

“In some measure the void can be filled by men not physically fit for Army work, but this source of supply is not enough for the country's needs. Since the outbreak of war the women of Britain have shown themselves ready and anxious to undertake every form of work where their services could be accepted, and this book is intended not only to indicate that women have shown themselves capable of successfully replacing the stronger sex in practically every calling, but is offered also as a tribute to their effective contribution to the Empire in its hour of need.

“It is not claimed that the following pages embody by any means a complete synopsis of all work in which women can relieve men who are required to fight actively for their country; they are merely published as a guide . . . whose untiring efforts must be devoted to amplify and extend the scope of women's usefulness, by which alone our country can hope to emerge victorious from a struggle without parallel in her long and glorious history.”

The return is accompanied by seventy-two photographs showing women at work—and working successfully—at occupations previously only handled by men, and also by a list of some of the employments in which women have been engaged since the war. Many of these examples are quite inapplicable to New Zealand life, but it has been deemed desirable to publish the complete list so as to let the women of New Zealand realize what is being done by their sisters in Great Britain and to stimulate them to action in the present crisis. In New Zealand the immediate want is for women to undertake milking and other work on dairy farms, and replace men who have been or are to be called up, and for other open-air and country occupations, such as rendering assistance on fruit-farms; and an appeal is made to those not now engaged in useful trades and occupations, whether living in town or country, to register themselves as willing to undertake such work.

Women of New Zealand, remember that—

- (a.) New Zealand has sent overseas to date sixty thousand of her noblest sons to do battle for truth and freedom.
- (b.) Thousands of her sons are in camp, and will shortly leave the shores of New Zealand to join their brothers in arms across the seas.
- (c.) The best manhood of New Zealand is still responding to the Empire's call.
- (d.) The strain upon New Zealand industries and occupations is tremendous. The necessity for the active services of every woman not engaged in some useful or essential work towards victory is very urgent.

Therefore all women are appealed to, at this hour of the nation's crisis, to undertake, so far as they are able, the work that has hitherto been handled by their men-folk, and thus relieve those men for other duties that cannot be easily carried out by women.

For the National Efficiency Board :

WILLIAM FERGUSON, Chairman.

DETAILED LIST OF PROCESSES IN WHICH WOMEN ARE SUCCESSFULLY EMPLOYED IN GREAT BRITAIN.

CHEMICAL TRADES.

Candles.

Bleaching wicks; casting dips; doubling wicks; making night-light cases; moulding department (filling, winding up, and emptying); packing; plaiting wicks; putting wicks on night-lights; scraping blocks of paraffin wax; stamping name on candles; trucking; winding wicks.

Chemicals for Tanning, Textiles, and other Trades.

Bricksetter's labourer; digging out and placing in dishes; discharging and loading on the tip; emptying coolers; feeding and tending elevators; loading ashes, &c., into barges, trollies, and wagons; mixing for furnaces; packing; shovelling into chute; varnishing kegs; yard labourer.

Drugs, Fine Chemicals, &c.

Attending boiling-pans; bottle-washing; coating photographic plates; crystallizing; laboratory-work; making gum; packing patent medicines; pill-making; removing jubes from tins; scent-making; shampoo-powder making; warehouse-work; weighing up in coating-room.

Heavy Chemicals (Salt, Soda, and Alkali).

Blue beds; labouring; shaking bags; stacking; sweeping; taking from presses and putting on racks.

Manures and Fertilizers.

Feeding elevators; taking bags from chutes; weighing bags of manure; wheeling barrows.

Matches and Fire-lighters.

Box and case making; chopping up fire-lighters; tin-lining; tray-carrying; veneering.

Oil, Oil-seed Cake, Seed-crushing.

Anti-fouling and anti-corrosive composition (manufacture of); armour-injection composition (manufacture of); attending filter-presses; auto bag-filling; cake-breaking; chalking-up; cleaning hydraulic presses; enamelling barrels; filling bags and cans with meal or nuts; labouring and light trucking; locust cutter; maize-bruising; mechanical cooperage; painting cans; press shop; riddling over screens; sealing cans; sewing up bags; stacking small tins; sticking; weighing.