0	0					
Over 20	8	..	2	6	9							Over 20	9	..	2	0	6					
Bookbinding and Paper-ruling.										Dentistry.												
15	..	1	..	0	5	0						17	..	1	..	0	18	0	..	..	1	
18	1	1	0	15	0	0	10	0				19	..	..	..	..	..	..	..	..	1	
Over 20	4	..	1	18	9							20	..	1	..	0	12	6	..	..	1	
Boot Manufacturing.										Dressmaking.												
15	1	..	0	5	0							14	..	..	..	..	..	..	..	..	..	1
16	2	..	0	6	3							15	..	..	..	..	..	..	..	..	..	2
17	2	..	0	10	0							16	..	5	..	0	4	8	..	..	..	8
18	3	4	0	11	8	0	10	0				17	..	2	..	0	6	3			..	1
19	3	3	0	19	2	0	13	4				18	..	11	..	0	6	5			..	1
20	1	..	1	10	0	..						19	..	13	..	0	7	9			..	1
Over 20	35	6	1	19	9	0	18	9	2	5	2	20	..	2	..	0	7	6			..	1

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

INVERCARGILL—continued.

**Engineering.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	6	0						
16	2	..	0	6	3						
17	3	..	0	9	6						
18	3	..	0	12	6						
19	6	..	0	13	3						
20	1	..	0	15	0						
Over 20	28	..	2	0	2						

**Fellmongering, Wool-scouring, and Tanning.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	3	..	0	13	4						
16	2	..	0	12	6						
17	2	..	0	13	9						
18	2	..	0	16	3						
19	3	..	1	8	0						
20	3	..	1	4	8						
Over 20	36	..	1	17	10		2	11	0		

**Flax-milling.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	3	..	0	11	8						
16	2	..	0	13	0						
17	2	..	0	15	6						
18	1	..	0	18	0						
20	3	..	1	0	0		1	5	0		
Over 20	11	..	1	5	5		2	7	6		

**Flour-milling.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
14	1	..	0	7	6						
Over 20	10	..	2	8	5						

**Hosiery-knitting.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.					
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.	
14	..	1	..	0	5	0						
15	..	2	..	0	6	0						
16	..	2	..	..	..	0	6	0				
17	..	3	..	..	..	0	10	0				
18	..	3	..	..	..	0	15	0				
19	..	1	..	0	8	0						
Over 20	1	3	2	0	0	0	8	0	..	0	15	0

**Joinery and Sash- and Door-making.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	7	0						
16	5	..	0	13	2						
17	6	..	0	10	0						
18	5	..	0	13	7						
19	1	..	0	16	0						
20	3	..	1	10	0						
Over 20	25	..	2	5	7						

**Meat-preserving.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
Over 20	44	..	1	10	0		2	3	6		

**Monumental Masonry.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
17	1	..	0	10	0						
19	1	..	1	10	0						
Over 20	2	..	2	11	0						

**Plumbing and Tinsmithing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	3	..	0	5	10						
16	2	..	0	6	6						
17	3	..	0	13	0						
18	1	..	0	12	6						
Over 20	16	..	2	3	2						

**Photography.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
Over 20	5	2	1	3	4	0	15	0			

**Printing and Publishing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.						
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.		
14	2	..	0	5	0								
15	3	..	0	7	8								
16	2	..	0	8	9								
17	2	..	0	8	9								
18	3	..	0	14	0								
19	5	..	0	19	0								
20	5	..	1	3	0		1	9	6				
Over 20	29	3	2	19	10	12	0	2	17	5	1	12	6

**Rope and Twine Manufacturing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
16	2	..	0	9	3						
17	2	..	0	11	6						
Over 20	7	..	1	6	7						

**Saddle- and Harness-making.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
Over 20	7	..	1	18	0						

**Sail- and Tent-making.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
17	2	..	1	2	6		..				
18	..	1	..	..	0	7	6				
20	2	..	0	18	0		..				
Over 20	2	1	2	2	6	0	18	0			

**Shirt-making.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	..	1	..	0	5	0					
18	..	1	..	0	8	0					
Over 20	1	..	2	0	0						

**Sawmilling.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
14	1	..	0	15	0						
15	1	..	1	0	0						
16	2	..	1	3	6						
17	5	..	1	4	0						
18	12	..	1	9	3						
19	2	..	1	16	0						
20	2	..	1	3	6						
Over 20	119	..	2	5	5		3	5	0		

**Tailoring.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.							
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.			
15	..	4	6	0	5	8	0	4	7	..	..	..	2	
16	..	5	3	0	9	0	0	5	10	..	..	..	5	
17	..	4	10	0	16	10	0	8	1	..	..	..	1	
18	..	4	6	0	14	30	6	10						
19	..	4	7	..	..	0	11	6						
20	..	7	..	..	0	11	6							
Over 20	32	62	2	6	6	1	0	0	2	2	1	0	17	4

**Venetian-blind Making.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
16	1	..	0	6	0						
Over 20	1	..	2	0	0						

**Watchmaking.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	1	..	0	5	0						
16	2	..	0	5	0						
20	1	..	0	15	0						
Over 20	5	..	2	7	0						

AUCKLAND DISTRICT (excluding Auckland City).

**Acid Manufacturing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
15	2	..	0	10	6						
18	1	..	0	15	0						
20	2	..	1	4	0						
Over 20	24	..	1	19	7						

**Agricultural-implement Manufacturing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
16	2	..	0	8	0						
18	2	..	0	7	9						
19	2	..	1	0	0						
20	2	..	0	19	0						
Over 20	3	..	2	14	8						

**Aerated-water and Cordial Manufacturing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.				
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.
16	6	..	0	11	8						
18	2	..	0	17	6						
19	1	..	1	10	0						
20	4	..	1	11	3						
Over 20	14	..	2	9	1						

**Blacksmithing.**

Ages.	Number employed.		Average Wages per Week: Timework.				Average Wages per Week: Piecework.					
	Male.	Female.	£	s.	d.	£	s.	d.	£	s.	d.	
14	3	..	0	5	0							
15	2	..	0	6	6							
16	7	..	0	10	0		..	..	..	..	..	1
17	9	..	0	10								

FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

AUCKLAND DISTRICT (excluding Auckland City)—*continued.*

Bread- and Confectionery-baking.									Engineering.																
Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.									
Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.								
14	2	..	0	12	0	..	..	..	15	2	..	0	5	0	..	..	..								
15	4	..	0	11	5	..	..	..	16	19	..	0	8	9	..	..	..								
16	8	..	0	11	10	..	..	..	17	17	..	0	9	9	..	..	..								
17	4	1	0	10	20	10	0	..	18	7	..	0	16	10	..	..	..								
18	13	1	0	15	70	12	0	..	19	5	..	0	18	0	..	..	..								
18	5	..	1	4	6	..	..	..	20	6	..	1	0	8	..	..	..								
20	6	..	1	15	0	..	..	..	Over 20	149	..	2	7	0	..	..	..								
Over 20	85	..	2	0	2	..	1	0	0																
Boot Manufacturing.									Fish- and Fruit-preserving.																
14	3	1	0	7	00	7	6	..	14	2	..	0	13	0	..	..	..								
15	2	1	0	8	30	10	0	..	16	6	..	0	15	0	..	..	..								
16	5	1	0	9	70	10	0	..	17	2	..	0	18	6	..	..	..								
17	3	1	0	12	60	12	6	..	18	2	..	1	5	0	..	..	..								
18	5	2	0	16	90	11	3	..	19	2	..	0	18	0	..	..	..								
19	2	1	1	0	00	14	6	..	20	2	..	0	13	0*	..	..	..								
20	1	..	1	5	0	..	..	..	Over 20	13	..	1	3	7	..	..	..								
Over 20	27	3	1	15	71	0	0	..	* And board.																
Brewing.									Flour-milling.																
Over 20	1	..	1	0	0	..	..	..	17	1	..	1	5	0	..	..	..								
Brick- and Pottery-making.									Fruit-evaporating.																
15	1	..	0	15	0	..	..	..	15	3	..	0	6	0	..	..	..								
16	1	..	0	15	0	..	..	..	16	5	2	0	7	60	8	0	..								
17	1	..	0	10	0	..	..	..	17	..	1	..	0	8	6	..	..								
19	3	..	1	1	4	..	..	..	18	..	1	..	0	10	0	..	..								
Over 20	2	..	1	11	6	..	..	..	Over 20	2	..	2	0	0	..	..	..								
Butter- and Cheese-making.									Flax-dressing.																
16	2	..	0	10	0	..	..	..	15	4	..	0	12	9	..	..	..								
17	2	..	1	5	0	..	..	..	16	1	..	0	17	0	..	..	..								
19	2	..	1	5	0	..	..	..	17	4	..	0	16	9	..	..	..								
20	3	..	1	3	4	..	..	..	18	4	..	0	17	6	..	..	..								
Over 20	26	1	2	5	21	5	0	..	19	1	..	1	0	0	..	..	..								
Cabinetmaking and Upholstering.									Over 20									16	..	1	9	1	..	..	..
15	1	..	0	8	0	..	..	..	15	4	..	0	12	9	..	..	..								
16	3	1	0	6	00	10	0	..	16	1	..	0	6	0	..	..	..								
17	2	..	0	15	6	..	..	..	Over 20	1	..	2	8	0	..	..	..								
18	4	..	0	12	0	..	..	..	17	1	..	0	15	0	..	..	..								
19	3	3	0	16	00	17	0	..	Over 20	8	..	2	11	9	..	..	..								
Over 20	25	1	2	9	01	5	0	..																	
Coachbuilding.									Galvanised-iron Working.																
14	4	..	0	5	0	..	..	..	16	1	..	0	6	0	..	..	..								
15	7	..	0	6	7	..	..	..	Over 20	1	..	2	8	0	..	..	..								
16	13	..	0	7	0	..	..	..	17	1	..	0	15	0	..	..	..								
17	8	..	0	11	0	..	..	..	18	2	..	0	17	6	..	..	..								
18	7	..	0	12	4	..	..	..	19	1	..	2	0	0	..	..	..								
19	3	..	1	0	2	..	..	..	Over 20	13	..	2	3	3	..	..	..								
20	4	..	0	18	9	..	..	..																	
Over 20	43	..	2	5	10	..	..	..																	
Chaff-cutting and Corn-crushing.									Joinery and Sash- and Door-making.																
20	3	..	1	10	0	..	..	..	16	2	..	0	10	0	..	..	..								
Over 20	5	..	1	10	0	..	..	..	18	1	..	0	15	0	..	..	..								
Candle and Soap Manufacturing.									Manure Manufacturing.																
14	3	..	0	9	0	..	0	10	5	17	1	..	0	18	0	..	..								
15	3	..	0	10	0	..	0	12	4	20	2	..	1	0	0	..	..								
16	..	2	..	..	0	7	0	..	0	14	2	..	1	10	0	..	..								
17	2	..	0	14	0	..	..	..	Over 20	5	..	1	10	0	..	..	..								
18	2	..	1	2	0	..	..	..																	
20	1	1	1	2	0	..	..	0	14	2															
Over 20	29	..	1	19	0	..	..	..																	
Dressmaking.									Milk-condensing.																
14	..	2	..	0	5	0	..	..	16	1	1	0	15	00	10	0	..								
15	..	4	..	0	3	0	..	..	17	..	1	..	0	10	0	..	..								
16	..	13	..	0	5	7	..	..	18	..	1	..	0	12	0	..	..								
17	..	20	..	0	4	1	..	..	19	..	1	..	0	12	0	..	..								
18	..	16	..	0	5	3	..	..	20	1	2	1	0	00	15	0	..								
19	..	18	..	0	9	0	..	..	Over 20	4	3	1	15	00	15	0	..								
20	..	9	..	0	7	9	..	..																	
Over 20	..	48	..	1	0	10	..	..																	
									Meat-preserving and Fellmongering.																
									15	1	..	0	10	0	..	..	..								
									19	5	..	1	2	0	..	..	..								
									20	5	..	1	9	0	..	..	..								
									Over 20	109	..	2	7	0	..	3	0	0							

