

1941.
NEW ZEALAND.

NATIONAL SERVICE DEPARTMENT : EMPLOYMENT DIVISION.

REPORT OF THE CONTROLLER OF EMPLOYMENT.

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

REPORT.

To the Hon. the MINISTER OF LABOUR.

SIR,—

National Service Department,
Wellington, 24th July, 1941.

I have the honour to present herewith for the information of His Excellency the Governor-General the report upon the activities of the Employment Division, covering the year 1st April, 1940, to 31st March, 1941, except where otherwise indicated.

I have, &c.,
A. J. RIDLER,
Controller of Employment.

ADMINISTRATION.

Although the Employment Division was, during the year, transferred from the Labour Department to the National Service Department, it remains a separate entity so far as administration of employment promotion and placement activities is concerned, and is responsible to the Minister of Labour. Policy matters which may arise are submitted for his consideration and direction.

As an outcome of the amalgamation with the National Service Department, the accounting and staff work for the whole Department is undertaken by the staff of the Employment Division.

Direct supervision of the various activities of the Division—*e.g.*, subsidization of approved works or industries—is maintained by Head Office, which operates through its own district offices in the four main centres and through Registrars and District Agents of the Social Security Department in forty-four other centres. This position also obtains in regard to the activities of the State Placement Service and Youth Centres, except that at Dunedin the Youth Centre is not under the control of the Department.

The following list sets out briefly the operations falling within the present functions of the Employment Division :—

- (1) Scheme No. 4B : Subsidies on labour-costs for development of farm lands.
- (2) Scheme No. 4F : Farm-labour-assistance plan for training inexperienced workers :
- (3) Scheme No. 13 : Subsidization of full-time employment through local bodies and other local employing authorities (including City and Borough Councils, County Councils, River and Drainage Boards, and schools and other private bodies not established for profit and whose activities are of a social nature)—
 - (a) Payment of subsidies for full-time work at award rates :
 - (b) Issue of transport orders, &c. :
 - (c) Assistance by way of labour subsidies towards—
 - (i) Eradication of ragwort and other noxious weeds :
 - (ii) Rabbit-extermination :
 - (iii) Local-body water and sewerage schemes :
 - (iv) Streets and footpath improvement :
 - (v) Road-construction improvement :
 - (vi) River-improvement and land-drainage.
- (4) Scheme No. 16 : Youth employment in building trades—
 - (a) Subsidized training in building and related trades :
 - (b) Issue of tools, equipment, &c.
- (5) Scheme No. 16A : Training of adult workers in industry.
- (6) State Placement Service : Operation of twenty-two special offices to carry out all phases of placement work.
- (7) Youth Centres : Operation of special offices in Auckland, Wellington, and Christchurch to deal, in conjunction with the Education Department, with the question of vocational guidance and employment for boys and girls from school-leaving age.

The various schemes, &c., outlined above are later more fully defined in this report.

In connection with its promotion of employment activities the Division is in close contact with, and receives helpful co-operation from, other Departments of State; in addition, it is represented on the Land Development Committee, the Primary Production Councils, and on both the Dominion and local Councils for the Training of Auxiliary Workers.

Certain phases of the task of rehabilitation of men who return from service with the armed forces are being undertaken by this Division per medium of the State Placement Service, and as repatriation measures come within the jurisdiction of the Hon. the Minister of National Service, an outline of these activities is included in the annual report of the National Service Department under the heading "Repatriation."

PROMOTION OF EMPLOYMENT.

In pursuance of the policy of arranging full-time work for physically-fit men whom it has not been possible to absorb in private employment, subsidies have been made available throughout the year to local bodies, farmers, &c., for the employment of disengaged men on suitable works of a national or local character and of a definite value to the community.

It will be seen from Table I of the Appendix that the number employed on subsidized schemes has shown a steady decline since the 21st September, 1940, when the peak winter figure was reached, until at the 5th April, 1941, only some 7,520 were engaged. This is the smallest number ever recorded as being engaged on employment-promotion schemes and gives some indication of the extent to which recruitments in the armed forces, the Dominion's war effort, &c., generally have depleted the surplus labour supply. This figure of 7,520 is some 5,216 less than the corresponding figure for last year.

Supplementary to Table I is Table II, showing the dissection into age groups of the numbers of men employed under the various schemes as at 5th April, 1941. The relative fitness for work of those men employed on Scheme No. 13 at this date is also shown.

FINANCIAL.

Provision for expenditure incurred in the promotion of employment is subject to appropriation by Parliament in terms of the Public Revenues Act, 1926, and during the year under review the sum of £2,605,971 (gross) was appropriated from the Consolidated Fund under vote "Labour" for this purpose.

The amount appropriated included £105,971 (gross) to cover administration expenses; and when the Employment Division was transferred from the Labour Department to the National Service Department provision was made for the net administration expenses in connection with the employment-promotion schemes and the State Placement Service to be recovered from vote "National Service."

The net payments during the year ended 31st March, 1941, including administration expenses recovered from vote "National Service," were as follows:—

Employment-promotion schemes—	£	£
Scheme No. 4B	296,274	
Scheme No. 4F	20,145	
Scheme No. 13	2,069,422	
Scheme No. 16	12,318	
Scheme No. 16A	577	
Insurance of workers	3,082	
Transport of workers	1,567	
Youths farm settlement	826	
Miscellaneous	8,575	
	—————	2,412,786
 Administration expenses—		
Advertising	11	
Fitting up accommodation	287	
Motor-vehicles, maintenance of	691	
Office equipment	161	
Office expenses	228	
Overtime and meal allowances	208	
Postages and telegrams, &c.	1,787	
Printing and stationery	1,199	
Rent, heating, and lighting	4,153	
Salaries and allowances	57,166	
Services rendered by other Departments	30,750	
Telephone services	1,500	
Transfer and removal expenses	46	
Travelling-expenses	2,539	
Typewriters—		
Maintenance of	48	
Purchase of	25	
Miscellaneous	15	
	—————	100,814
		£2,513,600
		—————

The total expenditure under the employment-promotion schemes during the year ended 31st March, 1940, was £2,883,874, as compared with £2,412,786 during the year under review, a reduction of £471,088.

SPECIAL WORKS FOR UNEMPLOYED MEN.

In order that employment of a worthwhile nature might be made available for the large numbers of men who, with the cessation of seasonal works, become a charge on the Social Security Fund, arrangements were finalized during June, 1940, with the Public Works, Lands and Survey, and Forestry Departments to employ additional men in certain localities. These works were mainly in country areas, thus involving separation of the men from their families.

A total of 815 men were required for these special works, which were offered to fit and able-bodied men in receipt of unemployment benefit or employed on Scheme No. 13 works. Of the 5,177 men men were offered this employment, there were 845 acceptances of the work and 4,332 refusals. The majority of those who refused did so on account of family or health reasons, and only 330 men refused unconditionally. An examination was made of each case, and those who refused the work without good reason were declared voluntarily unemployed.

Fortunately, it was found necessary to continue the majority of these works for a short period only, as the reopening of the dairy season, followed closely by other seasonal farm-work, quickly absorbed all suitable labour.

SCHEME NO. 4B: FARM-LANDS DEVELOPMENT.

This scheme, which in past years has provided such an excellent avenue for the absorption of unemployed men, has for the period under review attained record proportions, and as it constitutes one of the Division's chief employment measures it is considered advisable to record fully details of its operation.

The scheme provides subsidy up to a maximum of 75 per cent. of the labour-cost with the object of inducing farmers to put in hand useful improvement works which will increase the productivity of their lands and at the same time provide a desirable avenue of employment for available unemployed labour.

The subsidies which apply in respect of the various classes of work are as follows:—

For developmental work, such as bushfelling, stumping, logging, subdivisinal fencing, cutting new drains, deepening and widening existing drains, &c., subsidies of up to 75 per cent. of the actual labour-cost may be approved without the necessity of the farmer submitting a statement of his financial position.

For maintenance-works, such as deferred scrub-cutting, first and two subsequent top-dressings of hill country or other country that is not suitable for machine top-dressing and is to be done by hand, deferred cleaning out of large drains, renewal of subdivisinal fences where substantial amounts of new materials are involved, &c., the granting of subsidies of up to 75 per cent. of the actual labour-cost is considered in relation to the financial position of the farmer as disclosed in a financial statement which is required to be submitted with each such application.

An agreement covering the terms and conditions of employment was last year entered into between the Hon. the Minister of Labour and the New Zealand Workers' Union. This agreement provides for the drawing-up of a specific contract in respect of each job, full details of the work being set out. The contract is signed by the farmer and by all members of the contract party, thus safeguarding the interests of all concerned.

General Conditions.—The men required are allocated from those registered as unemployed. Subsidy is *not* granted in respect of unregistered men or even in respect of registered men started without the approval of the National Service Department.

The farmer is required to accept full liability for accident insurance, to supply materials (where necessary), tools, accommodation, &c., and also provide transport (at the commencement and completion of the job) to and from the worker's home locality.

The following analysis for the period under review gives some indication of the valuable contribution in the nation's effort to increase production:—

SUMMARY OF SCHEME NO. 4B CONTRACTS FOR YEAR ENDED 31ST MARCH, 1941.

