

used which might well be emulated in technical and trade classes. We also commend the attitude of the motor industry in giving some recognition to discharged members of the Armed Forces who have gone through the courses.

Manual Trades v. "White Collar" Occupations.—In England it has been said that the provision of technical education is inadequate and defective, primarily because the country undervalues the man who works with his hands and regards him as socially inferior to the "white collar" office or professional worker, and that this social attitude extends to executives who are recruited from among craftsmen. It has also been suggested to us that in New Zealand the insufficiency of apprentices in some trades is due to a social bias in our educational system in favour of the "white collar" worker. On these points the members of the Commission questioned a number of witnesses who, from their special knowledge and experience, should be qualified to express an opinion. From the replies given to us we must conclude that neither statement is in general applicable to present-day conditions in this country. At the same time, we are conscious that the social attitude of some sections of our people towards the craftsman does not accord with the accepted sense of values of a modern, democratic community. Improved methods of training tradesmen and the fostering amongst our young people in the course of their general education of an appreciation of the dignity and pride of craftsmanship should help to correct the position. There are few cultivated attributes that develop self-respect and command the respect of worthy citizens more than high-class craftsmanship.

We do think that the unpopularity, which is giving employers concern, of some very necessary trades such as boilermaking and moulding is partly due to adolescent susceptibility in regard to working-clothes and cleanliness, particularly when returning home after the day's work. No doubt the apprentices feel that "the apparel oft proclaims the man." We think something could be done to help the position by the more general provision of such amenities as hot showers, personal lockers for street clothing, and satisfactory facilities for changing.

Correspondence Courses for Country Apprentices.—We strongly recommend extension of correspondence courses in technical education for the benefit of country apprentices.

Remuneration and Expenses of Members of Apprenticeship Committees.—We recommend that the members of Dominion Apprenticeship Committees should be paid the usual daily fees prescribed by regulation for the members of similar organizations appointed by the State, and that, in addition, they should be reimbursed in respect of their travelling-expenses. The members of local Apprenticeship Committees should receive their out-of-pocket expenses.

Apprenticeship for Maoris.—Everything proposed or discussed in this report should be taken as applying to members of the Maori race as well as to pakehas. We are aware that circumstances are frequently different for Maoris, but we are not in the position, on the evidence before us, to recommend whether any special provision to meet those circumstances should be made.

Apprenticeship for Females.—With the greater infiltration of females into industry, the present general exclusion of females from the scope of the Act (section 3 (2) (a)) should be removed. It should be left to the Court of Arbitration to determine whether certain female workers in various industries are apprentices within the meaning of the Act.

Section 17, Apprentices Act, 1923.—Section 17 prescribes that no provision relating to apprentices shall be made in any award or industrial agreement. In many apprenticeship orders clauses of the following character have been inserted:—

"The hours worked by an apprentice shall, subject to the provisions of any statute, be those normally worked by journeymen in accordance with the provisions of the award or industrial agreement relating to the employment of journeymen for the time being in force in the district. The conditions of the award or industrial agreement referred to in the foregoing, in so far as they relate to the method and time of payment of wages, holidays (except in regard to deductions for holidays), travelling-time, suburban work, country work, meal-money, and other matters relating generally to the employment and not in conflict with this order, shall be applicable to apprentices."

It has been argued that this practice offends against section 17. We see no serious objection to the practice, and, although the Court of Arbitration has ruled against the argument referred to, we consider that section 17 should be amended to make the position perfectly clear.

Section 15, Apprentices Amendment Act, 1930.—We suggest that the words "and also on the Committee, or the Deputy Commissioner, as the case may be," should be added at the end of subsection (6) of section 15 of the *Apprentices Amendment Act, 1930*. We consider the Committee or the Deputy Commissioner is entitled to be notified of the lodging of an appeal under the section.

Section 18, Apprentices Amendment Act, 1930.—We recommend the addition of the words "and amendments thereto" to the first sentence of section 18 of the *Apprentices Amendment Act, 1930*. The words proposed to be added are self-explanatory.

Adult Apprentices.—We think that the Apprentices Act should make provision for special contracts for adult apprentices. The procedure we recommend, after considering the evidence we heard, should be that local Apprenticeship Committees should send each proposed contract for an adult apprentice—*i.e.*, one over eighteen years of age—together with their recommendations, through the Commissioner of Apprenticeship to the Court of Arbitration for approval. Where necessary, the Court or its delegate could hear the parties concerned.

Interpretation of Orders.—We recommend that the Apprentices Act should include a provision giving power to the Court of Arbitration to interpret apprenticeship orders upon the application of any party directly interested, or of the Commissioner of Apprenticeship, or of any industrial union of employers or workers connected with the industry covered by the apprenticeship order concerned.

Application of Act.—We recommend that section 3 (1) (a) of the Apprentices Act, 1923, be amended by the deletion of the words "engaged in any such industry."

Repeals.—We recommend that sections 3 (4), 18, and 20 of the Apprentices Act, 1923, and section 4 of the *Apprentices Amendment Act, 1925*, should be repealed, as they are no longer operative.