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

AUCKLAND DISTRICT (excluding Auckland City)—continued.

Paint and Varnish Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
17	2	..	0 10 0					
18	1	..	1 0 0					
Over 20	2	..	2 8 0					

Sausage-casing Preparing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
18	1	..	1 5 0					
Over 20	5	..	2 3 0					

Photography.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
15	..	1	..	0 5 0				
17	..	1	..	0 2 6				
18	..	1	..	0 7 6	..	..	..	1
19	..	1	..	0 15 0				
Over 20	1	..	1 15 0					

Sawmilling.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
15	4	..	0 13 3					
16	16	..	0 19 6					
17	18	..	1 4 0					
18	25	..	1 8 5					
19	27	..	1 11 1					
20	9	..	1 12 8					
Over 20	522	..	2 1 7					

Plumbing, Tinsmithing, and Gasfitting.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
15	3	..	0 9 0					
16	5	..	0 9 4					
17	5	..	0 9 1					
18	11	..	0 11 6					
19	5	..	1 2 5					
20	4	..	1 9 3					
Over 20	18	..	2 7 9					

Tailoring.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	1	..	0 2 6					
15	4	..	4 0 6	1 0 5 5	..	..	..	1
16	7	..	5 0 7	1 0 4 7	..	..	..	1
17	4	..	11 0 11	0 0 9 6	..	..	..	1
18	5	..	13 0 14	9 0 12 3				
19	1	..	4 1 0	0 0 12 6	..	..	..	1
20	2	..	1 0 18	6 0 15 0				
Over 20	49	..	4 0 2 10 10	1 0 8 2 14 0	..	..	..	

Printing and Publishing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	5	..	0 6 5					
15	9	..	0 9 3					
16	8	2	0 9 7	0 5 0				
17	10	1	0 12 3	0 7 6				
18	6	..	0 19 0					
19	3	2	1 8 4	0 16 0				
20	1	..	1 16 0					
Over 20	71	4	2 2 10	0 16 10				

Tanning, Fellmongering, and Wool-scouring.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	2	..	0 9 0					
16	1	..	0 14 0					
17	4	..	0 14 0					
18	22	..	0 15 11					
19	6	..	0 17 2					
20	2	..	1 8 0					
Over 20	64	..	1 18 1					

Pumice Insulating.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
16	1	..	0 14 0					
19	1	..	1 10 0					
Over 20	16	..	2 0 6					

Tent and Oilskin Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
20	..	2	..	0 0				
Over 20	2	..	1 15 0					

Saddle and Harness-making.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	2	..	0 5 0					
15	5	..	0 5 6					
16	3	..	0 8 4			..	..	1
17	4	..	0 7 1	..	..	..	..	1
18	6	..	0 11 0					
19	3	..	0 10 0					
20	2	..	0 15 0					
Over 20	31	..	1 18 5					

Woolen-milling.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	3	..	0 11 0					
15	3	1	0 11 0	..	..	0 12 0		
16	3	1	0 11 0	..	..	0 15 0		
17	1	2	0 11 0	..	..	0 18 0		
18	4	1	0 14 0	..	0 12 0	0 1 0 0		
19	..	1	..	..	..	1 0 0		
Over 20	32	32	2 10 0	..	..	1 3 0		

Sauce Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
18	1	..	0 18 0					
20	..	2	..	0 10* 0				

Watchmaking and Jewellery Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
18	2	..	0 12 0					

\* And found.

HAWKE'S BAY DISTRICT (excluding Napier).

Agricultural-implement Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
15	1	..	0 7 0					
16	1	..	0 10 0					
18	2	..	0 10 0					
19	2	..	0 17 0					
20	1	..	1 10 0					
Over 20	8	..	2 15 3					

Boot Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
17	..	..	..	..	..	..	..	1
19	1	..	0 8 0					
Over 20	6	..	2 5 5					

Brewing and Aerated-water Manufacturing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
Over 20	11	1	2 4 5	*				

\* Not stated.

Baking.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
15	2	..	0 11 0					
16	2	..	0 6 0					
17	4	..	0 8 3					
18	2	..	0 9 6					
19	1	..	1 0 0					
20	1	1	1 0 0	0 9 0				
Over 20	18	..	2 5 0					

Brick-making.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
Over 20	4	..	1 15 6					

Butter- and Cheese-making.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
18	2	..	1 2 6					
20	1	..	1 0 0					
Over 20	7	1	1 18 1	*				

\* Not stated.

Blacksmithing.

	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
14	..	..	..	..	..	..	..	1
15	2	..	0 6 6					
16	1	..	0 12 6					
18	4	..	0 8 2					
19	1	..	0 7 6					
20	3	..	1 1 6					
Over 20	28	..	2 8 5					

Cabinetmaking and Upholstering.

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

HAWKE'S BAY DISTRICT (excluding Napier)—continued.

Coachbuilding.									
			£	s.	d.	£	s.	d.	
15	3	..	0	6	8				
17	5	..	0	7	0				
18	4	..	0	10	7				
20	4	..	0	18	2				
Over 20	32	..	2	6	2				
Coopering.									
14	1	..	0	3	0				
Over 20	9	..	2	11	5				
Dressmaking.									
14	..	..	..	..	..	..	..	..	
15	..	..	..	..	..	..	..	..	
16	..	1	..	0	7	6	..	..	
17	..	1	..	0	3	0	..	..	
18	..	5	..	0	4	11	..	..	
19	..	1	..	0	5	0	..	..	
20	..	3	..	0	18	0	..	..	
Over 20	..	16	..	1	12	3	..	..	
Engineering.									
14	1	..	0	8	0				
17	1	..	0	8	0				
18	1	..	0	12	0				
19	1	..	0	15	0				
Over 20	3	..	3	16	0				
Flour-milling.									
Over 20	3	..	2	16	8				
Gas Manufacturing.									
18	1	..	0	15	0				
Over 20	3	..	2	13	4				
Hosiery-knitting.									
16	1	1	0	10	0	0	10	0	
17	..	1	..	0	10	0			
18	..	1	..	0	10	0			
20	..	2	..	1	0	0			
Over 20	1	..	1	0	0				
Joinery and Sash- and Door-making.									
15	1	..	0	8	0				
18	1	..	0	10	0				
Over 20	7	..	3	0	0				
Meat-freezing and Preserving.									
15	2	..	0	10	0				
16	7	..	1	1	7				
17	2	..	1	12	6				
18	5	1	1	6	0	0	7	6	
19	3	..	1	5	0				
20	2	..	1	16	6				
Over 20	155	..	2	9	6	..	4	4	0

Printing and Publishing.														
			£	s.	d.	£	s.	d.						
16	2	..	0	17	6									
18	1	..	0	15	0									
20	1	..	1	0	0									
Over 20	15	..	1	17	7									
Saddle- and Harness-making.														
16	1	..	0	10	0									
17	1	..	0	10	0									
19	3	..	1	5	0									
20	2	..	1	3	9									
Over 20	11	..	2	14	6									
Sausage-casing Preparing.														
17	1	..	0	12	6									
Over 20	13	..	2	5	0									
Sawmilling.														
16	1	..	1	10	0									
Over 20	129	..	2	10	3									
Soap Manufacturing and Tanning.														
16	1	..	0	6	0									
19	1	..	0	10	0									
20	2	..	1	5	0									
Over 20	10	..	2	0	0									
Tailoring.														
15	1	..	0	5	0									
17	..	1	..	0	10	0								
18	..	4	..	0	7	6								
Over 20	15	5	2	13	3	1	15	0	2	0	10	1	5	0
Tinsmithing and Plumbing.														
16	2	..	0	3	9									
Over 20	2	..	2	10	0									
Wine-making.														
Over 20	2	..	1	9	3									
Wool-scouring and Fellmongering.														
16	1	..	0	10	0									
17	6	..	0	16	0									
18	1	..	0	10	0									
20	1	..	1	0	0									
Over 20	43	..	1	15	7									

TARANAKI DISTRICT (excluding New Plymouth).