Number of contracts	..	..	..	..	..	5,018
Total number of men allocated	..	..	..	..	..	9,863
Average number of men employed monthly	..	..	..	..	..	2,864
Total labour-cost	..	..	..	..	..	£406,964 11s.
Total of subsidies	..	..	..	..	..	£296,274
Estimated stock increase—						
Sheep	..	..	..	..	..	127,021
Cows	..	..	..	..	..	15,061
Cattle	..	..	..	..	..	12,002
Pigs	..	..	..	..	..	416
Work completed—						
Scrub-cutting	..	..	..	..	..	139,761 acres.
Gorse-grubbing	..	..	..	..	..	42,842 acres.
Stumping	..	..	..	..	..	10,168 acres.
Bushfelling	..	..	..	..	..	5,414 acres.
Drains dug, deepened, and widened	..	..	..	..	..	108,466 chains.
Fencing	..	..	..	..	..	34,219 chains.

Additional work carried out under the scheme comprises river-protection work, top-dressing, track and road formation to enable access to be given to isolated areas, flood-damage restoration, and ploughing of virgin land.

The Field Officers of the Lands and Survey Department and also those of the State Advances Corporation provide very valuable co-operation in carrying out the valuation of all contracts put into operation, and the appreciation of this Division for the very extensive assistance afforded during the year is here recorded.

SCHEME No. 4F.—FARM-LABOUR ASSISTANCE PLAN.

The object of this scheme is to promote the maximum possible supply of labour for ordinary farm-work and so maintain production. The scheme was reintroduced on the 4th September, 1939, with subsidy on the basis of £1 per week for a maximum period of six months for the training in farm duties of inexperienced single men recruited from the register of eligible unemployed. In the first six months a total of only 25 placements was recorded under the scheme, while the position regarding the shortage of farm labour became more accentuated owing mainly to the enlistments of rural workers.

With a view to overcoming this shortage, the scheme was enlarged from the 27th May, 1940, to cover wages subsidy over a period of twelve months on the basis of £1 10s. per week for the first six months and 15s. per week for the second six months in respect of the employment of all inexperienced men twenty years of age or over engaged through the Department, irrespective of their eligibility to receive an unemployment benefit.

In addition a house allowance at the rate of 12s. 6d. per week was made payable in the case of married workers, whether experienced or inexperienced, where married accommodation was not available and the worker was consequently required to be separated from his wife and family. This house allowance was increased to £1 per week from the 9th September, 1940, in order to bring the total weekly remuneration more into line with the wages applicable on State undertakings and so overcome any reluctance from a financial point of view on the part of married men called upon to accept farm-work involving separation from their families.

Since the 1st April, 1940, a total of 1,091 men, comprising 725 single and 366 married, have been placed under this scheme, some 384 of whom were still employed at the 5th April, 1941.

This number comprises the following:—

Single men on dairy-farms	..	..	..	..	..	..	177
Single men on sheep-farms	..	..	..	..	..	..	56
Married men on dairy-farms	..	..	..	..	..	..	95
Married men on sheep-farms	..	..	..	..	..	..	56
							384

Under the scheme 176 married men have been in receipt of house allowance, and included in the figure of 384 above are 43 married men who were receiving house allowance at the 5th April, 1941.

In all cases where the house allowance is granted, the names and addresses of the farmers concerned are submitted to the State Advances Corporation with a view to the position being met temporarily by the supply of three-roomed rural cottages by the Public Works Department at a rental of 5s. per week and to assistance being granted under the Rural Housing Act for the erection of a permanent structure.

SCHEME No. 13: FULL-TIME EMPLOYMENT WITH LOCAL BODIES, ETC.

The policy of providing full-time employment for all fit unemployed men has been continued, and subsidies under this scheme have been made available to City and Borough Councils, County Councils, River, Drainage, and Rabbit Boards, School Committees, sports bodies, and other public bodies and social institutions not established for profit in respect of the employment of registered and eligible labour at award rates of pay on development-works which would not be put in hand without State assistance. The works undertaken include the formation, widening, metalling, &c., of streets and roads; footpath construction, kerbing, and channelling; local-body water-supply and sewerage schemes; land-drainage, river-clearing, river-protection, flood-damage restoration, &c.; afforestation; formation, levelling, improvements, &c., to parks, reserves, domains, school-grounds, hospital-grounds, &c.

The number of men employed under Scheme No. 13 at the 5th April, 1941, and the classes of work on which they were engaged, were as follows:—

Streets, roads, and reserves	..	..	..	..	..	..	3,724
Drainage	..	..	..	..	..	..	174
River-protection	..	..	..	..	..	..	222
Sewerage and water-supply schemes	..	..	..	..	..	..	73
School-ground improvements	..	..	..	..	..	..	221
Social amenities: Baths, &c.	..	..	..	..	..	..	185
Tree-planting	..	..	..	..	..	..	73
Land-development	..	..	..	..	..	..	58
Railway-works	..	..	..	..	..	..	122
Harbour-works	..	..	..	..	..	..	209
Produce-growing and pig-raising	..	..	..	..	..	..	93
Rabbiting	..	..	..	..	..	..	133
Miscellaneous	..	..	..	..	..	..	139
Totals	..	..	..	..	..	..	5,426

The rate of subsidy is based on the minimum which will enable the work to be proceeded with, and ranges from £2 5s. and £1 10s. per man-week for married and single men respectively to, in some cases, the full wages-cost at the ordinary labourers' rate. Employing authorities are required to meet all other costs involved, including supervision, transport, insurance, tools, &c.

The employment is under ordinary industrial conditions, and paid in terms of the award to which the employing authority is a party. In cases where an employer is not cited as a party to an award, the conditions and rates of pay prescribed by the Public Works Workers' agreement are adopted as the standard.

Regarding the number of men shown as employed on produce-growing and pig-raising, it should be explained that the Invercargill City Council, as a war effort, in the 1939-40 season commenced a vegetable-growing scheme, in respect of which a subsidy was granted for the employment of registered and eligible men. The use of subsidized labour for this purpose was conditional upon the proceeds over and above the Council's costs being paid to the War Expenses Account.

The crop comprised some 200 tons of potatoes, 270 tons swedes, 833 dozen cabbages, and 224 sacks of chaff, and was disposed of to the Internal Marketing Department at a price to cover the Council's costs only. Although there was no cash payment to the War Expenses Account, there was, nevertheless, a direct contribution to that account, as the majority of the vegetables were sent to the Burnham Military Camp.

Following this initial success the Invercargill City Council continued the vegetable-growing scheme for the 1940-41 season, and some nine other local bodies also commenced production schemes in that season. In each case assistance by way of Scheme 13 labour was made conditional upon the proceeds over and above the Council's expenses being paid to War Expenses Account or patriotic funds. Some of these local bodies are growing vegetables, while others are growing seeds under contract to seed-merchants in order to replace those seeds usually imported from overseas but which on account of the war are now unprocureable from the previous source. Two of the local bodies operating under the scheme have established municipal piggeries.

In order to make provision for semi-fit men and those of sixty years and over whose wives are not eligible to receive age-benefits, works of a light nature have been authorized in special cases.

RABBIT-EXTERMINATION.

Subsidies of £2 5s. and £1 10s. per man-week for married and single men respectively are made available to Rabbit Boards and County Council Rabbit Committees who are prepared to employ additional workers on the extermination of rabbits by means of fumigation and/or poisoning. The subsidy is available only to those Rabbit Boards and other authorities, and for such periods, as are recommended by the Department of Agriculture.

The conditions of employment and rates of pay are in accordance with awards, &c., as indicated above.

In order more effectively to combat the rabbit pest during the summer months when normal rabbiting activities are usually suspended, a major rabbit-control scheme for adoption by Rabbit Boards, County Councils, committees of farmers, or individual farmers was inaugurated from 1st September, 1940, and terminated generally on 31st March, 1941. In one or two districts where rabbits were specially prevalent the scheme was extended for a further month.

Under this major scheme a subsidy of £3 10s. per man-week was made available for registered and eligible men employed in terms of the New Zealand Rabbit Boards' and Rabbit-proof-fencing Boards' Employees' award.

Stock Inspectors of the Department of Agriculture were the approving officers for the scheme, and in those cases where experienced registered men were not available the placement of unregistered men in charge of parties of workers was authorized.

A total of 2,766,420 acres was brought under the scheme with the placement of 935 men.

Placements and areas covered in the various districts are shown below :—

	Centre.	Area: Acres.	Men placed.
Queenstown	433,264	66
Alexandra	844,974	297
Dunedin	97,517	116
Invercargill	154,351	101
Gore	13,915	35
Riverton	113,133	46
Oamaru	167,277	94
Waimate	147,340	58
Timaru	662,855	70
Christchurch	56,955	24
Greymouth	50,000	6
Palmerston North	6,000	2
Taihape	4,625	1
Taumarunui	14,214	19
		2,766,420	935

The whole question of rabbit-extermination generally has been gone into thoroughly by officers of the Employment Division and the Agriculture Department, as a result of which entirely new proposals, whereby it is hoped to encourage the wholesale destruction of rabbits throughout the whole year, are at present under consideration by the Government.

RAGWORT-ERADICATION.

Under the supervision of the Agriculture Department subsidies of £2 5s. and £1 10s. per man-week for married and single men respectively were made available to individual farmers for the eradication of ragwort.

Owing to the very small number of men employed under this scheme during the past few years it was felt that its continuance as a special employment scheme was no longer justified, and the scheme was terminated on the 21st December, 1940, when arrangements were made for this class of work to be included under the 4B Scheme.

SCHEME No. 16 : SUBSIDIZED APPRENTICES IN BUILDING TRADE.

The object of this scheme was to increase the supply of skilled labour required in the building trade, and to assist that class of young men who, during the depression years, had been denied the opportunity of learning a skilled trade.

