

In addition honorary committees have been set up in many towns throughout the Dominion. At 20th October, the total of these committees was sixty-one, distributed thus:—

Auckland.—Cambridge, Dargaville, Kaitaia, Opotiki, Paeroa, Taumarunui, Taurangi, Te Aroha, Te Awamutu, Thames, Waihi, Whangarei, Ohura, Morrinsville, Coromandel, Helensville, Otorohanga, Pukekohe, Whakatane, Kawakawa, Matakoho, Rawene, Te Kuiti.

Wellington.—Dannevirke, Eltham, Hawera, Levin, Marton, Motueka, Ohakune, Pahiatua, Patea, Stratford, Taihape, Waipukurau, Woodville, Feilding, Waipawa, Wairoa, Bull's, Hunterville, Waitara, Opunake, Takapuna, Tokomaru Bay, Picton.

Christchurch.—Ashburton, Fairlie, Hokitika, Kaikoura, Reefton, Rangiora, Temuka, Waimata, Westport, Geraldine.

Dunedin.—Clyde, Gore, Roxburgh, Balclutha, Lawrence.

THE RESULTS.

The results of this system were shown in a report, tabled in Parliament, which re-



Group of Returned Soldiers at Training Farm, Tauherenikau.

viewed the operations of the Repatriation Department to 20th August. Here is the summary signed by the four Ministers (two Reform and two Liberal) of the original Board (Messrs. Herries, MacDonald, Hanan, and Guthrie):—

Briefly reviewing the report, it will be seen from the figures that the unemployment question is well in hand; a great measure of success is attending the Department's educational and vocational re-training schemes, and large numbers of soldiers are availing themselves of the liberal financial assistance provided for them, and are meeting their obligations promptly. The Department is honestly doing its best in the interests of the discharged soldiers—there is no "camouflage"—and each applicant for assistance is sympathetically dealt with.

Bearing in mind the fact that the invalided men are already to a great extent repatriated, or are being trained and are well on the way towards that goal, and that the majority of those now returning are fit men, the Department believes it is justified in taking an optimistic view of the future, and confidently anticipates that the very satisfactory conditions at present prevailing will continue until the whole of our boys have been resettled in the Dominion that they have so worthily represented at the front.

We have acknowledged the great work that has been accomplished by the patriotic workers on the various Boards and Committees, and would thank also the members of the staff in the different branches for their loyal support and hearty co-operation.

General Employment.

□

A Very Effective Agency.

THE majority of returned soldiers feel that they have no need to train themselves for new occupations. They prefer to return to pre-war positions, or to take other employment which does not require a term of special training. Of course, many can place themselves without Government assistance. For those who desire help in obtaining suitable work the Repatriation Department's organization has been proved satisfactory. Up to 20th October, 1919, the Department had placed 11,208 men.

The Department's officers and numerous Committees keep contact with all kinds of employers in town and country. In addition many reminders are given constantly to employers that if they have a position the Department has a man. Anybody who uses a telephone directory or receives letters through the post cannot miss these striking slogans. Usually the employers have shown the right spirit, of which the need in these difficult days has been indicated by Major Evans, in the *British War Pensions Gazette*, thus:—

In the overcrowded labour-market of pre-war days "Get on or go under," "The weaker go to the wall," "The survival of the fittest" were the mottoes which governed the working-world. It is up to all whom fortune has allowed to remain in safe civil life to see that the men who fought for them are not, on their return, subjected to such a test. Especially must we protect those who have suffered impairment. These men have passed through the horrors of an inferno such as even Dante could never have dreamed—but not, alas! unscathed—and the least return we can make is to ensure them preferential treatment for the rest of their lives. This does not mean that we should treat them as pampered paupers—they would greatly resent that.

To emphasize the need of a complete fulfilment of obligations by employers to returned soldiers the Auckland Repatriation Board issues an Honour Certificate to those who do their duty thoroughly, and the document gives a right to fly a Flag of Honour (a blue

pennant bearing the word "Honour" in red letters on a white centre).

Up to 20th October the Department had placed 11,208 soldiers in employment. At this date there were only 307 names on the "Employment Wanted" Register, and this number included some newly registered and some in temporary work. The details of the placings are:—

Group.	Auckland.	Wellington.	Canterbury.	Otago.	Total.
Wood, furniture, timber, &c. . .	171	231	154	114	670
Engineers, metal-workers . . .	211	336	155	147	849
Food, tobacco, &c.	104	164	94	57	419
Clothing, boots, &c.	95	146	100	81	422
Books, printing, &c.	62	70	63	36	231
Other manufacturing	118	72	101	47	338
Building	96	97	122	46	361
Mining, quarrying, &c.	47	84	117	48	296
Rail and tram services	73	158	108	61	400
Other land transport	88	167	122	51	428
Shipping, wharf labour, &c.	53	78	86	36	253
Pastoral agriculture, &c.	316	610	283	180	1,389
Domestic hotels, &c.	97	299	111	66	483
General labour and miscellaneous	525	1112	567	366	2,570
Clerical	179	343	199	136	857
Government	249	574	214	214	1,251
Totals	2,484	4,451	2,587	1,686	11,208

UNEMPLOYMENT SUSTENANCE.