Aerated-water and Cordial Manufacturing.								
			£	s.	d.	£	s.	d.
18	1	..	1	5	0			
Over 20	6	..	1	15	0			
Baking.								
15	1	..	0	9	0			
16	2	..	0	9	3			
17	2	..	0	16	9			
18	5	..	0	19	0			
20	3	..	1	5	0			
Over 20	29	..	1	15	10			
Blacksmithing.								
14	1	..	0	10	0			
15	1	..	0	15	0			
16	3	..	0	15	4			
17	3	..	0	9	4			
18	5	..	0	12	0			
19	1	..	0	17	6			
20	3	..	1	1	8			
Over 20	25	..	2	2	2			

Boot Manufacturing.								
			£	s.	d.	£	s.	d.
16	1	..	0	5	0			
19	1	..	0	15	0			
Over 20	7	..	1	16	4			
Brewing.								
17	1	..	0	15	0			
Over 20	6	..	2	5	10			
Brick-making.								
16	3	..	0	15	0			
19	2	..	1	4	0			
20	2	..	1	4	0			
Over 20	1	..	1	10	0			
Butter- and Cheese-making.								
15	1	..	0	15	0			
16	2	..	0	17	6			
17	1	..	1	2	6			
18	3	..	1	9	2			
19	1	..	1	5	0			
20	5	..	1	18	0			
Over 20	84	1	2	0	7	0	12	6

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.			
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		
TARANAKI DISTRICT (excluding New Plymouth)—continued.																			
Cabinetmaking and Upholstering.									Meat-freezing and -canning.										
14	3	..	0	5	0				Over 20	45	..	2	5	4					
16	1	..	0	10	0														
17	1	..	0	12	6														
18	2	..	0	13	9				17	1	..	0	12	6					
19	1	..	0	12	0				19	2	..	1	5	0					
20	2	..	1	1	6				Over 20	7	..	2	7	0					
Over 20	12	..	1	17	6				Plumbing and Tinsmithing.										
Coachbuilding.									14	5	..	0	5	3					
15	1	..	0	5	0				15	3	..	0	8	4					
16	4	..	0	5	0				16	5	..	0	11	8					
17	1	..	0	7	6				17	4	1	0	14	8	0	10	0		
18	3	..	0	18	4				18	3	..	1	3	4					
19	1	..	0	15	0				20	4	..	1	1	3					
20	3	..	1	15	4				Over 20	26	7	2	6	5	0	17	10		
Over 20	28	..	2	2	0				Printing and Publishing.										
Dressmaking.									15	..	..	1	..	0	5	0			
15	..	..	..	..	..	..	..	..	20	..	..	1	..	0	5	0			
16	..	..	..	..	..	..	..	..	Over 20	..	1	..	1	5	0				
17	..	4	..	0	4	9	..	..											
18	..	4	..	0	6	1	..	..	Saddle- and Harness-making.										
19	..	3	..	0	8	4	..	..	14	1	..	0	6	0					
20	..	..	..	..	..	..	..	..	15	1	..	0	5	0					
Over 20	..	10	..	1	10	10	..	..	16	1	..	0	7	6					
Fellmongering.									19	4	..	0	14	0					
19	1	..	1	0	0				Over 20	17	..	1	9	9					
Over 20	7	..	2	0	0				Sawmilling.										
Flax-milling.									15	3	..	0	15	0	..	0	14	0	
17	9	..	0	14	1				16	1	..	0	12	0					
Over 20	10	..	1	15	6				17	2	..	0	15	0					
Flour-milling.									18	4	..	1	7	0					
Over 20	2	..	2	0	0				19	4	..	1	7	9					
Gas Manufacturing.									20	1	..	1	19	0					
14	1	..	0	10	6				Over 20	97	..	2	0	4	..	2	16	0	
Over 20	2	..	2	11	3				Seed-cleaning.										
Joinery and Sash- and Door-making.									Over 20	1	..	2	8	0					
15	1	..	0	10	0				Tailoring.										
17	1	..	0	12	6				15	1	..	0	10	0	..	..	1		
18	1	..	0	10	0				16	1	1	0	5	0	0	10	0		
Over 20	31	..	2	3	7				17	..	1	..	0	2	6				
WELLINGTON DISTRICT (excluding Wellington City, Palmerston, and Wanganui).																			
Aerated-water and Cordial Manufacturing.									Brewing.										
15	3	..	0	11	2				Over 20	2	..	1	10	0					
18	1	..	1	10	0				Brick-making.										
19	1	..	1	10	0				17	1	..	0	12	6					
20	1	..	3	0	0				18	1	..	0	15	0					
Over 20	10	..	1	14	5				Over 20	11	..	1	19	2					
Agricultural-implement Manufacturing.									Cabinetmaking and Upholstering.										
16	1	..	0	7	6				14	2	..	0	5	6					
17	1	..	0	7	6				15	2	..	0	5	6					
18	1	..	0	12	6				16	3	..	0	7	6					
19	1	..	0	10	0				17	2	..	0	7	0					
Over 20	10	..	2	3	10				18	5	..	0	14	2					
Baking.									19	2	..	0	15	0					
14	2	..	0	9	3				Over 20	30	..	2	3	6					
15	3	..	0	10	0				Coachbuilding and Blacksmithing.										
16	5	1	0	16	1	0	8	0	14	1	..	0	5	0					
17	1	1	0	10	0	0	6	0	15	5	..	0	8	1					
18	6	..	1	2	4				16	5	..	0	11	2	..	..	1		
19	3	1	0	15	0	0	12	0	17	12	..	0	8	11					
20	1	1	1	10	0	0	12	0	18	15	..	0	15	4					
Over 20	49	..	2	2	2				19	16	..	0	17	8					
Boot Manufacturing.									20	7	..	1	0	0					
14	..	2	..	0	5	0			Over 20	142	..	2	6	6					
15	4	..	0	5	6				Cycle Engineering.										
16	2	..	0	7	6	..	..	1	14	1	..	0	5	0					
17	2	..	0	15	6				20	2	..	2	10	0					
18	1	..	0	15	0														
20	..	1	..	1	0	0													
Over 20	22	2	1	18	0	1	0	0	2	0	0	1	5	0					

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.	
WELLINGTON DISTRICT (excluding Wellington City, Palmerston, and Wanganui)—continued.																		
Coopering.									Plumbing and Tinsmithing.									
19	1	..	0	10	0*				14	1	..	0	6	0				
			£	s.	d.	£	s.	d.	15	2	..	0	9	0				
			* And found.							16	1	..	0	14	0			
Dairying.									Printing and Publishing.									
15	2	..	0	13	9				14	3	..	0	5	8				
16	1	..	1	0	0				15	..	1	..	1	0	0			
18	2	..	0	17	6				16	17	3	0	9	20	15	0		
20	1	..	1	15	0				17	9	..	0	12	4				
Over 20	27	2	1	16	9	1	5	0	18	7	..	1	0	4				
Dressmaking.									Saddle- and Harness-making.									
14	..	2	..	0	3	9	..	..	14	3	..	0	5	0				
15	..	6	..	0	3	11	..	0	3	6	..	0	6	3				
16	..	6	..	0	4	8	..	..	16	5	..	0	7	0				
17	..	6	..	0	5	3	..	..	17	2	..	0	8	9				
18	..	16	..	0	5	1	..	0	5	0	..	0	17	6				
19	..	9	..	0	8	1	..	..	19	1	..	0	17	6				
20	..	8	..	0	12	9	..	..	20	2	..	1	6	3				
Over 20	..	44	..	1	0	9	..	0	18	9	..	2	1	8	..	1	15	0
Drug Manufacturing.									Sawmilling.									
16	..	1	..	0	5	0			14	1	..	0	10	0				
Engineering.									Tailoring.									
19	1	..	0	10	0				14	..	1	..	0	10	0			
Over 20	2	..	..	..	1	17	6		15	2	..	0	8	6				
Flax-dressing.									Underclothing Manufacturing.									
15	3	..	1	1	0				17	..	..	..	..	..	..	..	..	
16	1	..	1	4	0				19	2	..	0	17	6				
17	3	..	0	10	0				Over 20	3	..	2	5	0				
18	7	..	1	6	8				Wood-turning.									
19	3	..	1	0	8				16	1	..	0	10	0				
Over 20	69	..	1	16	9	..	2	1	8	Over 20	3	..	2	6	8			
Flour-milling.									Wool-scouring.									
Over 20	9	..	2	2	4				16	1	..	0	14	0				
Joinery and Sash- and Door-making.									Wool-dumping and -storing.									
14	1	..	0	5	0				16	1	..	1	4	0				
15	1	..	0	5	0				18	1	..	1	10	0				
16	2	..	0	6	3				Over 20	8	..	1	18	1				
17	4	..	0	9	6				Watchmaking.									
18	3	..	1	0	10				19	2	..	0	17	6				
Over 20	30	..	2	10	0				Over 20	3	..	2	5	0				
Gunsmithing.									Tailoring.									
17	1	..	0	7	0				Over 20	2	..	2	10	0				
Over 20	1	..	3	0	0				Photography.									
Lime-burning.									* Not stated.									
Over 20	9	..	1	15	6				20	1	..	*						
Marlborough District (excluding Blenheim).									* Not stated.									
Aerated-water and Cordial Manufacturing.									Joinery and Sash- and Door-making.									
Over 20	1	..	0	10	0				Over 20	4	..	2	5	0				
Baking.									Printing and Publishing.									
15	1	..	0	15	0				15	1	..	0	5	0				
Over 20	4	..	2	10	0				16	1	..	0	10	0				
Blacksmithing.									Sawmilling.									
17	1	..	0	5	0				17	1	..	0	15	0				
Over 20	6	..	2	15	0				Over 20	4	..	1	19	3				
Brewing and Malting.									Tailoring.									
Over 20	6	..	2	12	0				19	3	..	1	10	0				
Dressmaking.									Wool-scouring.									
16	..	..	..	..	..	..	..	2	Over 20	5	..	1	19	5				
17	..	..	..	..	..	..	..	2	Wool-dumping and -storing.									
20	..	..	..	..	..	..	..	1	16	1	..	1	4	0				
Over 20	..	4	..	1	2	4	..	1	18	1	..	1	10	0				
Fish-curing.									* Not stated.									
20	1	..	*						Over 20	8	..	1	18	1				
Over 20	3	..	*						* Not stated.									

FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.						
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.					
NELSON DISTRICT (excluding Nelson City).																						
Aerated-water and Cordial Manufacturing.									Engineering (Repairs Colliery Works).													
17	2	..	0	10	0				15	1	..	1	1	0								
18	2	..	0	12	6				Over 20	12	..	3	2	5								
19	1	..	1	0	0				Engineering.													
Over 20	10	..	2	1	4				14	1	..	0	6	0								
Butter-making.									16	15	..	0	10	5								
Over 20	2		1	11	3				17	8	..	0	12	1								
Blacksmithing.									20	3	..	1	0	6								
16	1	..	1	0	0				Over 20	24	..	3	8	10								
19	1	..	0	15	0				Gas Manufacturing.													
Over 20	11	..	2	11	10				Over 20	3	..	3	6	8								
Boot Manufacturing.									Joinery and Sash- and Door-making.													
16	2	..	0	5	0				18	1	..	1	0	0								
18	1	..	1	0	0				19	1	..	1	15	0								
19	1	..	1	10	0				Over 20	9	..	2	12	5								
Over 20	2	..	0	15	0				Plumbing and Tinsmithing.													
Bread- and Confectionery-baking.									15	2	..	0	7	6								
14	1	..	0	7	6				16	3	..	0	6	0								
15	2	..	0	8	9				17	1	..	0	15	0								
16	1	..	0	10	0				Over 20	6	..	2	15	0								
17	1	..	0	18	0				Printing and Publishing.													
18	5	..	0	15	2				14	4	..	0	6	9								
19	2	..	0	15	0				15	10	..	0	7	2								
20	2	..	1	0	0				16	6	..	0	12	6								
Over 20	23	..	2	0	0				17	6	1	0	17	10	0	10	0					
Brewing and Bottling.									18	4	1	0	19	10	7	6						
16	1	..	1	10	0				19	2	..	1	12	6								
18	1	..	2	0	0				20	2	..	1	3	9								
Over 20	13	..	2	5	5				Over 20	24	..	3	5	2								
Brick- and Tile-making.									Photography.													
14	1	..	0	18	0				Over 20	2	..	1	10	0								
15	1	..	0	18	0				Saddle- and Harness-making.													
16	3	..	0	18	0				15	1	..	0	15	0								
17	2	..	1	7	0				17	..	..	..	..	..			1					
18	1	..	2	2	0				Over 20	2	..	2	10	0								
Over 20	6	..	3	0	4				Sawmilling.													
Cabinetmaking.									15	1	..	0	12	6								
14	1	..	0	7	0				17	7	..	1	11	6								
15	1	..	0	5	0			2	18	7	..	1	7	1								
17	1	..	0	7	6			4	19	5	..	1	11	3								
18	3	..	0	7	8			2	20	2	..	2	1	6								
19	3	..	0	12	2			4	Over 20	137	..	2	9	6								
20	1	..	1	12	6				Tailoring.													
Over 20	11	..	2	6	4				15	1	..	0	5	0			1					
Coachbuilding.									16	2	2	0	15	0	0	11	6					1
17	1	..	0	12	0				17	2	4	0	6	60	8	9						
18	1	..	0	12	0				18	1	7	0	15	0	12	9						
20	1	..	1	0	0				19	3	2	1	16	80	15	0						
Over 20	5	..	2	1	0				Over 20	11	4	2	16	61	0	0						
Dressmaking.									Watchmaking.													
15	..	..	..	..	..			4	Over 20	2	..	1	10	0								
16	..	1	..	0	5	0		9	Dressmaking.													
17	..	1	..	0	5	0		2	16	..	1	..	0	5	0			2				
19	..	1	..	0	7	6		2	17	..	..	..	..	..	..			3				
20	..	..	..	..	..			2	Over 20	..	5	..	1	0	0			1				
Over 20	..	5	..	1	3	4		1	Printing.													
WESTLAND DISTRICT (excluding Hokitika).									17	2	..	0	10	0								
Aerated-water and Cordial Manufacturing.									20	1	..	1	5	0								
20	1	..	0	15	0				Over 20	2	..	1	10	0								
Over 20	1	..	1	10	0				Sawmilling.													
Blacksmithing.									16	1	..	0	18	0								
17	1	..	0	10	0				17	5	..	1	12	2								
20	1	..	1	10	0				20	2	..	2	0	0								
Over 20	3	..	2	10	0				Over 20	43	..	2	14	2								
Bread-baking.									Brewing.													
16	..	..	..	..	..			1	19	1	..	3	0	0								
17	2	..	0	7	6				Over 20	3	..	3	3	4								
18	2	..	0	17	6				Aerated-water and Cordial Manufacturing.													
Over 20	7	..	2	2	0				20	1	..	0	15	0								





FACTORIES—continued.

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.								
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.							
CANTERBURY DISTRICT (excluding Christchurch and Timaru)—continued.																								
Sawmilling.									Watchmaking and Repairing.															
15	2	..	£ 0	s. 17	d. 0	£ 0	s. 0	d. 0	17	..	..	£ 0	s. 12	d. 6	£ 0	s. 0	d. 0	1						
17	3	..	1	3	0				19	1	..	0	12	6										
18	2	..	2	0	0				Over 20	5	..	1	16	8										
19	2	..	1	19	0				Wool-scouring and Fellmongering.															
Over 20	48	..	2	2	2				14	1	..	0	12	0										
Tailoring.									15	1	..	0	10	0										
15	3	..	0	7	4				16	4	..	0	15	0										
16	5	2	0	8	0	0	5	0	17	2	..	0	13	0										
17	6	3	0	11	8	0	7	6	18	5	..	0	19	0										
18	4	7	0	16	10	0	12	1	19	2	..	1	1	0										
19	1	4	1	5	0	0	17	6	20	7	..	1	9	1										
20	2	6	0	17	6	0	15	7	Over 20	107	..	2	0	6	..	3	10	0						
Over 20	30	10	1	15	8	1	0	8	2	12	0													
Underclothing Manufacturing.									Woollen-milling.															
14	..	..	..	..	..	..	..	..	14	3	..	0	9	0										
17	..	1	..	0	7	0			15	1	..	0	19	0	0	9	0							
19	..	1	..	0	7	0			16	1	..	6	0	10	0	0	9	0						
Over 20	..	1	..	*	*	*			17	..	6	..	0	19	0	..	0	16	0					
* Not stated.									18	..	5	..	..	..	..	..	0	19	0					
									19	..	3	0	18	9	..	..	0	17	4					
									20	..	7	..	0	10	0	..	1	0	0					
									Over 20	18	11	2	8	3	0	14	0	..	1	1	0			
OTAGO DISTRICT (excluding Dunedin and Oamaru).																								
Aerated water and Cordial Manufacturing.									Butter- and Cheese-making.															
16	1	..	0	7	0				17	1	..	1	0	0										
Over 20	6	..	1	8	0				18	1	..	0	10	0										
Bacon-curing.									19	2	..	1	5	0										
Over 20	3	..	2	0	0				20	5	..	1	5	0										
Bar-iron Manufacturing.									Over 20	14	..	1	17	7										
15	6	..	0	15	0				Cabinetmaking and Upholstering.															
18	5	..	1	4	0				16	1	..	0	5	0										
Over 20	25	..	2	5	0	..	3	0	0	17	2	..	0	5	0									
Blacksmithing and Engineering.									18	1	..	0	10	0										
14	1	..	0	5	0				19	1	..	1	5	0										
15	..	..	..	..	..	..	..	2	Over 20	5	..	2	2	8										
16	6	..	0	11	9			..	Coachbuilding.															
17	7	..	0	12	8			..	15	1	..	0	5	0										
18	5	..	0	16	10			..	16	1	..	0	15	0										
19	11	..	0	12	7			..	17	2	..	0	10	0	..	..	..	1						
20	5	..	1	0	3			..	18	1	..	0	5	0										
Over 20	88	..	2	1	11	..	2	10	0	19	1	..	0	10	0									
Boot Manufacturing.									20	1	..	1	0	0										
15	1	..	0	15	0				Over 20	12	..	2	2	5										
16	1	..	0	5	0				Dressmaking.															
17	2	..	0	7	6				14	..	1	..	0	5	0	..	..	..	3					
18	2	..	1	10	0	..	1	10	0	15	..	1	..	0	1	0	..	..	12					
Over 20	12	..	2	0	1					16	..	2	..	0	5	0	..	..	16					
Baking.									17	..	8	..	0	4	3	..	..	10						
14	1	..	0	2	6			..	18	..	10	..	0	6	6	..	..	6						
15	3	..	0	12	8			..	19	..	1	..	0	15	0	..	..	6						
16	2	..	0	11	3	..	..	..	20	..	2	..	0	9	3	..	..	6						
17	11	..	0	14	4	..	1	0	0	Over 20	..	42	..	1	1	5	..	3						
18	6	..	0	16	10				Fellmongering, Tanning, and Wool-scouring.															
19	4	..	0	15	1				14	12	..	0	11	1										
20	3	..	1	3	0				15	7	..	0	11	5										
Over 20	82	..	1	17	4	..	1	19	0	16	9	..	0	14	9									
Brewing and Malting.									17	2	..	0	10	3										
16	1	..	0	7	6				18	6	..	0	17	6										
18	1	..	1	5	0				19	8	..	1	2	10										
Over 20	8	..	2	16	8				20	8	..	1	3	6										
Brick- and Pottery-making.									Over 20	80	..	1	9	7										
14	2	..	0	11	0				Flax-dressing.															
15	2	..	0	13	9				14	1	..	0	10	0										
16	1	..	0	15	0				15	4	..	0	11	0										
18	2	1	1	0	0	0	6	0	17	5	..	0	10	0										
19	..	1	..	..	0	6	0		18	2	..	1	1	0										
20	1	2	1	5	0	0	5	0	20	1	..	1	5	0										
Over 20	43	2	1	14	7	0	8	0	2	2	6													

FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.