The placement of young men under this scheme, which provided for subsidies ranging from a maximum of £1 5s. per week and reducing annually over a three-year period in respect of short-term apprenticeships in the carpentry and bricklaying trades, was terminated on the 30th April, 1940, as it was deemed that the scheme had fulfilled its useful purpose.

Commencing in September, 1937, the scheme covered the placement of some 629 apprentices and 129 trainees, the position regarding these contracts on the 5th April, 1941, being as follows :—

	Carpenters.		Bricklayers: Apprentices.	Total.
	Apprentices.	Trainees.		
(a) Contracts in operation	185	11	3	199
(b) Contracts terminated	159	79	4	242
(c) Contracts suspended	150	11	6	167
(d) Contracts expired	103	22	10	135
(e) Contracts cancelled	9	5	1	15
Totals	606	128	24	758

Of the 199 contracts still in operation and shown under (a), 140 are now in their third year of apprenticeship, 57 in their second year, and 2 in their first year.

The 167 contracts shown in (c) as being suspended cover those apprentices who have enlisted in the armed forces. By regulation made under the Public Safety Conservation Act, 1932, provision was made for these apprentices to continue their apprenticeships on the termination of service with the armed forces if they so desire.

SCHEME No. 16A : SUBSIDIZING OF WORKERS IN INDUSTRY.

This scheme, which covers a two-and-a-half year apprenticeship in the boot-manufacturing industry, provides for a subsidy commencing at £1 15s. per week with a commencing wage of £4 5s. The subsidy reduces by 5s. each six months until at the end of the fourth half-year it reduces to 10s. for the final six months; the weekly wage increases by 5s. each six months until £5 is reached, and this amount is the maximum wage for the last year of the apprenticeship.

Men for employment under the scheme are recruited from those unskilled workers who have for at least six months been engaged under Scheme No. 13 or those engaged in an unskilled capacity with a Government Department.

The operation of the clause in the various apprenticeship orders relating to the permissible proportion of apprentices to journeymen has adversely affected placements under this scheme, a total of only 16 men having been engaged since the scheme commenced in August, 1939. The position concerning these contracts at the 5th April, 1941, was as follows :—

Contracts in operation	11
Contracts terminated	4
Contracts expired	1
	16

As mentioned elsewhere in this report, the boot-manufacturing industry has been brought under the scheme introduced as a war measure for the training of auxiliary workers, and it is possible that, with the present uncertain state of affairs, the trade generally and the workers themselves will prefer to come under the auxiliary training scheme rather than undertake apprenticeships.

STATE PLACEMENT SERVICE.

Twelve months of exceptional difficulty, and only partial success, in meeting the requirements of a wartime labour market have to be recorded in reporting on the activities of the State Placement Service during the year ended 31st March, 1941.

Last year's report presaged more significant adjustments in the manning of industry as the war continued, and it is the development of these adjustments which has been at the root of most of the problems facing the Service in the period reviewed. The drain of man-power—the most physically fit and suitable industrially—into the armed forces and into wartime employment has been such as to deplete greatly the labour force available for peace-time industrial requirements. Notwithstanding this depletion, industries more directly subserving New Zealand's war effort—most notably the engineering, clothing, and footwear ones—have remained unsupplied with much of the skilled male and female labour which they could absorb. Given a maintained export market for the Dominion, these are tendencies which will inevitably be reinforced during the next twelve months and for as long as the war continues and which will also tend to be accompanied by increasing strain on the man-power in industry. If, however, further substantial lowering of exportable surpluses should unfortunately occur, a different set of factors in considering the level of industrial activity and hence the demand for labour must be consulted, and a very different conclusion as to future employment trends may be invited. To examine the implications of such an hypothesis is not, however, a task which comes within the scope of this report.

In attempting to bridge the gap between labour supply and demand, employers have perforce called to a much greater extent than ordinarily on youth and female labour and upon elderly and semi-fit male labour generally which in normal times would not be acceptable. The extent to which these trends have been observed is shown by the figures relating to enrolments, placements, and vacancies appearing hereafter, and by similar statistics relating to the juvenile-labour market appearing in the report on the activities of the Government Youth Centres.

The Placement Service, as far as it has been enabled, has assisted industry to avail itself of these labour reserves. It has also assisted in economizing the Dominion's labour-supply by accurate classification and inter-district placement of Placement Service enrollees as well as by co-operation with the Labour Department in emergency schemes for the specialized training and placement of certain types of workers.

The reserves of female and elderly labour above referred to have now been called upon to the extent that Placement Service enrolments of these types of worker have fallen almost entirely away. Considering the obligation of all unemployment beneficiaries to keep current their enrolments with the Placement Service, this is significant of the general shortage of labour in industry. The demand for juvenile labour has also proved so great as to occasion concern among educationalists and vocational-guidance workers at the resultant efflux of juveniles from schools.

If there remains any considerable reserve of unused labour in the Dominion, it must be that which includes housewives—typically those with small families—who would be available for industry provided arrangements for the care of young children could be made during the absence of the parents from the home.

The matter appearing hereafter is dealt with under the following sub-headings:—

- Placement Service Statistics.
- Rural Labour Provision.
- Shortage of Skilled Labour.
- The Placement Service and the War.

PLACEMENT SERVICE STATISTICS.

Enrolments, vacancies, and placement figures in respect of both male and female workers are now dealt with in turn.

Enrolments.

At the end of March, 1941, there were 9,442 male and 389 female enrolments current with the Service. Corresponding figures at the same date in 1940 were 16,031 and 741. The enrolments of males in March, 1939, totalled 24,373, while female workers were not at that time catered for by the Service.

Since Scheme No. 13 workers appear on strength in the Placement Service current index—for transfer to private employment as it becomes available—the extent to which hitherto unused man-power has been availed of in industry is noteworthy. This point is made clearer by reference to the numbers of male enrollees as at 31st March, 1939, 1940, and 1941, who were Scheme No. 13 workers. The figures in question are 1939, 12,504; 1940, 8,627; 1941, 5,426. There are thus current at the present time approximately only 4,000 male enrolments other than those relating to Scheme No. 13 workers. As monthly placements in 1941 averaged 2,825, it is evident that non-Scheme No. 13 enrolments are being turned over very rapidly. In other words, apart from a few hundred "slow" enrolments, the non-Scheme No. 13 section of the current index is subject to a continual rise and fall which tends to be concealed by the fairly stable level of enrolments. The stability of the current index at its present level is also significant in that the termination of seasonal activities has brought no appreciable addition to the number of workers enrolling. In normal times seasonal unemployment extends each year to several thousands of male workers.

Table III of the Appendix gives particulars, according to industrial groups, of male enrolments effected with the Service during the year ended 31st March, 1941, and also those current at the end of this period. Female enrolments have been so few that a similar table has not been prepared in respect of them.

Reference to the current index of male and female enrolees affords interesting information as to their occupational fitness. At 31st March of the current year the following position was revealed in this connection :—

Current Enrolments.

Classification.	Males.	Females.	Total.
Verified first class, fit, and prepared to travel to distant employment ..	237	5	242
Verified first class, fit, but not prepared to travel	720	13	733
Verified second class, fit, and prepared to travel to distant employment ..	1,197	11	1,208
Verified second class, fit, but not prepared to travel	2,543	64	2,607
Unverified and not finally classified	1,467	175	1,642
Fit for light work only	2,901	74	2,975
Unemployable	377	47	424
	9,442	389	9,831

Table V of the Appendix shows the provincial distribution of male and female enrolments current with the Service as at the 31st March, 1941.

Vacancies.

During the twelve months ended 31st March, 1941, 46,370 vacancies for males and 7,712 for females were notified to the Service for filling. The industrial distribution of notified vacancies for males during the period is shown by Table III of the Appendix. It must be mentioned that, although these figures will give some clue to those industries which are most in need of labour, they do not tell all the story, because it has been found that many employers, knowing that there is little likelihood of their requirements being speedily met, do not notify vacancies to the Service. In addition, there remains a conservative section of employers which does not take advantage of the facilities offered by the State Placement Service. However, if statistics relating to vacancies notified suggest any noteworthy conclusion it is that the shortage of labour in industry has not been confined to one or two industries but has tended to be general.

Placements.

In the year ended 31st March, 1941, the Placement Service filled 31,991 private positions with male and 3,553 with female enrolees. The following table gives the number of private positions filled with males during the calendar years since the inception of the Service in May, 1936, and also for the first quarter of the current year. As in previous reports, the figures relating to placements refer to positions filled and not to individuals placed. (N.B.—One person may enrol and be placed on several occasions in the same year. An indication of the extent to which this applies is shown by the fact that the 8,475 male placements effected in the first quarter of the current year relate to 7,262 individual workers.) Female placements were not recorded by the Service prior to October, 1939. The 3,553 placements effected during the year ended 31st March, 1941, include 2,779 permanent, 604 temporary, and 170 casual.

Table of Male Placements.

Nature of Placement.	1936 : May to December.	1937 : January to December.	1938 : January to December.	1939 : January to December.	1940 : January to December.	1941 : January to March.	Total to Date.
Permanent (of three months' duration or more)	9,530	17,650	12,885	11,370	10,827	3,264	65,526
Temporary (of more than one week's duration but less than three months)	5,384	12,051	9,416	8,569	9,224	3,015	47,659
Casual (up to one week's duration)	4,329	17,092	17,354	12,879	11,262	2,196	65,112
Totals.. ..	19,243	46,793	39,655	32,818	31,313	8,475	178,297

Table III, dealing with enrolments, placements, and vacancies in respect of male workers, is of value in indicating readjustments in the labour employed in the listed industrial groups. The number of female enrolments, placements, and vacancies is too small to permit of any accurate conclusions in this regard, but the totals of such figures tend to reflect trends similar to those observed in the case of male workers as per Table III of the Appendix.