Unemployment sustenance (inclusive of pension) is paid on the following basis: Soldier, £2 2s. a week; wife, 10s. a week;



The Honour Certificate issued by the Auckland Repatriation Board to the right kind of Employers.

children (not exceeding four), each 3s. 6d. a week. A widower with children is entitled to sustenance allowance as though his wife were living. Experience has proved that in New Zealand very few men apply for this kind of help. For example, at 20th August, only seventeen men out of a total of 66,309 were on this list for the whole of the Dominion. In this respect, New Zealand is evidently far more fortunate than Australia. In the Commonwealth Journal *Repatriation*, of 25th May this year, an official review of the unemployment position by Senator Millen, Minister of Repatriation, stated that out of a total of 114,600 men returned up to 28th February, 5,000 (4.36 per cent.) were receiving sustenance while awaiting employment. The Minister remarked that he was particularly gratified at this state of affairs, and he confidently stated that no other country could show such a result in connection with its repatriation scheme. However, New Zealand's percentage on sustenance is so small as to be fairly regarded as a vanishing decimal point.

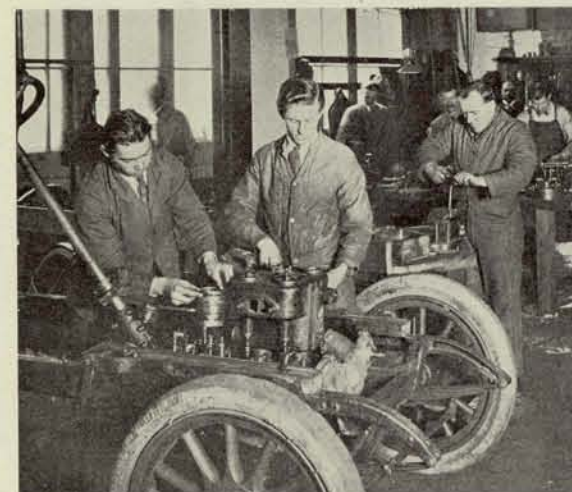
FREE LOANS FOR TOOLS.

Loans not exceeding £50 (free of interest) may be granted for the purchase of tools of trade, professional instruments, or other articles of personal equipment required in an occupation.

The Department also pays transportation of men going to employment and the medical fees of those who are examined for appointment to the Public Service.

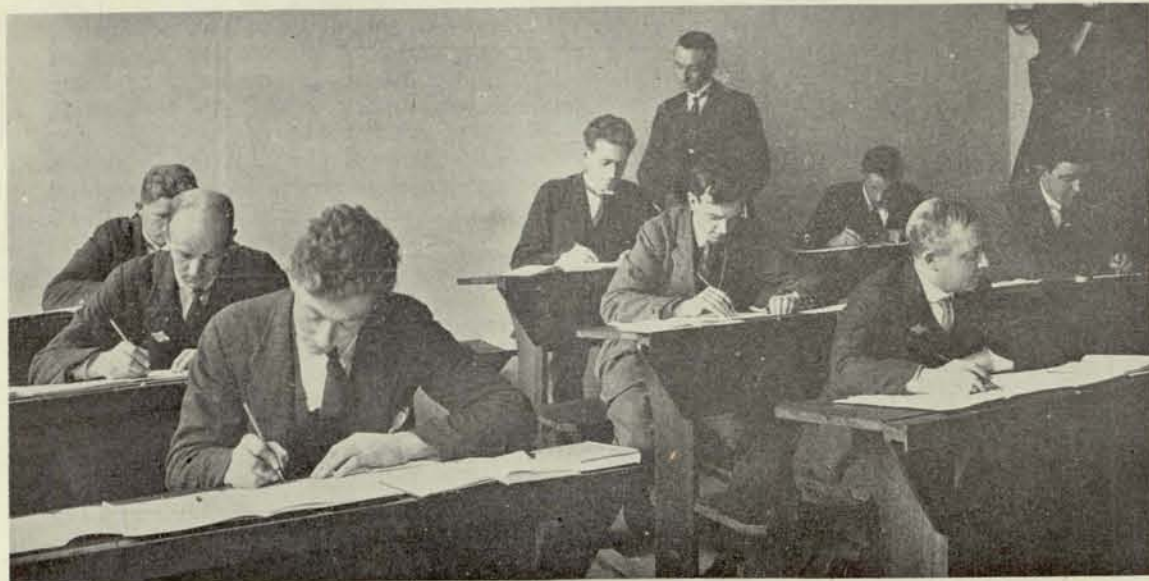
Transportation assistance, in approved cases, up to £50 is given by the Repatriation Department to enable an incapacitated soldier or soldier's widow to go to friends beyond New Zealand, if such a change of location is regarded as desirable or necessary. Very few applications have been received for this kind of help.

Soldiers' widows (without children) have facilities for training in useful occupations. During the term of training the Repatriation Department grants sustenance at a rate which will bring the income of a widow up to £1 15s. a week (including pension).



Training in Engineering and Motor Mechanics at the Special Classes, Wellington.

The trainees learn how to overhaul a car completely, and how to do repairs, including operations at the forge. [These separate classes are administered for the Repatriation Department by the Wellington Technical College.]



A Section of the Repatriation Commercial Day Class, Wellington.



Training for the Public Service.

Flashlight photograph of the night class (four nights a week) at Clyde Quay School, Wellington, for discharged soldiers qualifying for permanent positions in the Public Service. Up to the middle of October, 1919, about 100 men were receiving this special instruction, which includes English, dictation and handwriting, history, geography, arithmetic, shorthand, book-keeping, and commercial correspondence.