OTAGO DISTRICT (excluding Dunedin and Oamaru)—*continued.*

Flour-milling.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
15	..	..	..	..	..	..	..	1	
16	3	..	0	10	0	..	..		
18	1	..	0	15	0	..	..		
19	1	..	0	15	0	..	..		
Over 20	33	..	2	0	7	..	..		
Glue Manufacturing.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
Over 20	1	..	1	4	0	..	..		
Joinery and Sash- and Door-making.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
15	..	..	..	..	..	..	..	1	
16	2	..	0	8	9	..	..		
17	2	..	0	6	3	..	..		
18	3	..	0	10	0	..	..		
20	3	..	1	3	4	..	..		
Over 20	17	..	2	8	10	..	2	0	0
Meat- and Rabbit-preserving.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
18	2	..	1	5	0	..	..		
19	3	..	1	0	0	..	..		
20	4	..	1	10	0	..	..		
Over 20	32	..	2	1	9	..	..		
Plumbing and Tinsmithing.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
16	1	..	0	5	0	..	..		
Over 20	2	..	0	15	0	..	..		
Printing and Publishing.								Apprentices.	
£	s.	d.	£	s.	d.	£	s.		d.
15	3	..	0	7	8	..	..		
16	5	..	0	7	0	..	..		
17	6	..	0	17	7	..	..		
18	7	..	0	14	3	..	..		
19	3	1	1	1	3	0	15	0	
20	2	..	1	0	0	..	..		
Over 20	37	1	1	17	8	0	15	0	

Rope and Twine Manufacturing.								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
18	1	..	0	14	0	..	..								
Over 20	2	..	0	16	3	..	..								
Saddle- and Harness-making.								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
17	..	..	..	..	..	..	..	1							
18	..	..	..	..	..	..	..	1							
19	1	..	1	0	0	..	..								
20	1	..	1	13	0	..	..								
Over 20	1	..	2	0	0	..	..								
Sausage-casing Manufacturing.								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
15	1	..	0	15	0	..	..								
16	3	..	0	10	8	..	..								
20	1	..	0	18	0	..	..								
Over 20	1	..	1	16	0	..	..								
Sawmilling.								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
18	7	..	1	9	1	..	..								
Over 20	32	..	2	1	7	..	..								
Tailoring								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
14	1	..	0	5	0	..	..	1							
15	2	..	1	0	6	3	0	5	0						
17	1	..	2	0	10	0	0	5	0						
18	2	..	2	0	15	0	0	16	3						
19	2	..	4	0	17	6	0	8	1						
20	2	..	1	1	2	6	0	7	6						
Over 20	31	..	8	1	17	4	0	15	10	1	5	0			
Woollen-milling.								Apprentices.							
£	s.	d.	£	s.	d.	£	s.		d.						
14	3	..	2	0	10	0	0	10	0	..	0	10	0		
15	8	..	14	0	10	0	0	9	6	..	0	12	6		
16	7	..	4	0	8	8	0	8	8	..	0	13	9		
17	5	..	18	0	11	9	11	2	0	13	10	0	16	6	
18	4	..	12	0	14	6	16	0	..	0	19	5	..		
19	4	..	8	0	16	9	15	10	..	1	0	0	..		
20	7	..	7	0	16	6	13	0	2	10	0	1	2	0	
Over 20	89	..	82	2	3	8	0	18	10	1	10	0	1	2	10

SOUTHLAND DISTRICT (excluding Invercargill).

Aerated-water and Cordial Manufacturing.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
16	2	..	0	2	6	..	..	
17	1	..	0	7	6	..	..	
Agricultural-implement Manufacturing.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
14	3	..	0	12	6	..	..	
16	1	..	1	0	0	..	..	
20	2	..	2	0	0	..	..	
Over 20	11	..	2	3	4	..	..	
Baking.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
15	1	..	0	5	0	..	..	
18	2	..	0	8	9	..	..	
20	1	..	1	0	0	..	..	
Over 20	27	..	1	19	0	..	..	
Blacksmithing.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
15	1	..	0	5	0	..	..	
16	1	..	0	5	0	..	..	
17	4	..	0	14	7	..	..	
18	7	..	0	13	9	..	..	
19	7	..	0	16	5	..	..	
20	6	..	1	9	8	..	..	
Over 20	42	..	1	17	2	..	..	
Boot Manufacturing and Repairing.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
16	2	..	0	8	6	..	..	
17	1	..	0	7	6	..	..	
20	1	..	1	5	0	..	..	
Over 20	7	..	1	15	0	..	..	
Brick- and Tile-making.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
19	1	..	1	0	0	..	..	
Over 20	6	..	1	18	0	..	..	

Butter- and Cheese-making.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
17	1	..	0	10	0	..	..	
18	1	..	0	15	0	..	..	
19	1	..	1	15	0	..	..	
20	1	..	1	0	0	..	..	
Over 20	25	..	1	9	1	..	..	
Cabinetmaking and Upholstering.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
19	1	..	0	15	0	..	..	
Over 20	1	..	3	0	0	..	..	
Coach-building.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
16	2	..	0	11	0	..	..	
17	3	..	0	10	10	..	..	
19	1	..	1	5	0	..	..	
20	1	..	1	5	0	..	..	
Over 20	2	..	2	3	9	..	..	
Dressmaking.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
15	..	..	..	..	..	..	..	5
16	..	2	..	0	3	0	..	..
17	..	4	..	0	7	0	..	..
18	..	1	..	0	10	0	..	..
19	..	7	..	0	7	10	..	..
20	..	4	..	0	8	8	..	..
Over 20	..	14	..	1	3	10	..	..
Engineering.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
16	1	..	0	5	0	..	..	
17	1	..	0	5	0	..	..	
19	2	..	0	6	0	..	..	
Over 20	1	..	1	16	0	..	..	
Flour-milling.								Apprentices.
£	s.	d.	£	s.	d.	£	s.	
16	1	..	0	7	0	..	..	
17	2	..	0	7	6	..	..	
18	1	..	0	15	0	..	..	
Over 20	13	..	2	6	0	..	..	

FACTORIES—*continued.*

Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.		Ages.	Number employed.		Average Wages per Week: Timework.		Average Wages per Week: Piecework.		Apprentices.	
	Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
SOUTHLAND DISTRICT (excluding Invercargill)— <i>continued</i>																	
Flax-milling.									Saddle- and Harness-making.								
£ s. d. £ s. d. £ s. d. £ s. d.									£ s. d. £ s. d. £ s. d. £ s. d.								
18	1	..	0	19	0*				16	3	..	0	5	3			
Over 20	6	..	0	18	4*				17	1	..	0	4	6			
* And found.																	
Joinery and Sash- and Door-making.									Sail- and Tent-making.								
18	3	..	1	1	10				20	2	..	1	15	0			
Over 20	5	..	2	7	6												
Lime-burning.									Sawmilling.								
19	2	..	1	16	0				16	3	..	1	2	8			
Over 20	2	..	2	2	0				17	1	..	1	0	0			
Meat-preserving and -freezing.									Tailoring.								
16	2	..	0	15	0				14	1	..	0	7	6			
17	8	..	0	18	5				15	1	..	0	7	6			
18	7	..	1	3	7				17	1	2	0	10	0	0	5	0
19	9	..	1	3	4				18	1	2	1	5	0	0	8	9
20	5	..	1	5	0				19	4	2	1	4	4	1	0	0
Over 20	86	..	1	16	10				20	..	2	..	..	0	18	0	
Paper-milling.									Wool-scouring.								
15	4	2	0	10	0	0	10	0	16	2	..	0	10	0			
17	3	..	0	10	0				17	3	..	1	0	0			
18	3	6	0	15	0	0	15	0	18	2	..	1	0	0			
Over 20	23	..	2	0	0				19	2	..	1	2	6			
Printing and Publishing.									Wool-scouring.								
15	2	..	0	8	0				20	1	..	1	5	0			
16	3	..	0	7	10				Over 20	20	..	2	0	0			
17	1	..	0	10	0												
18	1	..	0	12	6												
19	3	..	1	3	4												
20	1	..	1	5	0												
Over 20	15	1	2	0	8	3	10	0									