The general shortage of labour referred to in the introduction of the Placement Service report is reflected in enrolments, placements, and vacancies shown in this table. Thus enrolments during the twelve months (not of individuals, but applications for employment) stand at 72,758, nearly 27,000

fewer than the corresponding number for nine months 1st January to 30th September, 1939; placements, at 38,405, exceed those for the first nine months of 1939 by over 2,000; and vacancies notified reach the high figure of 46,370 (figures relating to vacancies notified are not available for the previous period). Therefore during the year ended 31st March, 1941, the Service was notified of approximately 8,000 vacancies which it could not fill.

Dealing with particular industries, it is evident that the farming, engineering, and manufacturing groups have been very active.

In the case of dairy-farming (Group 2B), 4,617 placements were effected during the period but 7,526 vacancies were notified, which would appear to suggest—allowing for lapsed and duplicated vacancies—that a shortage of experienced dairy-farm workers remains. While this suggestion is believed to be accurate, it would also appear that the actual position has at times past been obscured by demands which were cancelled when applicants became available.

In the engineering groups (mainly 13A, 13B, and 13C) there is an excess of stated vacancies over placements amounting to several hundreds, while the enrolments recorded are, in the experience of the Placement Service, low for these groups. The shortage of labour in these groups is dealt with more fully in the section of this report relating to shortage of skilled labour.

Most manufacturing groups reveal an excess of vacancies over placements, and again enrolments are comparatively low. (See Groups 17A and B and 22A and B in particular of Table III.)

Building and construction (Group 24) shows vacancies at 4,805, placements at 3,734, and enrolments (including all building tradesmen as well as builders' labourers) at 6,316. Elsewhere comment will be made on the position in the building industry, but it can be said here that the ratio of placements to vacancies notified has risen greatly as against previous years. Thus the shortage of this type of labour in the industry is tending to become less considerable.

Figures covering national and local-body public works reveal the contraction in these forms of activity with which all are familiar in a general way. To illustrate: 7,106 enrolments from national public works and 4,499 from local-body public works were recorded during the period, but the placements effected in the same period stood at only 3,167 and 447 respectively. Vacancies notified were also much fewer than the enrolments effected.

The figures relating to Group 35 (commerce—dealing in commodities) suggest some falling away in this activity. This is illustrated by enrolments 6,276, vacancies notified 3,379, and placements effected 3,324. Thus the Service was able to fill nearly all the vacancies notified, but there were many other workers—nearly 3,000—for whom employment other than commercial, from which they had enrolled, had to be found. This might indicate progressive economizing in the staffs of commercial establishments and the weeding-out of forms of commercial activity which could not survive the changed circumstances arising out of the war.

PROVISION OF RURAL LABOUR.

The emphasis placed by the Government in the early stages of hostilities upon expanding the Dominion's exports of primary products to Great Britain resulted in a Dominion-wide and sustained farm-placement drive. During the period 1st July, 1940, to 31st March, 1941, which corresponds with the farming season just passed, this drive, which was initiated at the former date, had already effected 5,265 placements by the Service in regular farm employment—3,981 of the vacancies were filled with experienced or semi-experienced farm workers and the balance of 1,284 with inexperienced men.

The drive to man the Dominion's farm-lands was pursued, having regard to three major points: (a) the release from State undertakings of all non-essential workers who were suitable for farm-work—irrespective of whether or not they were experienced at farm-work—and their placement in regular farm employment; (b) substantial increase in the subsidy rates paid under the farm-labour training Scheme No. 4F and the encouragement of placements of unemployment beneficiaries—city and provincial alike—under the scheme; (c) the introduction of special measures to relieve the widespread and acute shortage of rural accommodation.

In July of last year special interviewing officers were appointed for the purpose of interviewing manual workers on State undertakings. These included the bulk of the employees of the Public Works, Lands and Survey, Forestry, and other Departments. At the time of interview particulars of the employees' previous work histories were obtained, their suitability for farm-work was assessed, and their willingness or otherwise to undertake such employment was ascertained. The magnitude of the contact and interviewing work involved in this survey of State employees is indicated by the fact that approximately 9,660 men had been interviewed by 31st March of the current year. As the results of the survey became available, men suitable for farm and other private employment were offered the positions available—offers being made in the first instance to those who had signified their willingness to take private employment, and later to those who were suitable for the employment offering, notwithstanding that they had not all volunteered for farm-work. In the period 1st July, 1940, to 31st March, 1941, 1,725 State employees who were not regarded as key workers were transferred to private employment, and 363 of these were placed in regular farm positions. The results of this survey of State employees as far as increasing the supply of farm labour was concerned were not, however, truly represented by actual farm placements of State employees. As the height of the season brought the problem of farm-labour shortage more prominently to the fore it was necessary to terminate many State undertakings on which some thousands of workers had previously been employed. These, as their job contracts were terminated, either enrolled with the Placement Service and were placed in farm or other employment, or made their own arrangements to obtain work. Thus the rural labour force of the Dominion was, as a result, probably augmented by workers several times the number actually transferred direct from State to farm employment.

From 27th May, 1940, the subsidy rate under Scheme No. 4F (farm-labour-training scheme) was increased from £1 to £1 10s. per man-week for the first six months of an inexperienced workers' engagement, and during the second six months, where previously no subsidy had been applicable, one at the rate of 15s. per man-week was made available. Elsewhere in the departmental report detailed information concerning the operation of Scheme No. 4F is given, but it is worth mention here that this scheme in its revised form played an important part in the substantially successful farm-placement drive undertaken by the Placement Service during the season just closed. In the period 1st July, 1940, to 31st March, 1941, 1,051 placements under this scheme were effected.

The third part of the farm-placement drive took the form of a determined effort on the part of the Government to cope with the widespread shortage of rural accommodation. In June of 1940 it was announced that hutments for single farm workers and temporary dwellings for married men were being erected by the Public Works Department and made available to farmers. The single men's hutments could be either leased or purchased outright, but the dwellings for married men were obtainable only on a rental basis—albeit a very low one. The actual provision of these temporary accommodation units has been the responsibility of the State Advances Corporation and the Public Works Department, the two Departments concerned with the financial and constructional aspects of the scheme, but the State Placement Service has co-operated by receiving farmers' applications for accommodation units and by passing them on to the State Advances Corporation. Detailed comment on the results of this scheme is the function of the two Departments concerned, but it can be said here that during the period 1st July, 1940, to 31st March, 1941, accommodation units for 671 married and 175 single farm workers were supplied. To that extent, placements of farm workers additional to those which would ordinarily be possible were effected. Apart from the provision of temporary accommodation units, wide publicity was given and in this the Placement Service assisted actively—to the availability of finance for rural housing under the Rural Housing Act of 1938. As at 31st March, 1941, the State Advances Corporation had given precedent consent to 205 applications for financial assistance to erect dwellings under this Act.

To encourage farmers to apply for loans under the Rural Housing Act to erect permanent accommodation for farm employees, it was arranged that in the case of those farmers who made early application and for whom loans were approved, 10 per cent. of the loan would be regarded as a free grant, the cost of such free grant or bonus being met from the Employment Promotion Fund. Expenditure under this heading for the year ended 31st March, 1941, amounted to £928.

Furthermore, until accommodation could be provided either by way of rented units or by dwellings erected under the rural housing scheme, a special housing-allowance of £1 per week was made available to married men who were willing to part temporarily from their families and accept single accommodation with farmers. The number of men assisted in this way declined steadily as temporary accommodation units were made available, but the fact that at one time—the height of the season—the allowance was being paid to 116 married men illustrates that this measure, too, made a not inconsiderable contribution to the solution of the farm-labour problem.

It has been the experience of the State Placement Service that the shortage of farm labour in the Dominion has not been so great as is popularly supposed. That there has been a shortage of experienced dairy- and sheep-farm hands is true, but the farm-placement drive already referred to was substantially successful in keeping manned the farms of the Dominion, notwithstanding the drain of rural workers into the armed forces. Table IV of the Appendix affords an interesting illustration of the trends, during the period 1st July, 1940, to 31st March, 1941, of farm labour available and vacancies as recorded by the Placement Service. In this table all farm groups and all types of labour figure. Table IV of the Appendix also shows the provincial distribution at various points in the season of all types of farm labour available and vacancies notified to the Service.

Early in the farming season just concluded the view that seasonal labour for cropping and harvesting operations would be most difficult to obtain was widespread among farmers. However, as in past years, men were released as required from scheme No. 13 and public-works undertakings, and by this means, as well as by recourse to female and school-boy volunteers, the most difficult period in the season passed without noteworthy loss of or damage to crops due to seasonal labour shortage. In the South Canterbury district, to cite one example, a shortage of approximately 200 teamsters, tractor-drivers, and harvesting hands was met by the release of this number of men from public works.

The enrolment and placement of volunteer secondary-school boys during their Christmas vacation was this season organized on a Dominion-wide basis for the first time. Placement Officers, co-operating with the Secretaries of Government Youth Centres in the four main centres, approached secondary-school boys through the college principals and ascertained particulars of those willing to undertake farm employment during their school holiday. As a result of these arrangements 318 of 754 lads who volunteered for vocational farm employment were placed for varying short periods in the following ways: On sheep-farms, 50; on dairy-farms, 114; on mixed farms, 62; and on purely seasonal farm-work, 92. Thus the services of 436 school-boys who were willing to assist in seasonal farm operations were not availed of by farmers, notwithstanding that farmers who were known to be requiring farm labour were notified by Placement Officers of the availability of school-boy workers.