Vocational Training.



Opportunities for the Disabled.

BY the educational and vocational provisions of the Repatriation Department men injured in the war have the right opportunities to be equipped for suitable professions or trades. Fit men also are able to benefit by the system. Subsidies and sustenance allowances help the students and trainees through the period of preparation. Thus, anxiety as to maintenance is relieved. At 20th October, 1919, the Department had arranged training for 2,664 men, and at that date 2,236 were still in training.

Under Mr. W. Stevens, Chief Vocational Officer, the vocational side of the Repatriation Department is well organized in all districts. Results are proving that the practical training policy has brought brightness of outlook to many a man whose prospects had seemed gloomy and cheerless in the time of disablement by wounds or sickness. The records show that the truth of the proverb "While there is life there is hope" has been impressed on many a soldier whose loss of a limb or other disability had once made him feel sadly that he might be a burden on the community. Instead he finds that he can support himself in a manner beneficial to the country.

Briefly, the scope of the educational and vocational training includes the following groups: (a) Partially disabled soldiers unable to resume their pre-war occupations; (b) young men who enlisted before they had learned a trade or profession; (c) men who wish to take up work in essential industries; (d) apprentices and students whose training was interrupted by war service; (e) soldiers' widows and nurses.

The Department takes advantage of the facilities available at technical schools, university colleges, and other institutions. In addition special classes in a number of subjects have been established for soldiers in the main centres. The controlling author-

ities and staffs of the various technical schools are doing everything possible to assist the Department, which is grateful for this splendid spirit of co-operation. Another very important activity is the training of men by the help of subsidized wages in various workshops.

The men in training at 20th October are shown in the following table:—

Group.	Auckland.	Wellington.	Canterbury.	Otago.	Total.
Wood ..	124	59	71	97	351
Leather ..	43	34	35	28	140
Metal ..	233	183	143	140	699
Clothing..	14	22	17	21	74
Commercial	71	89	79	75	314
Farming	84	119	12	17	232
Professional	55	40	18	84	197
Other groups	98	46	61	24	229
Totals ..	722	592	436	486	2,236

LIVING ASSURED.

During the period of training sustenance is paid on the following scale, which does not affect the pension: Single man, £2 10s. a week; married men, £3 a week, with an extra weekly allowance of 3s. 6d. for each child up to four. The same sustenance is

payable to men attending ordinary technical classes if their hours are thirty or more per week.

Similar sustenance is granted to University students. Applications for the professional courses are considered on their merits. Preference is given to men whose study was interrupted by the call to the colours and to those who show special aptitude and ability, particularly if they are disabled. Fees also are paid by the Department.

"Thoroughness" is the principle for all classes. The main subjects are engineering (electrical, motor, mechanical), woodwork (carpentry, cabinetmaking, &c.), commercial (book-keeping, correspondence, general office practice), and wool-classing. The workshops have all equipment necessary to put theory into practice.

As an example of special enterprise a class for sheet-metal working has been established in Auckland at the suggestion of the trades-union concerned. There is a shortage of hands in this trade, which is considered a very suitable one for partially disabled soldiers. After six months' training the men are able to earn the award wage.

Another special class at Auckland is for motor driving and running repairs. The men have their training (six weeks) under expert motor mechanics in the garage of a returned soldier. All the factors are favourable for efficiency, which assures employment for the men when they have been through a course that is directly connected with the actual working-conditions of various motor-vehicles. This class has enabled a number of discharged soldiers to qualify for positions as farm-tractor experts—a kind of service



Repatriation Commercial Class, Auckland.

particularly valuable in these days to New Zealand. Shortage of hands compels the country to make a maximum use of labour-saving machinery on the land to increase the production on which the welfare of the whole community depends.

An instructional boot-factory has also been established in Auckland at a cost of about £1,500. In this trade men can acquire quickly the skill to make them self-supporting.

When a man has been through four or five months of practical training in a special class the Department endeavours to find a suitable opening for him with a private firm. In such a case the wages are subsidized (on a basis explained in the next chapter) until the new worker acquires full earning-power. Experience has proved emphatically that even a short period of instruction in a special class such as engineering or motor mechanics can be very beneficial. The student's knowledge of theory and practice assures comparatively rapid progress when he moves from the class into regular employment.