## SUMMARY.

	Males.	Females.		Males.	Females.
<i>Food Trades.</i>			<i>Wood-working Trades—continued.</i>		
Fruit-preserving .. .. .	67	44	Wood-turning .. .. .	49	..
Jam and condiment manufacturing ..	89	73	Joinery and sash- and door-making and sawmilling	3,184	..
Aerated-water and cordial manufacturing	315	4	Coopering .. .. .	105	..
Brewing, malting, and bottling ..	548	..	Boatbuilding .. .. .	54	..
Coffee and spice manufacturing ..	80	16	Box-making .. .. .	41	..
Tea-blending and -packing .. ..	127	..	Venetian-blind making .. .. .	58	1
Sugar-refining .. .. .	144	..	Billiard-table making .. .. .	2	..
Bread and confectionery manufacturing	1,608	174	<i>Miscellaneous.</i>		
Baking-powder manufacturing ..	14	..	Ammunition-making .. .. .	8	61
Flour-milling .. .. .	346	2	Basket and perambulator manufacturing	111	5
Butter and cheese manufacturing ..	361	10	Brick and pottery manufacturing ..	427	6
Milk-preserving .. .. .	6	9	Broken road-metal preparing ..	50	..
Sausage-casing manufacturing ..	60	..	Brush and broom manufacturing ..	76	34
Fish-curing .. .. .	42	..	Cement and lime manufacturing ..	57	..
Bacon-curing .. .. .	72	..	Cigar and cigarette manufacturing ..	17	10
Meat- and rabbit-preserving ..	1,613	13	Cork-cutting .. .. .	3	..
Wine and cider manufacturing ..	11	12	Dentistry .. .. .	121	18
<i>Iron Trades.</i>			Drug and herbal remedy manufacturing	127	40
Engineering, boilermaking, and blacksmithing	3,211	..	Dyeing and cleaning .. .. .	18	11
Coachbuilding .. .. .	1,153	..	Electro-plating .. .. .	5	..
Plumbing, tinsmithing, gasfitting, and gunsmithing	907	..	Engraving .. .. .	19	..
Cycle-engineering and sewing-machine repairing	364	4	Flax-milling .. .. .	277	..
Agricultural-impliment manufacturing	565	..	Gas manufacturing .. .. .	305	..
Wire-working .. .. .	22	..	Gas-stove making .. .. .	10	..
Nail-making .. .. .	12	1	Glass-bevelling .. .. .	4	..
Electrical engineering and lighting ..	26	..	Glass-bottle making .. .. .	38	..
Range-making .. .. .	138	..	Glue manufacturing .. .. .	3	..
Galvanised-iron working .. .. .	39	..	Grain- and seed-cleaning, chaff-cutting, and wool-dumping	177	..
Cutlery-grinding .. .. .	2	..	Gum-sorting .. .. .	180	..
Lead-pipe making .. .. .	3	..	Ink manufacturing .. .. .	1	..
Heel- and toe-plate making ..	6	..	Laundry-work .. .. .	64	431
Engineering (Kauri Timber Company)	283	..	Lens-grinding and optical work ..	5	..
<i>Leather Trades.</i>			Manure manufacturing .. .. .	73	..
Saddle- and harness-making .. ..	637	23	Mat- and rug-making .. .. .	21	8
Boot manufacturing .. .. .	2,411	747	Monumental masonry .. .. .	55	..
Portmanteau-making .. .. .	24	..	Paint manufacturing .. .. .	15	2
Whipthong-making .. .. .	1	..	Paper-bag and -box manufacturing ..	5	37
<i>Clothing Trades.</i>			Paper-milling .. .. .	57	15
Shirt-making .. .. .	20	501	Photography .. .. .	102	126
Hat- and cap-making .. .. .	31	49	Piano- and organ-building .. .. .	16	..
Hosiery-knitting .. .. .	23	391	Picture-frame making .. .. .	22	..
Tailoring and clothing manufacturing	1,444	2,598	Printing, bookbinding, and stationery manufacturing	2,373	371
Waterproof-clothing manufacturing ..	17	221	Pumice-grinding .. .. .	18	..
Dressmaking .. .. .	..	3,236	Rope- and twine-making .. .. .	125	..
Plain-sewing and underclothing manufacturing	2	73	Sheep-dip manufacturing .. .. .	3	..
Calico-bag making .. .. .	3	27	Stone-cutting and -polishing .. ..	8	..
Woollen-milling .. .. .	716	701	Sail- and tent-making .. .. .	97	50
Flock-milling .. .. .	9	2	Soap, candle, and tallow manufacturing	265	11
Corset- and belt-making .. .. .	..	16	Starch manufacturing .. .. .	25	3
Necktie-making .. .. .	..	5	Tanning, fellmongering, and wool-scouring	1,508	2
Umbrella-making .. .. .	11	8	Watchmaking and jewellery .. ..	325	4
<i>Wood-working Trades.</i>			Wax-vesta manufacturing .. .. .	18	109
Cabinetmaking and upholstering ..	951	45	Wire-mattress manufacturing .. ..	27	..
Chair-making .. .. .	22	..	Wig-making .. .. .	2	..
			Totals .. .. .	29,312	10,360
Total number of employes under "The Factories Act, 1894," 1897-98				..	39,672
Total number of employes under "The Factories Act, 1894," 1896-97				..	36,918
Increase .. .. .				..	2,754
Total number of factories, 1897-98				..	5,601
Total number of factories, 1896-97				..	5,177
Increase .. .. .				..	424

NOTE.—These figures do not include employes in Government Railway Workshops.

RAILWAY WORKSHOPS: BUILDING AND REPAIRING ENGINES AND ROLLING-STOCK.

	Men.		Apprentices.			Men.		Apprentices.	
	Number employed.	Average Wages per Day, Time-work.	Number employed.	Average Wages per Week.		Number employed.	Average Wages per Day, Time-work.	Number employed.	Average Wages per Week.
<b>NEWMARKET, AUCKLAND.</b>					<b>ADDINGTON, CHRISTCHURCH—continued.</b>				
Turners .. .. .	4	0 9 4	2	0 9 0	Sailmakers .. .. .	8	0 7 7	..	..
Fitters .. .. .	14	0 9 0	4	0 13 6	Watchmen .. .. .	2	0 6 9	..	..
Blacksmiths .. .. .	10	0 9 5	3	0 14 8	Enginemen .. .. .	3	0 8 0	..	..
Machinists .. .. .	5	0 6 10	..	..	Crossing Fitters.. .. .	2	0 9 3	..	..
Strikers .. .. .	16	0 6 0	..	..	Sawyers .. .. .	1	0 7 0	..	..
Boilermakers .. .. .	4	0 9 1	2	0 14 3	Strikers .. .. .	32	0 7 0	..	..
Carpenters .. .. .	14	0 8 9	3	0 9 2	Rivet-boys .. .. .	4	0 3 2	..	..
Labourers .. .. .	17	0 6 0	..	..	1 Forger and 1 Moulder on piecework	2	..	..	..
Brass-moulders .. .. .	1	0 9 6	1	0 5 0		326		41	
Spring-makers .. .. .	1	0 9 6	..	..	<b>RAILWAY MAINTENANCE DEPOT, CHRISTCHURCH.</b>				
Painters .. .. .	3	0 9 0	1	0 5 0	Shop Foreman .. .. .	1	0 12 2	..	..
Improver, Turners'	..	..	..	..	Carpenters .. .. .	6	0 8 8	1	0 5 0
Sawyers .. .. .	..	..	..	..	Leading Blacksmiths .. .. .	1	0 10 6	..	..
Coppersmiths .. .. .	1	0 10 6	1	0 7 6	Blacksmiths .. .. .	2	0 9 9	..	..
Pattern-makers .. .. .	1	0 9 0	..	..	Strikers .. .. .	3	0 7 0	..	..
Trimmers .. .. .	1	0 8 0	..	..	Fitters .. .. .	1	0 10 0	..	..
Polishers .. .. .	..	..	..	..	Stationary-crane Drivers.. .. .	1	0 8 0	..	..
Lifters .. .. .	3	0 5 4	..	..	Skilled Labourers .. .. .	1	0 7 0	..	..
Wheel-tappers .. .. .	..	..	..	..	Signal-cleaners .. .. .	1	0 7 6	..	..
Sailmakers .. .. .	1	0 8 0	..	..	Plumbers .. .. .	1	0 9 0	..	..
Watchmen .. .. .	2	0 6 3	..	..	Labourers .. .. .	1	0 6 0	..	..
Enginemen .. .. .	1	0 7 6	..	..		19		1	
Improver, Carpenters'	..	..	..	..	<b>LOCOMOTIVE RUNNING YARD, CHRISTCHURCH.</b>				
Foremen .. .. .	..	..	..	..	Fitters .. .. .	2	0 9 0	1	0 9 0
Painters' Improvers .. .. .	3	0 6 6	..	..	Boilermakers .. .. .	1	0 8 6	..	..
Train-examiners .. .. .	2	0 7 0	..	..	Labourers .. .. .	1	0 7 6	..	..
	104		17		Lifters .. .. .	1	0 7 6	..	..
						5		1	
<b>AUCKLAND DEPOT, MAINTENANCE.</b>					<b>HILLSIDE, DUNEDIN.</b>				
Carpenters .. .. .	1	0 9 0	..	..	Hammer-boys .. .. .	1	0 2 6	..	..
Blacksmiths .. .. .	2	0 9 0	..	..	Blacksmiths .. .. .	15	0 8 9	4	0 13 8
Strikers .. .. .	2	0 7 0	..	..	on piecework .. .. .	4	..	..	..
	5				Carpenters .. .. .	27	0 9 0	5	0 6 6
					Turners .. .. .	17	0 9 0	3	0 7 2
<b>AUCKLAND RUNNING SHED.</b>					Fitters .. .. .	34	0 9 2	7	0 7 0
Fitters .. .. .	1	0 9 6	1	0 7 6	Boilermakers .. .. .	9	0 9 10	3	0 11 8
					Painters .. .. .	10	0 8 8	3	0 15 0
					Labourers .. .. .	20	0 6 2	..	..
<b>WHANGAREI RUNNING SHED.</b>					on piecework .. .. .	1	..	..	..
Fitters .. .. .	2	0 9 3	1	0 5 0	Holder-up .. .. .	7	0 7 1	..	..
Blacksmiths .. .. .	1	0 9 0	..	..	Strikers .. .. .	27	0 7 0	..	..
Carpenters .. .. .	3	0 9 0	..	..	on piecework .. .. .	13	..	..	..
Labourers .. .. .	1	0 5 0	..	..	Coppersmiths .. .. .	1	0 10 0	1	0 5 0
Strikers .. .. .	1	0 6 6	..	..	Foremen .. .. .	3	4 0 0*	..	..
	8		1		Gasfitters .. .. .	1	0 9 0	..	..
					Machinists .. .. .	20	0 7 0	..	..
<b>KAWAKAWA RUNNING SHED.</b>					Olivermen .. .. .	1	0 9 0	..	..
Carpenters .. .. .	1	0 8 6	..	..	Tinsmiths .. .. .	4	0 8 5	1	0 5 0
Fitters .. .. .	1	0 9 0	..	..	Riveters .. .. .	1	0 8 0	..	..
Labourers .. .. .	1	0 3 6	..	..	Spring-makers .. .. .	1	0 10 6	1	0 5 0
	3				Lifters .. .. .	7	0 7 1	..	..
					Trimmers .. .. .	1	0 8 0	1	0 5 0
<b>ADDINGTON, CHRISTCHURCH.</b>					Watchmen .. .. .	2	0 6 6	..	..
Fitters .. .. .	46	0 9 1	11	0 8 8	Enginemen .. .. .	3	0 8 0	..	..
Carpenters .. .. .	23	0 9 0	6	0 9 6	Fitters' Improvers .. .. .	1	0 8 0	..	..
Labourers .. .. .	58	0 6 3	..	..	Gasmen .. .. .	3	0 6 6	..	..
Blacksmiths .. .. .	26	0 9 3	4	0 7 10	Rivet-boys .. .. .	1	0 5 6	..	..
Painters .. .. .	11	0 8 5	4	0 9 0		238		29	
Boilermakers .. .. .	26	0 9 6	6	0 18 9	<b>LOCOMOTIVE RUNNING SHED, DUNEDIN.</b>				
Turners .. .. .	16	0 9 4	4	0 13 2	Fitters .. .. .	2	0 9 3	1	0 9 0
Spring-makers .. .. .	1	0 6 6	1	1 10 0	Blacksmiths .. .. .	1	0 9 0	..	..
Trimmers .. .. .	1	0 9 0	1	0 9 0	Labourers .. .. .	2	0 6 6	..	..
Moulders .. .. .	1	0 9 0	1	0 15 0		5		1	
Lifters .. .. .	7	0 7 0	..	..					
Coppersmiths .. .. .	3	0 8 8	1	0 5 0					
Pattern-makers .. .. .	2	0 9 3	1	0 5 0					
Foremen .. .. .	5	0 13 7	..	..					
Machinists .. .. .	22	0 7 2	..	..					
Tinsmiths .. .. .	1	0 9 0	1	0 5 0					
Holder-up .. .. .	14	0 7 1	..	..					
Olivermen .. .. .	1	0 9 6	..	..					
Forgers .. .. .	1	0 15 0	..	..					
Forgers' Helpers .. .. .	3	0 7 0	..	..					
Firemen .. .. .	1	0 9 0	..	..					
Furnacemen .. .. .	3	0 9 4	..	..					