Early in 1941 urgent representations for assistance to obtain hop-pickers were made by the organized hop-growers of Nelson District to the Head Office of the Placement Service. Over 500 pickers were required almost at once, and hop-growers were pessimistic about obtaining the necessary labour. In consequence of a special publicity campaign by the Placement Service, in which the co-operation of the National and Commercial Broadcasting Services was readily obtained, hop-growers in Nelson Province obtained all of the pickers whom they required. Although only 298 pickers—chiefly

females— were actually placed at this work by the Placement Officer at Nelson, the balance engaged undoubtedly came to the hop-fields as a result of the publicity given the matter by the Placement Service. With the close of the hop-picking season the workers who had proceeded to Nelson to undertake this work were in many instances later available for fruit- and tobacco-harvesting work, for which there is generally some shortage of labour. Thus the migration of so many seasonal workers to the district served several purposes.

SHORTAGE OF SKILLED LABOUR.

Shortage of certain types of labour, as in recent years, has again been observed during the period under review. This shortage has undoubtedly been accentuated by war conditions, and particularly does this apply to certain branches of the manufacturing and engineering industries.

Building tradesmen, the demand for whom is generally regarded as a reliable indication of the level of industrial activity and therefore of the demand for other types of skilled workers, have continued to be in short supply, but not seriously so. The 1939 report of the Employment Division of the Labour Department referred to the importation from Great Britain and Australia of several hundreds of various types of building tradesmen. The augmentation in the numbers of these artisans effected by these means has been much more than offset by the recruitment into the armed forces of men who happen also to be building tradesmen. However, marked falling off in the construction of industrial and commercial buildings as well as of dwellings, due largely to wartime conditions, has resulted in contraction of the demand for building artisans. Such shortage as is felt evinces itself as a source of local inconvenience and minor delays rather than as a general and serious scarcity of building tradesmen. The ultimate return to the Dominion of large numbers of ex-servicemen who are building tradesmen qualifies considerably conclusions which may in present circumstances be drawn apropos the sporadic shortages of carpenters, plasterers, electricians, and plumbers. For the most part scarcity of building-trades workers has indirectly been due to the calls made upon artisans for urgent and nationally-important undertakings. Examples which can be mentioned are construction of buildings for the Army and other Service Departments, erection of emergency freezing-works cool-store accommodation, and refitting of a hospital ship for servicemen invalided home from service overseas. Although it has been faced with difficulties in these cases, the Service has succeeded in locating the tradesmen required with sufficient despatch to permit of the completion of such works on schedule.

In the clothing- and footwear-manufacturing industries there has been a general shortage of trained male operatives and female machinists. Again this has been emphasized by the wartime demand for their output, but even before the beginning of the war Placement Officers reported a general shortage of clothing and woollen-mill operatives and of boot- and shoe-manufacturing workers. This has been coped with to an extent by the augmentation of skilled staffs with selected unskilled workers and by publicity to induce workers of these types otherwise engaged to return to their former occupation. There remains, however, a shortage of weaving and spinning workers in the woollen and clothing industries and of clickers, bench hands, and machinists in the footwear industry. Technical training of boot- and shoe-manufacturing tradesmen has been undertaken in Christchurch and Auckland through the technical schools in these centres, but it is too early to report any considerable easing of the demand for labour in consequence of such training.

It has been in the engineering trades, however, that the shortage of skilled labour has been most widespread and serious. Again wartime requirements have been an important cause. A survey of the requirements of engineering-shops as far as the various engineering tradesmen were concerned was undertaken by the Placement Service in September of 1940. This showed that employers throughout the Dominion considered that they could at that time absorb approximately 400 additional engineering tradesmen and 120 engineering apprentices. The tradesmen most in demand were boiler-makers, 50; fitters, 42; fitters and turners, 45; moulders, 45; machinists, 21; sheet-metal workers, 31; turners, 23; welders, 33; process workers, 50. The development of engineering activity, largely in connection with the war effort of the Dominion, since that time has made this shortage of tradesmen more serious. In consideration of the increasing demand for engineering artisans, Government established an auxiliary engineering-training scheme. Full-time training courses extending over a period of four months have been made available to selected applicants in Auckland, Wellington, Christchurch, and Dunedin, and trainees have received £4 13s. 4d. per week during their course of training. Already over a hundred men have completed, or are at present pursuing, their training in one or other of the trades in which the shortage of journeymen is considerable. Although the administration and subsidization of the scheme have been responsibilities of the Labour Department, the work of classifying applicants for selection, as well as that of securing employment for the trainees as their tuition is completed, has fallen to the Placement Service. It must be concluded that by means of this scheme the shortage of engineering tradesmen has been much alleviated, although it is not suggested that a shortage of these workers and others such as engineering and mechanical draughtsmen does not remain.

During the period reviewed the Placement Service has also been called upon to supply skilled and semi-skilled workers to the newly-launched linen-flax-manufacturing industry. Not a great deal of success in allocating such skilled factory operatives has been obtained, as workers of this type are rare in New Zealand. However, Placement Officers have been able to give valuable assistance to the Linen Flax Branch of the Industries and Commerce Department by locating workers suitable for training in the semi-skilled jobs offering in the linen-flax factories.

In the matter of skilled labour shortage generally, it could be said that New Zealand industry during the last twelve months has been considerably inconvenienced by local shortages of particular types of workers, while workers of these types already in industry have been called upon to undertake longer hours of work. It would not, however, be correct to say that scarcity of skilled labour during the period discussed has led to noteworthy disorganization and wasteful bottlenecks in industry as a whole.

THE PLACEMENT SERVICE AND THE WAR.

Already reference has been made in this report to the problems that wartime industrial conditions have presented to the Placement Service.

The work of liaison with district Man-power Committees and Armed Forces Appeals Boards referred to in last year's report has continued and has extended greatly as the replacement of workers recruited for the armed forces becomes a more and more considerable task. Placement Officers have also been able to give valuable assistance to the Committees and Boards responsible for the reservation of workers whose calling up has been appealed against on grounds of public interest.

Acting as the field staff of the Repatriation Division of the National Service Department, the Placement Service has undertaken a growing volume of contact, placement, and welfare work in connection with the rehabilitation in civil life of returning ex-servicemen as well as those discharged from camps in New Zealand. The nature and extent of this work are fully covered in the Repatriation Division section of the report on the National Service Department activities.

It was to be expected that as the war continued more and more women would be absorbed by industry, and it must be concluded that the placement of females recorded by the Placement Service equals but a fraction of the vacancies in industry which have been filled by women during the year dealt with. This conclusion is invited by the very small number of female enrolments current with the Service and by the extreme difficulty in obtaining females for widely-published vacancies relating in many cases to positions carrying increasingly higher remuneration.

As commented upon elsewhere, war conditions have dominated the activities of the Service during the last year, and the point has been reached where further withdrawals of males from industry can be effected only at the cost of diminishing industrial activity in some or many spheres.

GOVERNMENT YOUTH CENTRES.

This is the fourth annual report of the Department in which the activities of the Government Youth Centres have been dealt with.

As mentioned in previous reports, Youth Centres were set up in Auckland, Wellington, and Christchurch in 1938, while a sub-Centre co-operating with the Wellington Centre was also opened at Napier. At Dunedin the work of juvenile vocational guidance and placement, carried out in the other main cities by Youth Centres, continued to be performed by the Dunedin Vocational Guidance Association, a body which had been doing this work for some time previously. The Dominion was subdivided into four areas to be administered for vocational-guidance purposes from the appropriate Centre or Association in the four main cities. Outside of these cities, with the exception of Napier, where the sub Youth Centre has been in operation, Placement Officers of the adult Placement Service have performed placement work among male and female youths, and in the matter of vocational guidance they have, where necessary, co-operated with the Vocational Guidance Officers at the nearest Youth Centre, or in the case of the lower South Island the Vocational Guidance Association at Dunedin.

During the year ended 31st March, 1941, boys numbering 1,975 and girls 2,299 enrolled for vocational guidance and placement with the Government Youth Centres, or in the case of Dunedin juveniles with the Vocational Guidance Association in that city. The distribution of these enrolments among age-groups is shown in Table VI of the Appendix, as is the prior status or source of the enrollees. This table reveals a somewhat disquieting position, in that it suggests that secondary-school education is not being made the most of and too many juveniles are coming to the Centres only after they have lost valuable time in blind-alley occupations or in ones for which they were, by reason of temperament or inability, unsuited. To illustrate: Only 2,387 of the 4,274 children enrolled during the period came to the Centres direct from schools. The balance of 1,887 enrolled from positions which they had obtained subsequent to leaving school. Nine hundred and sixty of those enrolled from school, plus work, were ex-secondary-school pupils. The conclusion invited is that many children do not follow through secondary-school courses, and their failure to do so, from the aspect of their future careers, cancels out the advantages of secondary-school training. This view, advanced in a previous report, receives added confirmation in the distribution of Youth Centre enrolments among age-groups. Table VI shows that 1,182 (or approximately 27 per cent.) of the total enrolments relate to juveniles of fifteen years or less who had either enrolled direct from secondary school or had left secondary school previously and had proceeded to employment which had not proved permanent. The experience of the Youth Centres in the main cities and at Napier, it is reasonable to conclude, parallels the position obtaining in most towns. The waste and misdirection of effort thus indicated implies considerable loss to the community as well as to the individual juveniles concerned.