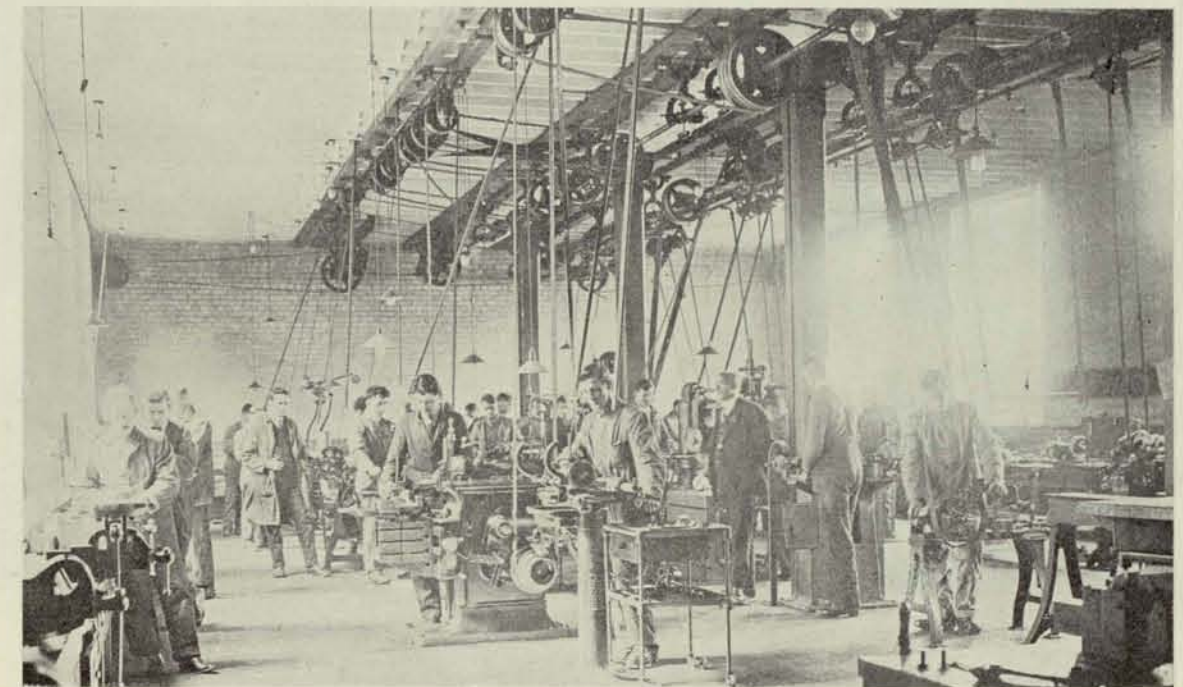
Many discharged soldiers, who are employed in the daytime, wish to better their education and increase their earning-power in their regular occupation. To help these men, who have the right spirit of progress, free courses have been provided at all the technical schools in almost every trade or other calling. Fees are also paid for men attending other approved colleges or training institutions. More than two thousand discharged soldiers are being assisted in this manner to improve their positions in their spare time.



Repatriation Class for Motor Driving and Running Repairs, Auckland.

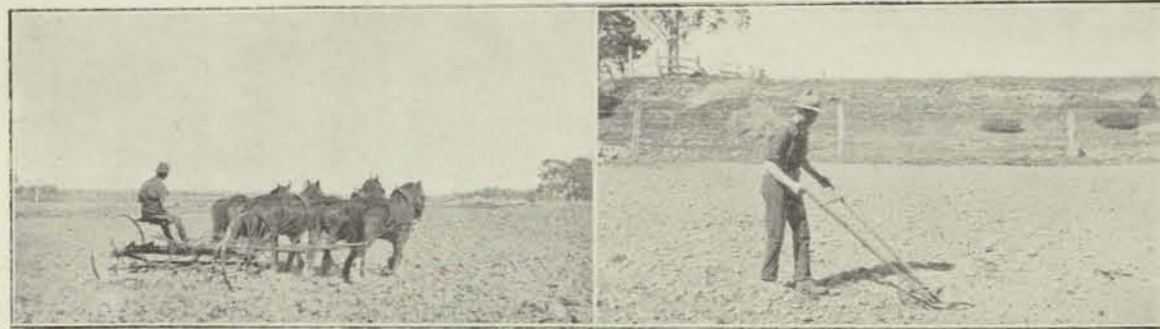


Some of the Returned Soldier Students (assisted by Repatriation Department) at Knox College, Dunedin. The courses comprise medicine, mining, dentistry, and divinity.