\* Per week.

## RAILWAY WORKSHOPS: BUILDING AND REPAIRING ENGINES AND ROLLING-STOCK.

	Men.		Apprentices.			Men.		Apprentices.	
	Number employed.	Average Wages per Day, Time-work.	Number employed.	Average Wages per Week.		Number employed.	Average Wages per Day, Time-work.	Number employed.	Average Wages per Week.
RAILWAY MAINTENANCE DEPOT, DUNEDIN.					EASTOWN, WANGANUI— <i>continued.</i>				
Shop-foreman .. .. .	1	£190 per annum	..	..	Labourers .. .. .	10	0 5 7	..	..
Carpenters .. .. .	4	0 9 3	..	..	Lifters .. .. .	5	0 6 5	..	..
Fitter and Engine-driver ..	1	0 9 0	..	..	Machinists .. .. .	4	0 6 11	..	..
Fitters .. .. .	1	0 9 0	..	..	Spring-makers .. .. .	1	0 8 6	..	..
Tinsmiths .. .. .	1	0 9 0	..	..	Strikers .. .. .	5	0 6 5	..	..
Blacksmiths .. .. .	3	0 10 2	..	..	Train-examiners .. .. .	1	0 7 6	..	..
Strikers .. .. .	3	0 14 0	..	..	Sailmakers .. .. .	2	0 7 0	..	..
Painters' Improvers .. .. .	1	0 6 6	..	..	Watchmen .. .. .	2	0 6 0	..	..
Labourers .. .. .	2	0 6 9	..	..		71		15	
Plumbers' Improvers .. .. .	1	0 6 0	..	..	WANGANUI RAILWAY MAINTENANCE DEPOT.				
Carpenters' Improvers .. .. .	1	0 4 0	..	..	Carpenters .. .. .	1	0 9 0	1	0 9 0
	19				WESTPORT.				
PETONE, WELLINGTON.					Blacksmiths .. .. .	2	0 10 0	1	0 15
Turners .. .. .	9	0 9 1	3	0 5 10	Fitters .. .. .	2	0 9 0	1	0 9
Labourers .. .. .	32	0 6 0	..	..	Turners .. .. .	1	0 9 0	1	0 5
Painters .. .. .	6	0 8 8	2	0 7 0	Boilermakers .. .. .	2	0 10 0	..	..
Carpenters .. .. .	29	0 8 9	3	0 9 8	Carpenters .. .. .	2	0 9 0	..	..
Fitters .. .. .	18	0 9 3	7	0 12 0	Enginemen .. .. .	1	0 7 6	..	..
Blacksmiths .. .. .	9	0 9 5	2	0 14 3	Fitters' Improvers .. .. .	1	0 6 6	..	..
Coppersmiths .. .. .	1	0 9 0	1	0 15 0	Labourers .. .. .	11	0 5 0	..	..
Machinists .. .. .	10	0 7 2	..	..	Painters .. .. .	1	0 8 6	..	..
Brassmoulders .. .. .	..	..	1	1 1 0	Train-examiners .. .. .	1	0 8 6	..	..
Boilermakers .. .. .	7	0 9 8	2	0 6 3		24		3	
Lifters .. .. .	4	0 7 2	..	..	WAIPIKURAU.				
Spring-makers .. .. .	3	0 9 2	1	0 5 0	Blacksmiths .. .. .	1	0 9 0	..	..
Moulders .. .. .	1	0 10 0	..	..	Strikers .. .. .	1	0 7 0	..	..
Holdings-up .. .. .	4	0 6 3	..	..		2		..	..
Strikers .. .. .	15	0 6 10	..	..	INVERCARGILL.				
Trimmers .. .. .	2	0 9 0	..	..	Fitters .. .. .	3	0 9 2	1	0 9
Watchmen .. .. .	2	0 6 0	..	..	Blacksmiths .. .. .	1	0 10 6	..	..
Enginemen .. .. .	2	0 8 0	..	..	Carpenters .. .. .	1	0 9 0	..	..
Sailmakers .. .. .	1	0 7 6	..	..	Enginemen .. .. .	1	0 7 6	..	..
Fitters' Improver .. .. .	1	0 6 6	..	..	Labourers .. .. .	1	0 6 0	..	..
	156		22		Lifters .. .. .	2	0 7 3	..	..
WELLINGTON MAINTENANCE DEPOT.						9		1	
Carpenters .. .. .	5	0 9 0	..	..	INVERCARGILL RAILWAY MAINTENANCE DEPARTMENT				
Blacksmiths .. .. .	1	0 9 0	..	..	Carpenters .. .. .	..	..	1	1 10
Strikers .. .. .	1	0 7 0	..	..	Leading Carpenter .. .. .	1	0 10 0	..	..
	7		..	..	Smiths .. .. .	2	0 8 9	..	..
OAMARU RAILWAY MAINTENANCE DEPOT.					Fitters .. .. .	1	0 9 6	..	..
Blacksmiths .. .. .	1	0 10 0	..	..	Strikers .. .. .	2	0 7 0	..	..
Strikers .. .. .	1	0 7 0	..	..		6		1	
	2		..	..	NELSON.				
OAMARU LOCOMOTIVE RUNNING SHED.					Fitters .. .. .	1	0 10 6	1	0 5 0
Fitters .. .. .	1	0 8 6	..	..	Blacksmiths .. .. .	1	0 10 0	..	..
Labourers .. .. .	1	0 3 6	..	..	Boilermakers .. .. .	1	0 8 6	..	..
	2		..	..	Painters .. .. .	1	0 8 6	..	..
TIMARU LOCOMOTIVE RUNNING SHED.					Strikers .. .. .	1	0 7 0	..	..
Fitters .. .. .	..	..	1	0 5 0		5		1	
Turners .. .. .	1	0 9 0	..	..	NAPIER.				
	1		1		Fitters .. .. .	5	0 9 5	2	0 13 0
TIMARU RAILWAY MAINTENANCE DEPOT.					Turners .. .. .	1	0 9 6	1	0 9 0
Carpenters .. .. .	1	0 9 0	..	..	Blacksmiths .. .. .	2	0 9 3	1	0 7 6
Leading Carpenter .. .. .	1	0 11 0	..	..	Painters .. .. .	1	0 9 0	1	0 15 0
Blacksmiths .. .. .	1	0 9 6	..	..	Carpenters .. .. .	2	0 9 0	1	0 15 0
Strikers .. .. .	1	0 7 0	..	..	Boilermakers .. .. .	1	0 10 6	1	0 7 6
	4		..	..	Enginemen .. .. .	1	0 9 0	..	..
PICTON.					Holdings-up .. .. .	1	0 7 6	..	..
Carpenters .. .. .	1	0 9 0	..	..	Labourers .. .. .	3	0 4 6	..	..
Fitters .. .. .	2	0 9 3	..	..	Lifters .. .. .	1	0 7 0	..	..
Painters .. .. .	1	0 8 0	..	..	Sailmakers .. .. .	1	0 8 0	..	..
	4		..	..	Strikers .. .. .	2	0 5 3	..	..
					Watchmen .. .. .	2	0 6 0	..	..
EASTOWN, WANGANUI.						23		7	
Fitters .. .. .	12	0 9 0	5	0 8 7	GREYMOUTH.				
Turners .. .. .	3	0 9 8	2	0 6 6	Fitters .. .. .	4	0 8 10	1	0 7
Coppersmiths .. .. .	1	0 10 0	1	1 10 0	Blacksmiths .. .. .	2	0 10 0	..	..
Boilermakers .. .. .	5	0 9 6	2	0 13 0	Boilermakers .. .. .	2	0 10 0	..	..
Blacksmiths .. .. .	5	0 9 3	2	0 13 0	Carpenters .. .. .	3	0 10 0	..	..
Carpenters .. .. .	8	0 9 1	1	1 10 0	Labourers .. .. .	9	0 5 4	..	..
Painters .. .. .	4	0 8 9	2	0 12 0	Painters .. .. .	3	0 9 2	..	..
Carpenters' Improver .. .. .	1	0 6 6	..	..	Strikers .. .. .	3	0 6 8	..	..
Enginemen .. .. .	1	0 8 0	..	..	Foremen .. .. .	1	0 12 2	..	..
Holdings-up .. .. .	1	0 7 6	..	..		27		1	

## TOTAL NUMBER EMPLOYED BY RAILWAY DEPARTMENT (Workshops and Maintenance Depots).

Locality.			Men.	Apprentices.	Locality.			Men.	Apprentices.
Christchurch .. .. .	350	43	Westport .. .. .	24	3				
Wellington .. .. .	163	22	Waipukurau .. .. .	2	..				
Dunedin .. .. .	262	30	Invercargill .. .. .	15	2				
Auckland .. .. .	121	19	Nelson .. .. .	5	1				
Oamaru .. .. .	4	..	Napier .. .. .	23	7				
Timaru .. .. .	5	1	Greymouth .. .. .	27	1				
Wanganui .. .. .	72	16							
Picton .. .. .	4	..	Totals .. .. .	1,077	145				