Table VII gives particulars on an industrial-group basis of vacancies for juveniles notified to Youth Centres and the Dunedin Vocational Guidance Association during the twelve months ended 31st March, 1941. These, standing at 8,711, exceed aggregate enrolments during the same period by over 4,000, which suggests that youth-labour enrolling at the Centres listed could fill only half the vacancies held. Making due allowance for the lapsing of notified vacancies, it is apparent that in the Centres concerned there is a very considerable shortage of juvenile labour. Although the shortage is not so great in the secondary towns, it is nevertheless widespread.

During the year ended 31st March, 1941, 2,233 permanent positions—*i.e.*, over three months' duration—were found for boys and 1,961 for girls by the Youth Centres and the Dunedin Vocational Guidance Association. Table VIII of the Appendix reveals the age-groups of the juveniles placed as well as the industrial groups in which they took up employment. In addition to the 4,194 permanent placements, 430 stop-gap openings were found for youths who were awaiting final placement in preferred or recommended occupations. Included in the placements of juveniles are 273 apprenticeships for boys and 147 for girls.

All Youth Centre statistics relating to enrolments, placements, and vacancies invite the same conclusion as the statistics for adult labour furnished in the report of the State Placement Service—*i.e.*, during the period under review there has been a general shortage of labour. As will be seen from Tables VII and VIII of the Appendix, the main shortage is in the following groups: Commerce; personal and domestic service; dairy, pig, and cattle farming; clothing-manufacturing; post and telegraph services; boot, shoe, and slipper making; miscellaneous apparel; other manufacturing; and biscuit, bread, cake, and confectionery making.

The Youth Centres have not, during the year reviewed, extended the scope of their organization as much as was expected. Not all school-leavers in the four main centres or at Napier are yet taking advantage of the vocational guidance and placement facilities available for them in these centres, while, of course, the extent to which the Youth Centre organization has been able to obtain the co-operation of primary and secondary schools in all other towns is very much less. This position is doubtless in part due to war conditions, but, notwithstanding these, the vocational guidance and placement activities of the Centres are distinctly local and piecemeal, and apparently must remain so in the absence of machinery to give all school-leavers in the Dominion, as well as all juveniles dissatisfied with their present employment, the benefit of guidance and placement.

APPENDIX.

TABLE I.—RETURN SHOWING NUMBERS OF MEN IN FULL-TIME SUBSIDIZED EMPLOYMENT (8TH APRIL, 1939, TO 5TH APRIL, 1941).

Date.	Scheme No. 4A.	Scheme No. 4B.	Scheme No. 4F.	Scheme No. 16.	Scheme No. 10A.	Scheme No. 13.	Total.
1939.							
8th April ..	49	530	..	438	..	12,504	13,521
6th May ..	50	532	..	444	..	11,281	12,307
3rd June ..	149	621	..	467	..	11,642	12,879
1st July ..	185	726	..	479	..	12,552	13,942
29th July ..	..	1,220	..	492	..	13,305	15,017
26th August ..	..	1,650	..	516	..	13,529	15,695
23rd September ..	..	2,450	..	529	..	13,407	16,386
21st October ..	..	3,340	..	521	2	12,652	16,515
18th November ..	..	3,794	7	510	6	11,948	16,265
16th December ..	..	3,906	10	502	7	11,247	15,672
1940.							
13th January ..	..	3,624	14	498	7	10,285	14,428
10th February ..	..	3,359	17	488	7	9,866	13,737
9th March ..	..	3,435	18	475	7	9,412	13,347
6th April ..	..	3,629	21	452	7	8,627	12,736
4th May ..	..	4,041	15	442	7	8,393	12,898
1st June ..	..	3,836	15	427	7	8,373	12,658
29th June ..	..	3,579	48	416	7	8,358	12,408
27th July ..	..	3,512	143	410	6	9,412	13,483
24th August ..	..	3,018	292	397	7	10,111	13,825
21st September ..	..	2,885	567	389	8	10,626	14,475
19th October ..	..	2,746	749	359	8	10,133	13,995
16th November ..	..	2,541	785	314	8	9,747	13,395
14th December ..	..	2,155	798	286	8	9,144	12,391
1941.							
11th January ..	..	1,880	777	275	8	8,449	11,389
8th February ..	..	1,759	702	253	9	7,105	9,828
8th March ..	..	1,655	544	220	9	6,363	8,791
5th April ..	..	1,500	384	199	11	5,426	7,520

TABLE II.—RETURN SHOWING IN AGE-GROUPS NUMBERS OF MEN EMPLOYED UNDER VARIOUS SCHEMES AS AT 5TH APRIL, 1941.

Schemes.	Age-groups.																		Totals.				
	20-24 Years.		25-29 Years.		30-34 Years.		35-39 Years.		40-44 Years.		45-49 Years.		50-54 Years.		55-59 Years.		60 Years and over.		S.	M.	Total.		
	S.	M.	S.	M.	S.	M.	S.	M.	S.	M.	S.	M.	S.	M.	S.	M.							
Scheme No. 13—																							
Class 1 : Fit for heavy work anywhere	8	14	5	68	3	157	4	149	3	136	3	146	1	63	5	37	1	6	33	776	809		
Class 2 : Fit for heavy work locally	8	13	14	53	7	134	5	178	3	203	3	232	4	418	11	554	5	231	60	2,016	2,076		
Class 3 : Fit for light manual work	9	8	6	32	6	77	6	102	9	163	10	188	17	364	22	582	7	371	92	1,887	1,979		
Class 4 : Unfit for manual work	2	..	2	1	..	2	..	4	2	4	1	8	1	13	2	27	..	21	10	80	90		
Totals, Scheme No. 13	27	35	27	154	16	370	15	433	17	506	17	574	23	858	40	1,200	13	629	195	4,759	4,954		
Scheme No. 13c (rabbit-extermination)	10	4	5	9	1	13	4	16	8	7	6	13	9	9	4	10	3	2	50	83	133		
Scheme No. 4B (farm-development work)	..	115	54	132	39	144	38	138	45	124	77	103	70	115	100	94	24	21	575	925	1,500		
Scheme No. 4F (inexperienced farm labour)	87	11	42	46	29	26	33	13	14	16	19	10	16	10	6	3	2	1	248	136	384		
Scheme No. 16 (building trade apprentices)	154	..	43	..	1	..	..	..	1	..	..	..	..	..	..	..	..	..	199	..	199		
Scheme No. 16A (boot trade apprentices)	2	..	4	..	3	..	2	..	..	..	..	..	..	..	..	..	..	..	11	..	11		
Grand totals..	395	104	188	341	89	553	92	600	85	653	119	700	118	992	150	1,307	42	653	1,278	5,903	7,181*		

* The total number of men on employment-promotion schemes at 5th April, 1941, was 7,520. The difference of 339 represents men employed under Scheme No. 13 and in respect of whom there is no information available regarding age and conjugal classification.

TABLE III.—ANALYSIS OF MOVEMENT OF MALE LABOUR WITHIN INDUSTRY AS SHOWN BY STATE PLACEMENT SERVICE ENROLMENTS, PLACEMENTS, AND VACANCIES FOR YEAR ENDED 31ST MARCH, 1941.

Name of Industry.	Enrolments.		Placements.				Vacancies notified during Period.
	During Period.	Current at End of Period.	Per-manent.	Tempo-rary.	Casual.	Total.	
0. No previous employment.. .. .	1,266	144	..	..	..	..	..
1. Fishing and trapping	651	171	104	28	39	171	186
2A. Agricultural farming (cropping)	1,703	231	305	430	237	972	978
2B. Dairy, pig, and cattle farming (share-milking)	5,147	287	2,076	2,473	68	4,617	7,526
2C. Mixed farming	3,053	303	896	1,076	272	2,244	2,654
2D. Sheep-farming.	3,108	222	1,017	1,292	41	2,350	2,705
2E. Other farming	1,658	162	191	393	262	846	992
3A. Kauri-gum digging, &c.	36	33	3	7	1	11	11
3B. Afforestation	2,061	223	686	323	12	1,021	1,541
4. Coal-mining	605	112	109	12	4	125	154
5. Gold-mining	388	82	81	8	..	89	89
6. Other mining	28	7	4	3	1	8	8
7. Quarrying, gravel-pits, &c.	257	23	32	19	16	67	69
8. Meat freezing and preserving	4,197	250	230	219	189	638	653
9. Butter, cheese, and other milk products	478	33	119	20	45	184	295
10. Fellingmongering and wool-scouring	142	16	38	18	3	59	76
11A. Brick, tile, and pottery works	199	25	95	25	5	125	129
11B. Lime and cement works, lime-crushing	191	13	51	36	12	99	103
11C. Concrete-blocks and fibrous-plaster and asbes-tos-goods making	194	15	200	39	1	240	293
11D. Other stone, clay, earthenware, glass, and mineral manufacturing	80	18	22	18	3	43	61
12A. Soap and candle works	47	2	27	16	12	55	67
12B. Boiling down, glue and manure and chemical-fertilizer making	513	60	40	196	219	455	465
12C. Tanning	64	10	43	38	..	81	87
12D. Other chemical, animal, or vegetable products	130	12	89	18	15	122	124
13A. Agricultural and farm machinery and imple-ment making	112	9	24	17	20	61	61
13B. Engineering, including electrical engineering..	458	54	180	48	44	272	401
13C. Other metals, machines, and implements ..	1,042	112	557	289	98	944	1,437
14. Vehicles, manufacture of	563	44	94	35	146	275	277
15. Ships, boats, and equipment	1,141	58	4	37	820	861	1,031
16. Jewellery and watches	18	3	10	..	..	10	18
17A. Woollen-mills	130	19	76	14	6	96	115
17B. Other textiles and fibrous materials	146	13	35	14	12	61	61
18. Harness, saddlery, and leatherware	38	7	8	2	4	14	20
19A. Grain-mills and cereal-food making	163	32	24	93	44	161	167
19B. Brewing, malting, and bottling	218	41	64	31	20	115	121
19C. Biscuit, bread, confectionery making, &c. ..	461	63	120	49	27	196	220
19D. Jam-making, fruit and vegetable preserving, &c.	167	40	54	28	15	97	106
19E. Other food, drink, and tobacco manufacturing	120	19	35	26	24	85	95
20. Furniture and fittings, wood, cane, and basket making	482	66	93	58	32	183	228
21. Paper and stationery, books, newspapers, &c. (manufacturing, printing, &c.)	497	78	70	22	168	260	371
22A. Boot, shoe, and slipper (not rubber) making	170	27	120	12	13	145	773
22B. Clothing, corset, hat, tie, &c., manufacture..	115	15	57	10	6	73	236
22C. Boot and shoe repairing and other apparel manufacturing	171	42	44	5	3	52	66
23. Other manufacturing (from ammunition to toys)	213	11	197	59	10	266	295
24. Building and constructing	6,316	656	968	2,277	489	3,734	4,805
25. National public works	7,106	1,037	1,836	1,225	106	3,167	3,167
26. Local-body public works	4,499	1,089	206	194	47	447	497
27. Gas, water, and electricity production and supply	457	73	85	81	143	309	336
28. Railways (not railways construction)	1,133	160	256	230	217	703	653
29. Tramway and omnibus services	87	25	3	2	..	5	5
30. Other road services (including taxis)	1,722	198	155	121	387	663	676
31. Aerial transport (clubs and commercial services)	19	1	10	4	3	17	18
32. Water transport	5,211	909	114	38	3,397	3,549	3,587
33. Post and Telegraph radio and telephone services	122	20	14	10	15	39	39
34. Property and finance	379	66	39	21	8	68	69
35. Commerce (commodities, dealing in)	6,276	908	925	1,003	1,396	3,324	3,379
36. Professional	399	84	47	31	23	101	112
37. Entertainment, sport, and recreation	638	158	33	53	67	153	154
38. Personal and domestic service	3,726	521	674	320	940	1,934	2,061
39. National public service	1,430	172	592	359	190	1,141	1,227
40. Local public service	617	158	107	63	32	202	220
Totals	72,758	9,442	14,388	13,588	10,429	38,405	46,370