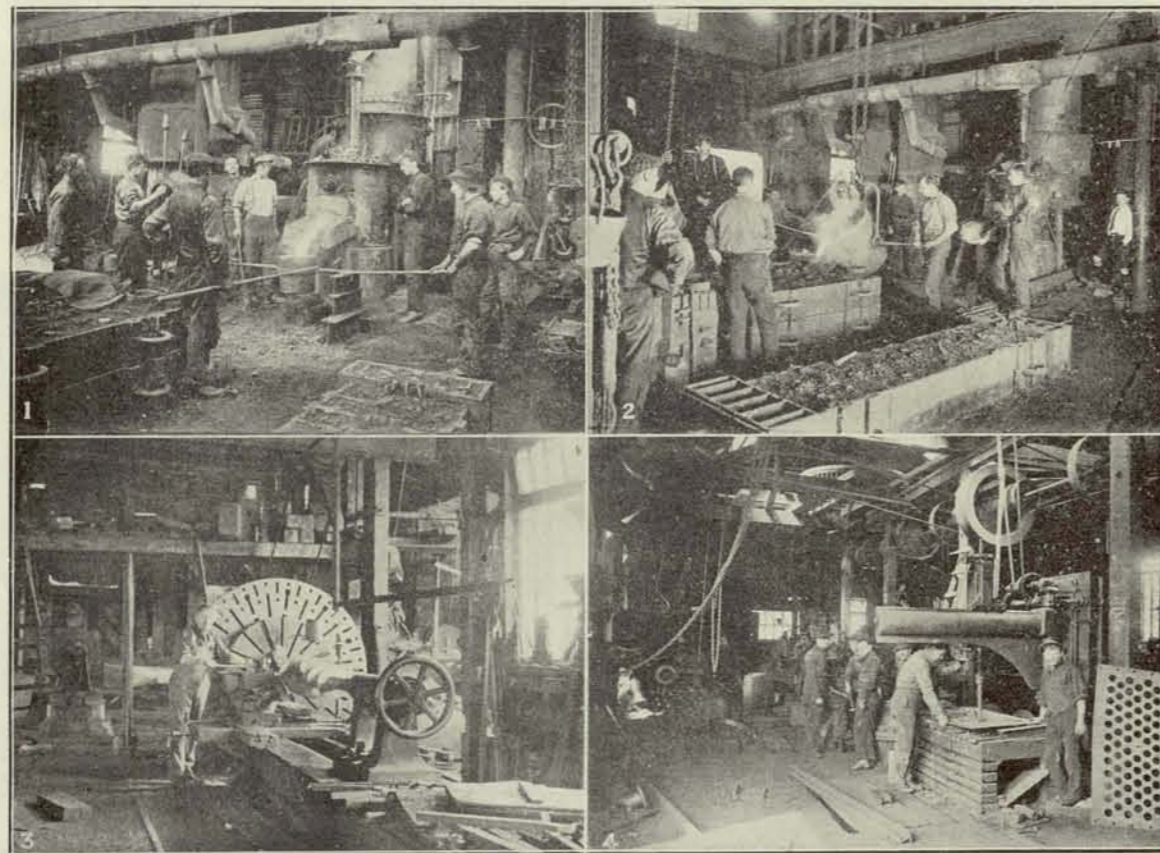


A View of the Engineering Day Classes conducted at the King Edward Technical College, Dunedin. The workshop is well equipped and lighted.

The men work under ideal conditions. The standard of the students' work is evidence of the thorough training they receive and the interest taken in engineering.



Subsidized Trainees at Tauherenikau Farm.



Subsidized Apprentices in Fraser Bros' Foundry and Engineering-works, Auckland.

1. Drawing molten Metal from the Furnace. 2. Pouring into the Moulds.
3. Using the huge Lathe. 4. Working the big Drill.

Subsidized Workers.

▽
Help while Learning Trades in Factories, &c.

MEN trained, under the sustenance system, in special classes move on to offices, workshops, or factories in which they may have their wages subsidized till they are fully qualified workers. Others may go direct into such positions, with similar help, without any preliminary course in classes. This direct method—"straight to the job"—has been found suitable for a large number of discharged soldiers who usually take additional free instruction at technical schools, &c., in their spare time.

"School of experience" is a fair term for this kind of training in actual workshop practice, according to the known requirements of the particular trade. The rate of pay which a trainee may be worth is fixed by a wages committee composed of the employer, a representative of the trades-union concerned, and a representative of the Repatriation Department. The employer undertakes to train the new worker thoroughly, and the Department assures a wage of £3 a week by paying the difference between this sum and the rate fixed by the committee. This subsidy does not affect any trainee's pension allowance. The rate paid by the employer is reviewed quarterly by the committee, and if an increase is granted it goes wholly to the trainee, for no deduction is made from the Government's grant. Naturally this encourages the trainee to become efficient as quickly as possible. A proportion of this subsidy (5s. a week) is retained by the Department for payment to the trainee on satisfactory completion of the training. Single apprentices have their wages made up to £3 a week (exclusive of pension), and married apprentices up to £3 5s., while they are completing indentures interrupted by war service.

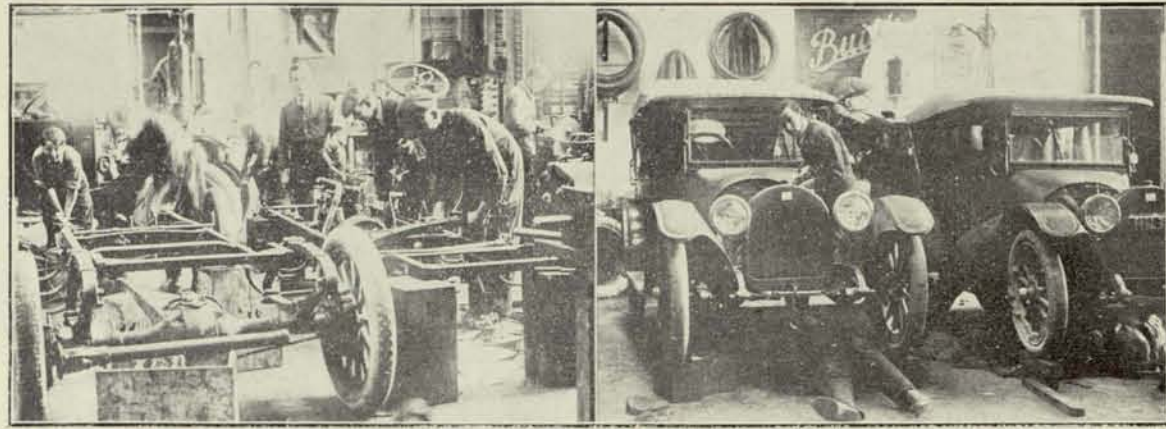
At the first use of the term "underrate permit," in regard to certain returned soldiers, questions were raised by representatives of trades-unions. They expressed a fear that some employers might abuse the system. However, the safeguards, including representation of trades-unions on the wages

committees, have proved satisfactory. By the creditable co-operation of the unions the subsidy plan is working well.