## REPORTS ON ACCOMMODATION PROVIDED FOR SHEARERS.

District.	Number of Stations.	Remarks.
Akaroa .. .. .	33	The accommodation is satisfactory. Some improvements suggested by the Inspector are being carried out.
Alexandra South .. .. .	1	Very good accommodation. Some small alterations in sleeping-quarter promised to be carried out.
Amberley .. .. .	16	The accommodation is very good on all. Some suggestions as to increased accommodation made by the Inspector have been carried out.
Arrowtown .. .. .	2	The accommodation on one station is very good. A new shed is being erected for shearers on the other.
Ashurst .. .. .	2	Good accommodation. Shearing on small holdings is done by the neighbours, who sleep at home.
Ashburton .. .. .	5	Accommodation very good.
Awanui (Port) .. .. .	13	Accommodation very good, although shearing is all done by Maoris.
Balclutha .. .. .	3	Accommodation good.
Blenheim .. .. .	38	Very good accommodation at all but two, the owners of which were given notice to provide proper accommodation by next season, and have promised to do so.
Bull's .. .. .	9	All have good accommodation.
Christchurch .. .. .	1	Accommodation satisfactory.
Cambridge .. .. .	7	Accommodation satisfactory.
Carterton .. .. .	9	Five stations have good accommodation. Notice has been given to the owners of the other four to have proper accommodation provided by next season, and they have agreed to provide it.
Olive .. .. .	8	All have very good accommodation.
Clinton .. .. .	9	Accommodation very good.
Coromandel .. .. .	..	The accommodation is very good on all the stations, which are small, the largest stations only running 2,500 sheep.
Cromwell .. .. .	5	Accommodation good.
Culverden .. .. .	26	Accommodation good. At one station the men had to sleep and eat in the same room; but on the Inspector giving notice the owner promised to have this remedied by next season.
Dannevirke .. .. .	6	Four stations had good accommodation, and the remaining two have now completed buildings, according to the instructions of the Inspector.
Eketahuna .. .. .	10	The accommodation, with the exception of two, is good, and the owners of the two complained of promise to have the Inspector's suggestions carried out.
Eltham .. .. .	6	Good accommodation.
Fairlie .. .. .	29	The accommodation is good. On one station the Inspector required that more sleeping-accommodation be provided. This has been agreed to by the owners, and will be ready for occupation next season.
Featherston .. .. .	5	Good accommodation at all stations.
Gisborne .. .. .	48	Accommodation satisfactory.
Geraldine .. .. .	6	All have very good accommodation. A suggestion of the Inspector's made last year was carried out as promised.
Gore .. .. .	2	At both stations good accommodation is provided.
Greytown North .. .. .	8	Five have good accommodation. Notices to build proper accommodation were served on owners of the other stations, who have since complied with the Inspector's demands.
Hamilton .. .. .	4	Accommodation very good.
Hampden .. .. .	6	Accommodation satisfactory at all but two, where notices were given by the Inspector to have better accommodation provided before next shearing.
Hawksbury .. .. .	8	Good accommodation at all stations.
Helensville .. .. .	4	Very good accommodation.
Herbertville .. .. .	6	Very good accommodation.
Hokianga .. .. .	5	Very good accommodation.
Hokitika .. .. .	4	Good accommodation.
Hunterville .. .. .	..	Good accommodation.
Invercargill .. .. .	..	Good accommodation.
Inglewood .. .. .	..	Good accommodation.
Kaikoura .. .. .	12	Very fair accommodation. Any suggestions of the Inspector were willingly complied with by the owners of the stations.
Kurow .. .. .	20	Very good accommodation as a whole on the stations. In some instances the sleeping-accommodation was too crowded, but on the Inspector's request this defect was remedied.
Leeston .. .. .	2	Very good accommodation.
Lincoln .. .. .	2	Very good accommodation.
Lawrence .. .. .	4	Good accommodation. The Inspector found in two cases that the men had to eat and sleep in the same hut. This has been discontinued.



REPORTS ON ACCOMMODATION PROVIDED FOR SHEARERS—*continued.*

District.	Number of Stations.	Remarks.
Lumsden ..	18	Accommodation very fair.
Little River ..	..	Very fair accommodation. The Inspector reports that the only sleeping-accommodation provided at one station was a "black hole," without any windows or ventilation, and bunks like pigeon-holes. The use of this has been discontinued, and a new building erected.
Mongonui ..	..	Accommodation good; but as the shearing is all done by Maoris they prefer sleeping in tents.
Malvern ..	5	Three stations have insufficient accommodation, but the owners have promised that the alterations required by the Inspector will be carried out in time for next shearing.
Mataura ..	7	Accommodation good on five stations. The Inspector condemned the sleeping-accommodation on two stations, the owners of which are providing proper buildings, in compliance with the Inspector's request.
Martinborough ..	25	Accommodation good at all but two stations. Notices were served by the Inspector that proper accommodation be provided.
Marion ..	..	Good accommodation is provided.
Masterton ..	15	Accommodation very good.
Mercer ..	4	Accommodation good.
Methven ..	23	Accommodation fair.
Middlemarch ..	5	Accommodation good at all stations.
Milton ..	3	Accommodation very good.
Mosgiel ..	4	Accommodation fair. In all cases where Inspector suggested improvements the owners have carried them out.
Hawke's Bay ..	38	The accommodation of many of the stations visited by the Inspector was found to be of a most primitive description. The Inspector has served notices on the owners of these places to have suitable accommodation provided by next shearing. On the other hand, many of the places have splendid quarters for the men, their comfort seemingly being the owners' first object.
Nelson ..	2	Very good accommodation.
New Plymouth ..	..	Necessary accommodation is provided.
Naseby ..	4	Three have good accommodation. On one station the accommodation is not so good; but, owing to the circumstances of the case, the matter was held over till next season.
Ngaruawahia ..	4	Accommodation good.
Ngapara ..	4	Accommodation very good.
Oamaru ..	3	Accommodation satisfactory.
Ophir ..	3	The accommodation at two stations is good. The buildings at the other station were condemned by the Inspector, and the owners have made arrangements for them to be renewed.
Ormond ..	24	All but six have good accommodation. Notices have been given by the Inspector to provide such accommodation before next shearing.
Ormondville ..	..	Only small holdings in this district. The farmers usually help one another.
Otautau ..	20	Accommodation satisfactory.
Otaki ..	..	Most of the holdings in this district are small, and what accommodation there is is adequate.
Outram ..	7	Accommodation good.
Oxford (West) ..	7	The Inspector served notices on five station-holders to have their huts properly cleaned and put in repair for next shearing.
Ohingaiti ..	1	Very good accommodation.
Palmerston North ..	10	Good accommodation. Some alterations suggested by the Inspector have been carried out.
Palmerston South ..	12	Most have very fair accommodation. In one case the provision was inadequate, and a notice to provide proper accommodation was served on the owner.
Pahiatua ..	..	The holdings in this district are small, and the settlers shear for one another.
Pembroke ..	6	All have good accommodation.
Pleasant Point ..	4	All have good accommodation.
Pahi ..	..	The shearing here is done by the settlers, who go to their homes to sleep.
Queenstown ..	22	The accommodation in most cases is very good. In some instances tents are provided for the shearers, who informed the Inspector that they preferred to sleep in them, as the weather was warm and dry at shearing time.
Raglan ..	..	Very good accommodation.
Rakaia (South) ..	9	Good accommodation at all stations.
Rangiora ..	6	All have good accommodation.
Riverton ..	..	Accommodation is provided where required, but the shearing is mostly done by settlers, who return to their own homes at night.
Roxburgh ..	4	Good accommodation.
Russell ..	4	Accommodation satisfactory.
Stratford ..	9	Accommodation fair.
St. Bathans ..	3	Accommodation good.
Shortland ..	..	The accommodation is ample for the requirements of the district.
Tapanui ..	4	Very good accommodation.
Te Aroha ..	9	Good accommodation.
Te Awamutu ..	..	The flocks are small, and the owner and some of his neighbours shear them. The accommodation where required is good.
Temuka ..	5	Good accommodation.
Timaru ..	4	Good accommodation.
Tolaga Bay ..	17	The shearing on all these stations is let by contract to Maoris, who find everything. The accommodation for station-hands is good.
Tenui ..	21	On fourteen stations the accommodation was satisfactory. On the remaining seven the provision for shearers was more or less bad—in three cases very bad indeed. Notices from the Inspector were sufficient in most cases to secure improvement. In one instance the owner appealed against the instructions of the Inspector, but the appeal was dismissed.
Upper Hutt ..	..	Accommodation satisfactory.
Waverley ..	6	The stations in this district are small; the owners and neighbours do the shearing. What accommodation there is is good.

REPORTS ON ACCOMMODATION PROVIDED FOR SHEARERS—*continued.*

District.	Number of Stations.	Remarks.
Waipawa .. ..	25	Good accommodation. Notice was given to two owners to provide better accommodation, and they have agreed to provide it.
Waipukurau .. ..	..	The Inspector has ordered improvements to be made on most of the stations, and they are being carried out, so that next shearing the accommodation is expected to be very satisfactory.
Waitara .. ..	..	The holdings here are small, and the settlers help each other to shear.
Woodville .. ..	..	The accommodation is very good. The flocks are small, and shearing is carried out by the settlers themselves, returning to their own homes at night.
Waimate .. ..	13	The accommodation generally is good. In one instance notice has been given to repair men's sleeping-hut.
Waitahuna .. ..	..	Accommodation good.
Whangarei .. ..	..	The flocks are small, and settlers do the shearing among themselves, sleeping at their own homes at night.
Winton .. ..	..	Good accommodation.
Wyndham .. ..	..	The accommodation is very good at all stations in this district. Some alterations suggested by the Inspector have been carried out.
Waitotara .. ..	..	The Inspector gave notice to the settlers who employ labour to shear to have proper accommodation provided for 1898 shearing.

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