TABLE IV—PROVINCIAL ANALYSIS OF FARM LABOUR (ALL TYPES) AVAILABLE AND VACANCIES HELD FOR NINE MONTHS ENDED 31ST MARCH, 1941.

Province.	1941.																	
	July.		August.		September.		October.		November.		December.		January.		February.		March.	
	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.	Available.	Vacancies.
Auckland ..	948	70	290	124	278	127	193	92	48	118	32	121	8	98	4	96	..	98
Waikato ..	235	93	370	212	17	170	3	145	7	116	7	134	10	82	6	95	3	70
Bay of Plenty ..	91	49	31	34	17	25	45	36	..	53	..	63	..	34	..	31	..	29
Hawke's Bay ..	296	44	163	45	60	77	44	72	31	58	17	62	2	56	5	56	7	52
Taranaki ..	78	94	26	48	11	50	4	58	2	38	3	35	..	21	..	13	..	14
Wellington ..	774	117	391	98	264	87	144	77	73	110	69	118	57	73	38	89	29	61
Nelson, Marlborough, and West Coast	1,469	5	954	6	366	11	364	8	234	5	190	9	185	17	191	8	160	12
Canterbury ..	2,055	30	1,177	35	948	60	854	59	710	65	646	77	280	52	351	62	368	37
Otago and Southland ..	1,052	91	928	100	352	124	374	112	351	101	360	73	294	51	396	72	421	67
Totals ..	6,998	593	4,330	702	2,313	731	2,025	659	1,456	664	1,324	692	836	484	991	522	988	440

N.B.—The labour available at the end of each month as shown above is not limited to Placement Service enrollees, but includes workers on State undertakings deemed after interview to be suitable and available for farm-work. The disparity between labour available and vacancies is partly accounted for by the fact that the majority of men available have been married, while the majority required have been single.

TABLE V.—PROVINCIAL ANALYSIS OF CURRENT ENROLMENTS OF MALES AND FEMALES WITH STATE PLACEMENT SERVICE AS AT 31ST MARCH, 1941.

Province.	Males.	Females.	Total.
Auckland	2,235	101	2,336
Hawke's Bay	341	14	355
Taranaki	195	33	228
Wellington	1,578	152	1,730
Nelson and Marlborough	136	3	139
Westland	456	20	476
Canterbury	2,495	13	2,508
Otago	2,006	53	2,059
Totals	9,442	389	9,831

TABLE VI.—YOUTH CENTRE ENROLMENTS BY AGE-GROUPS AND PRIOR STATUS FOR YEAR ENDED 31ST MARCH, 1941.

Prior Status.	Boys.									Girls.								Total.	
	Under 14.	14-15.	15-16.	16-17.	17-18.	18-19.	19-20.	Over 20.	Total.	Under 14.	14-15.	15-16.	16-17.	17-18.	18-19.	19-20.	Over 20.		Total.
Direct from primary school ..	8	105	85	25	4	..	..	1	228	5	73	25	22	8	1	..	..	134	362
Direct from secondary school ..	12	131	322	297	121	31	4	..	918	2	124	387	338	164	70	16	6	1,107	2,025
From primary school plus work experience	6	73	133	153	93	6	4	2	470	5	24	36	81	75	142	48	46	457	927
From secondary school plus work experience	3	28	83	135	91	10	6	3	359	..	21	69	100	115	167	63	66	601	960
Totals	29	337	623	610	309	47	14	6	1,975	12	242	517	541	362	380	127	118	2,299	4,274

N.B.—Enrolments with the Auckland, Wellington, Christchurch, and Napier Youth Centres and the Dunedin Vocational Guidance Association are included.

TABLE VII.—YOUTH CENTRE VACANCIES BY INDUSTRIAL GROUPS, FROM 1ST APRIL, 1940, TO 31ST MARCH, 1941.

Industrial Group Index.	Boys.						Girls.						Total.
	Auck-land.	Wel-lington.	Christ-church.	Dunedin.	Napier.	Total.	Auck-land.	Wel-lington.	Christ-church.	Dunedin.	Napier.	Total.	
1. Fishing and trapping	3	..	2	..	..	5	..	..	..	..	..	..	5
2A. Agricultural farming (cropping) ..	..	..	1	..	..	1	..	..	..	..	..	..	1
2B. Dairy, pig, and cattle farming ..	500	63	44	14	18	639	3	2	1	..	..	6	745
2C. Mixed farming	4	16	90	19	..	129	2	..	..	..	..	2	131
2D. Sheep-farming	3	28	16	7	24	78	..	1	1	..	..	2	80
2E. Miscellaneous farming	2	1	12	10	4	29	4	..	7	..	..	11	40
3A. Kauri-gum gathering, &c. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
3B. Afforestation, bushmilling, &c. ..	..	..	..	..	1	1	..	..	..	..	..	..	1
4. Coal-mining	1	..	..	..	..	1	..	..	..	..	..	..	1
5. Gold-mining .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
6. Other mining .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
7. Quarrying: Gravel, sand, &c. ..	..	..	..	..	..	..	..	1	1	..	..	2	2
8. Meat freezing and preserving ..	15	3	5	..	..	23	..	..	1	1	..	2	2
9. Butter and cheese manufacturing ..	4	2	8	2	..	16	1	1	1	..	..	3	19
10. Fellmongering and wool-scouring ..	..	2	..	..	..	2	..	..	..	..	..	..	2
11A. Brick, tile, and pottery making ..	5	1	8	6	..	20	1	..	..	..	..	1	21
11B. Lime and cement manufacturing ..	3	..	..	2	..	5	12	13	..	..	..	25	30
11C. Concrete-block and plaster making	16	1	3	..	1	21	..	..	..	..	..	..	21
11D. Patent fuels, glass, and leadlight making, &c. ..	5	2	13	..	..	20	2	..	..	..	..	2	22
12A. Soap and candle manufacturing ..	..	..	..	2	..	2	..	4	..	10	..	14	16
12B. Manure, gelatine, and chemical-fertilizer manufacturing ..	11	12	9	9	..	41	..	4	..	..	..	4	45
12C. Tanning	5	..	1	7	..	13	..	8	4	..	..	12	25
12D. Other chemical, animal, or vegetable products ..	14	32	20	..	..	66	25	3	10	3	..	41	107
13A. Agricultural implement manufacturing ..	7	..	8	1	..	16	1	..	5	2	..	8	24
13B. Engineering, including electrical engineering ..	112	97	43	19	..	271	2	28	18	2	..	50	321
13C. Miscellaneous engineering ..	81	32	84	100	8	305	8	11	14	..	..	33	338
14. Vehicle-manufacturing	25	23	9	12	5	74	..	13	3	3	..	19	93
15. Ships, boats, and equipment ..	..	..	..	..	..	..	..	..	..	..	..	..	..
16. Jewellery and watches	6	4	11	2	..	23	2	2	..	1	..	5	28
17A. Woollen-manufacturing	3	..	4	..	1	8	7	73	9	3	..	92	100
17B. Other textile manufacturing ..	10	12	..	29	..	51	4	12	2	6	..	24	75
18. Harness, saddlery, and leatherware ..	5	6	14	1	1	27	19	..	42	1	..	62	89
19A. Grain-milling and cereal-food manufacturing ..	1	1	4	1	..	7	3	4	8	..	..	15	22
19B. Brewing, malting, and bottling ..	3	2	2	3	..	10	..	8	4	2	..	14	24
19C. Biscuit, bread, cake, and confectionery making ..	41	12	26	11	2	92	51	7	37	11	1	107	199
19D. Jam-making; fruit and vegetable preserving ..	12	5	1	5	..	23	..	18	1	14	1	34	57
19E. Other food, drink, and tobacco ..	8	12	19	9	..	48	..	2	17	3	1	23	71
20. Furniture, wood, cane, and basket-ware ..	94	52	65	24	..	235	9	12	7	4	..	32	267
21. Paper and stationery, books, newspapers, and photographs ..	74	45	10	15	..	144	26	28	21	14	..	89	233
22A. Boot, shoe, and slipper making ..	18	118	12	5	..	153	38	114	13	13	..	178	331
22B. Clothing-manufacturing	50	21	12	14	1	98	158	118	113	52	4	445	543
22C. Miscellaneous apparel	40	18	6	19	..	83	60	61	23	16	..	160	243
23. Other manufacturing	97	71	48	13	..	229	36	14	62	6	..	118	347
24. Building and construction	8	39	24	16	8	95	11	3	1	3	..	18	113
25. National public works .. ..	..	9	..	..	..	9	..	..	..	..	..	..	9
26. Local-body public works .. ..	..	1	..	..	..	1	..	..	..	..	..	..	1
27. Gas, water, and electricity production and supply ..	5	2	..	..	..	7	1	5	..	..	..	6	13
28. Railways .. ..	..	4	..	..	..	4	..	4	..	..	1	5	9
29. Tram and omnibus services	2	1	..	..	..	3	2	1	..	2	..	5	8
30. Other road services	32	33	24	30	7	126	..	5	5	4	1	15	141
31. Aerial transport	3	..	..	..	..	3	..	..	..	..	..	..	3
32. Water transport	6	2	32	1	..	41	..	..	..	1	..	1	42
33. Post and telegraph radio and telephone services. ..	11	90	1	2	..	104	44	124	8	11	..	187	291
34. Property and finance	6	36	19	10	..	71	23	46	27	15	..	111	182
35. Commerce	358	359	229	155	25	1,126	197	147	268	107	8	727	1,853
36. Professional	16	22	26	2	..	66	38	44	83	30	2	197	263
37. Entertainment, sport, and recreation ..	2	14	8	1	..	25	5	51	1	..	..	57	82
38. Personal and domestic service ..	10	9	13	10	..	42	26	211	603	36	11	887	929
39. National public service	2	28	14	..	..	44	2	29	9	..	..	40	84
40. Local public service	5	4	3	3	4	19	3	18	4	..	..	25	44
Totals	1,744	1,347	1,003	591	110	4,795	826	1,250	1,434	376	30	3,916	8,711