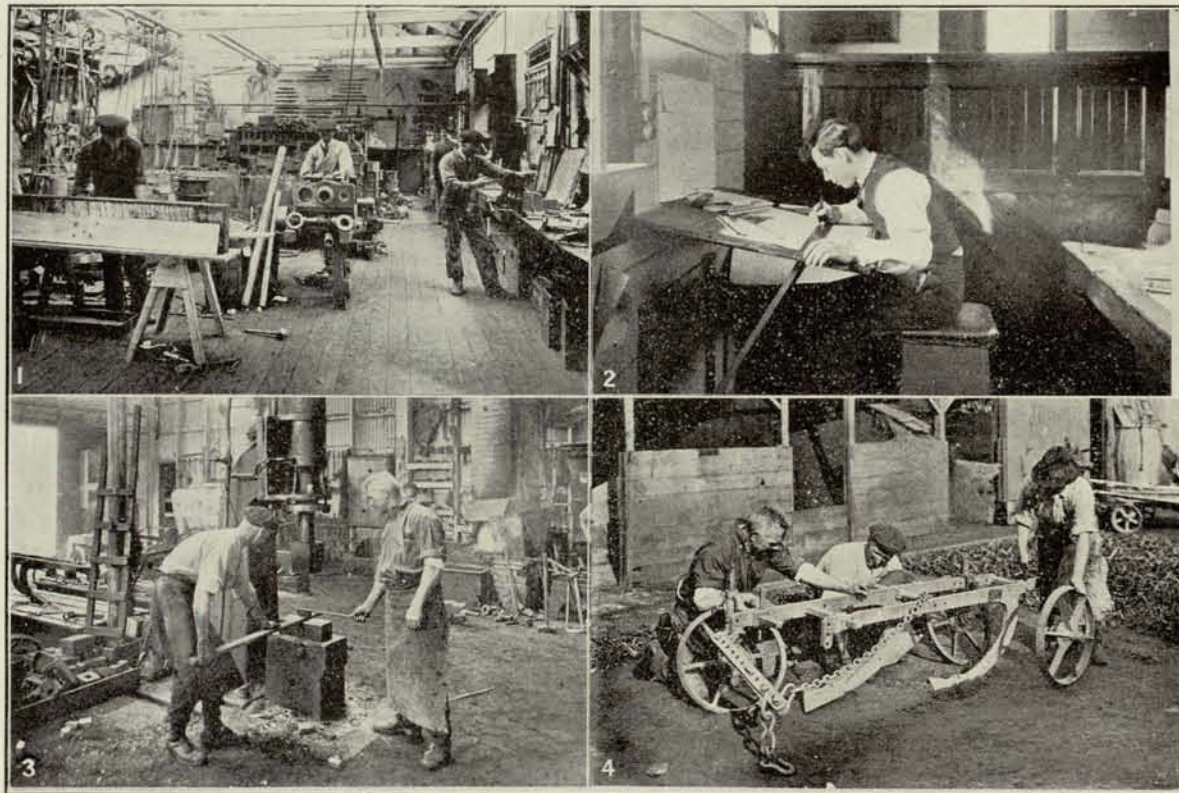
REAL RECONSTRUCTION.

A visit to workshops where these returned soldiers are winning good positions in industry gives pleasant evidence that this enterprise is living proof of real national reconstruction. The war took toll of many trades, and caused much anxiety as to the filling of the sad gaps in the ranks of skilled workers. In the ordinary course, by the present apprenticeship system, this replacement would be a very slow process. A speeding-up, so urgently needed for the benefit of all classes of the community, has been facilitated by the provision of subsidies on wages, both for new learners and for apprentices returned from the war. Those apprentices have been saved from drifting into uncertain avenues of casual work. The Repatriation Department's method of intensive instruction has enabled men to make themselves proficient in new trades in a remarkably short time. "The short-cut to skill" is the working axiom.

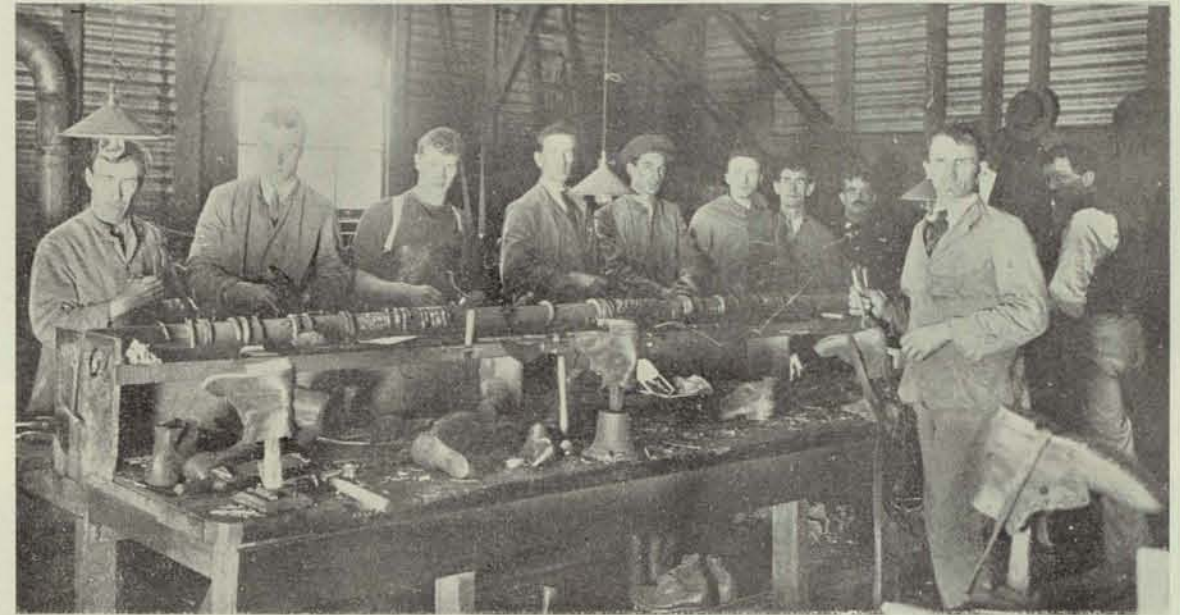
In the early days of this experiment some of the other workers had a feeling that returned soldiers were getting favours—"some thing for nothing"—but, happily, time put things in right perspective, and good will prevails, the good-will which is the right, the well-won right, of the defenders from all classes of the defended. Thus in a spirit of good-fellowship the wheels of industry will turn for the welfare of New Zealand.



Trainees busy in the Garage of H. H. Shaw and Co., Hamilton.



Returned Soldiers in Booth, Macdonald, and Co.'s Foundry and Engineering-works, Christchurch
 1. Fitting (a man who was wounded in the leg is in the foreground). 2. A Draughtsman.
 3. Using the Steam-hammer. 4. Fitting a Plough.



Subsidized Trainees in Boot-repairing, Wellington.



Fancy Leather Bags made by two of the Subsidized Workers in Weston Bros.' Factory, Christchurch.



Learning to make Fancy Leather Bags, &c., at Weston Bros.' Factory, Christchurch.



Training in manufacturing Jewellery at Kohn's Factory, Auckland.



Learning Bootmaking at Duckworth, Turner, and Co.'s Factory, Christchurch.

Three disabled soldiers are being trained here in an industry specially suitable for such men. Others are similarly placed in Cole's factory, Auckland.



Making Horse-collars at the New Zealand Saddlery Company's Factory, Auckland.



Trainees in Thompson Bros.' Wickerwork Factory, Auckland.



Trainees in the New Zealand Saddlery Company's Factory, Auckland.

The majority of the trainees were severely disabled in the war.



House built by returned soldier on Erina Settlement, Marlborough, with *Pinus insignis* cut from a plantation a few miles distant.



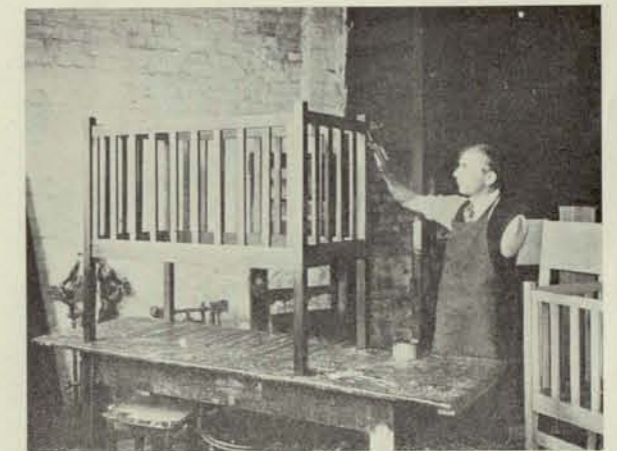
Trainees in Cabinet-making, with some of their Handiwork, at Bird and Co.'s Factory, Wellington.

One of these men is receiving the full award rate of wages after only twelve months' training.



Subsidized Apprentices and Trainees in the Furniture-factory of Henderson and Pollard, Auckland.

The man on the left, holding a hammer in his right hand, had a partially disabled right arm, but he is making very good progress.



Becoming an Expert French-polisher at Bird and Co.'s Factory, Wellington.

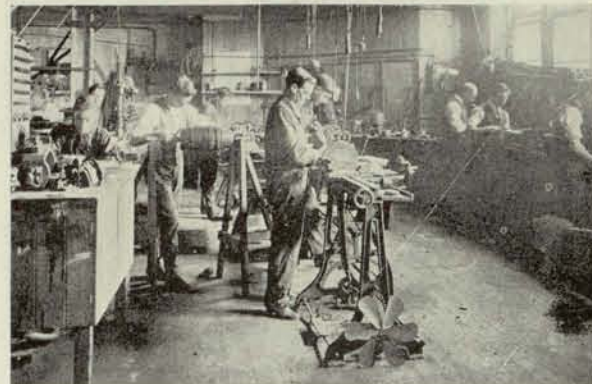
Another one-armed returned soldier is similarly employed at Christchurch.



Trainees in Pepler's Furniture-factory, Christchurch.

In the picture on the right one man lost his right eye in the war, and the other was wounded in a leg.





Trainees in National Electric Company's Works, Auckland.



Trainees in Eadie and Co.'s Piano-factory, Auckland.



Trainees with Jagger and Harvey, Sailmakers, Auckland.