TABLE VIII.—PERMANENT JUVENILE PLACEMENTS EFFECTED BY GOVERNMENT YOUTH CENTRES DURING YEAR ENDED 31ST MARCH, 1941, CLASSIFIED BY AGE AND INDUSTRIAL GROUPS.

Name of Industry.	Boys: Age-groups.						Girls: Age-groups.						Total.
	Under 14.	14-15.	15-16.	16-17.	17-18.	Total.	Under 14.	14-15.	15-16.	16-17.	17-18.	Total.	
1. Fishing and trapping .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
2A. Agricultural farming (cropping) ..	..	..	1	..	..	1	..	..	..	..	..	..	1
2B. Dairy, pig, and cattle farming (share-milking)	95	8	14	2	1	120	..	3	..	..	..	3	123
2C. Mixed farming .. ..	..	3	48	5	..	56	..	..	1	..	..	1	57
2D. Sheep-farming .. ..	..	6	32	5	13	56	..	..	..	..	1	1	57
2E. Other farming	3	..	7	2	3	15	4	..	..	..	..	4	19
3A. Kauri-gum digging, &c. ..	..	..	1	..	..	1	..	..	..	..	..	..	1
3B. Afforestation	1	..	1	..	..	2	..	..	..	..	..	..	2
4. Coal-mining	1	..	..	..	..	1	..	..	1	..	..	1	2
5. Gold-mining .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
6. Other mining .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
7. Quarrying, gravel-pits, &c. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
8. Meat freezing and preserving ..	2	..	5	..	..	7	1	..	..	1	..	2	9
9. Butter, cheese, and other milk products	1	3	8	..	..	12	1	..	2	..	..	3	15
10. Fellmongering and wool-scouring ..	..	..	..	..	1	1	..	..	..	..	..	..	1
11A. Brick, tile, and pottery works ..	..	..	7	3	..	10	..	..	..	..	..	..	10
11B. Lime and cement works, lime-crushing	..	..	..	..	..	..	..	1	..	..	..	1	1
11C. Concrete-blocks and fibrous-plaster and asbestos-goods making	3	..	..	..	1	4	..	3	..	..	..	..	4
11D. Other stone, clay, earthenware, glass, and mineral manufacturing	2	1	10	1	..	14	..	..	..	..	..	..	14
12A. Soap and candle works .. ..	..	1	..	2	..	3	..	1	..	5	..	6	9
12B. Boiling down, glue and manure, and chemical-fertilizer making	6	..	4	5	..	15	..	1	..	4	..	5	20
12C. Tanning	15	..	..	1	..	16	..	..	3	..	..	3	19
12D. Other chemical, animal, or vegetable products	..	8	24	1	..	33	9	3	17	..	..	29	62
13A. Agriculture and farm-machinery and implement making	6	..	6	..	..	12	..	..	4	..	..	4	16
13B. Engineering, including electrical engineering	48	45	44	24	..	161	1	7	14	5	..	27	188
13C. Other metals, machines, and implements	46	14	141	45	..	246	1	2	21	3	..	27	273
14. Vehicles, manufacture of	7	4	12	7	2	32	..	2	2	..	..	4	36
15. Ships, boats, and equipment .. ..	..	..	..	..	..	..	..	..	..	..	..	..	..
16. Jewellery and watches	1	..	11	..	..	12	1	..	..	1	..	4	16
17A. Woollen-mills	3	..	2	..	1	6	..	5	18	..	1	24	30
17B. Other textile and fibrous materials	..	2	..	10	..	12	1	2	2	3	..	8	20
18. Harness, saddlery, and leatherware	1	..	17	1	1	20	3	..	56	..	..	59	79
19A. Grain-mills and cereal-food making	..	2	3	..	..	5	..	..	5	..	..	5	10
19B. Brewing, malting, and bottling ..	1	..	6	2	..	9	..	1	4	1	..	6	15
19C. Biscuit, bread, confectionery making, &c.	2	1	26	2	2	33	6	3	44	11	2	66	99
19D. Jam-making, fruit and vegetable preserving, &c. ..	3	1	..	2	..	6	..	..	2	14	..	16	22
19E. Other food, drink, and tobacco manufacturing	1	4	19	1	..	25	..	..	19	2	1	22	47
20. Furniture and fittings, wood, cane, and basket making	40	19	71	16	..	146	1	2	8	3	..	14	160
21. Paper and stationery, books, newspapers, &c. (manufacturing, printing, &c.)	23	12	26	15	..	76	7	10	21	15	..	53	129
22A. Boot, shoe, and slipper (not rubber) making	6	6	34	3	..	49	4	..	14	3	..	21	70
22B. Clothing, corset, hat, tie, &c., manufacture	10	..	7	7	1	25	59	28	126	42	3	258	283
22C. Boot and shoe repairing and other apparel manufacturing	7	1	9	4	..	21	6	16	32	8	..	62	83
23. Other manufacturing (from ammunition to toys)	39	34	39	7	1	120	5	3	60	5	..	73	193
24. Building and constructing	14	19	28	12	6	79	2	..	1	3	..	6	85
25. National public works .. ..	..	12	1	..	..	13	..	3	..	..	..	3	16
26. Local-body public works .. ..	..	1	..	..	..	1	1	..	..	..	..	1	2
27. Gas, water, and electricity production and supply	2	2	..	4	..	8	1	3	..	..	..	4	12
28. Railways (not railways construction)	..	3	30	4	..	37	..	6	3	..	1	10	47
29. Tramway and omnibus services ..	1	..	..	..	..	1	1	1	..	1	..	3	4
30. Other road services (including taxis)	12	13	29	10	3	67	3	3	6	3	1	16	83
31. Aerial transport (clubs and commercial services)	1	..	..	..	..	1	..	..	..	..	..	..	1
32. Water transport	4	2	2	1	..	9	..	..	..	..	..	..	9
33. Post and Telegraph radio and telephone services	..	14	16	5	..	35	2	17	8	5	..	32	67
34. Property and finance	2	20	18	3	..	43	24	34	42	13	..	113	156
35. Commerce (dealing in commodities)	88	71	199	68	12	438	87	57	239	104	8	495	933
36. Professional	7	8	16	5	..	36	27	21	76	29	1	154	190
37. Entertainment, sport, and recreation	..	3	3	..	..	6	..	8	2	..	..	10	16
38. Personal and domestic service ..	5	..	10	..	..	15	10	58	131	24	11	234	249
39. National public service .. ..	..	24	14	..	..	38	2	20	10	4	..	36	74
40. Local public service	5	6	5	3	4	23	5	11	13	2	1	32	55
Totals	514	373	1,006	288	52	2,233	275	334	1,007	314	31	1,961	4,194

Approximate Cost of Paper.—Preparation, not given; printing (705 copies), £35.