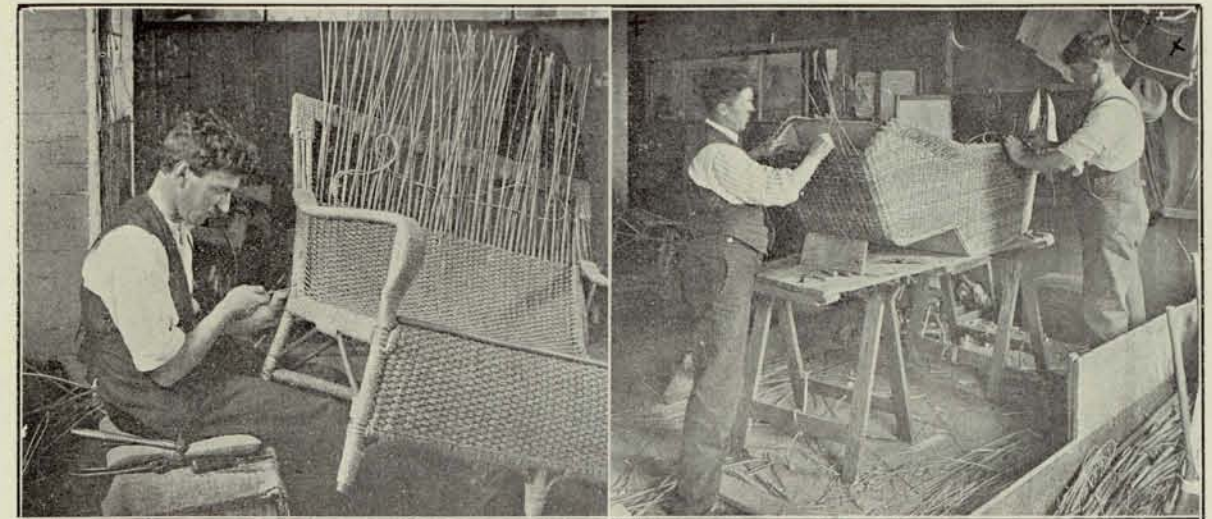
Trainee in Upholstery at Bird and Co.'s Factory, Wellington.



Trainee in Carriage-hood Making, Wellington.



Trainee in Tailoring with Wellings and Co., Hamilton.



Wickerwork, &c., at Fewing and Co.'s Factory, Christchurch.
The returned soldier on the left is making good progress with a chair, after only three months' training. The other two are making a side-car for a motor-cycle.



Business Loan.—Fruit-shop, Christchurch.



Business Loan.—General Store, Christchurch.



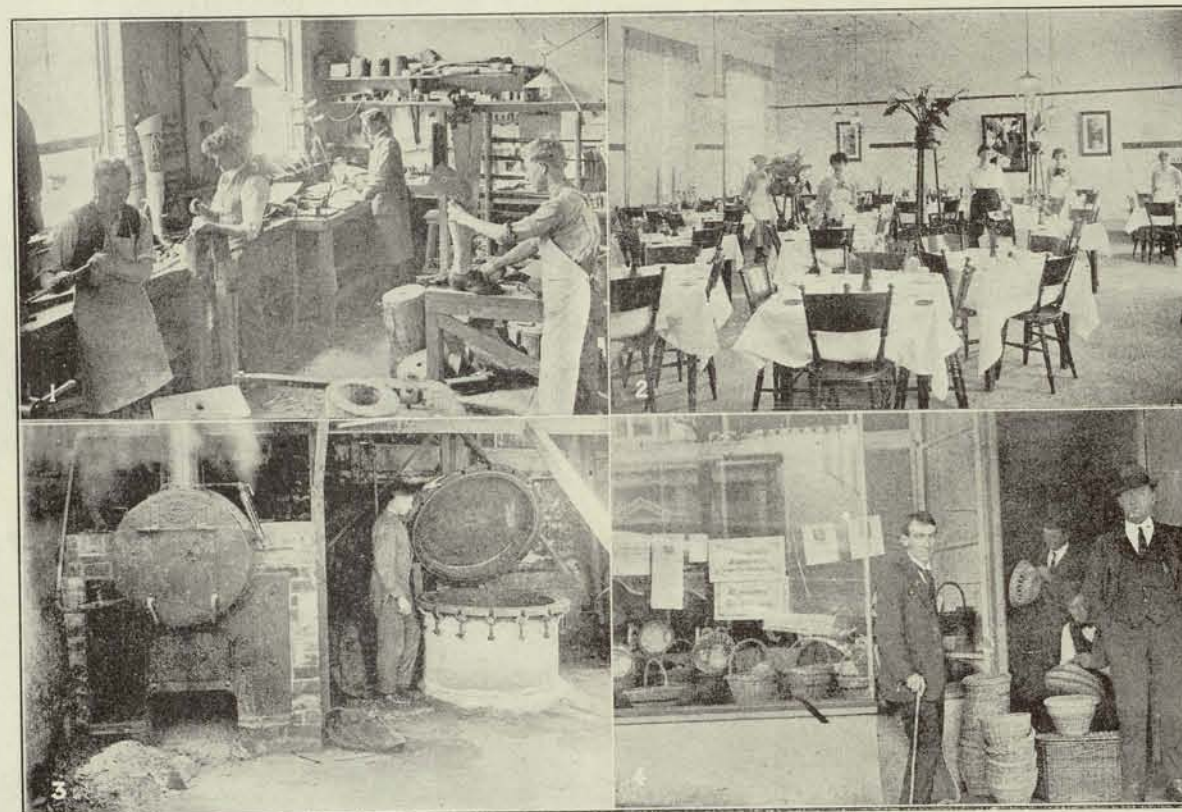
Business Loan.—Dyeing Plant, Auckland.

BUSINESS LOANS, AUCKLAND.



Shirt and Blouse Factory.

Chemist's Shop.



1. Zenith Artificial-limb Factory. All these men lost limbs in the war. The man on the left has two artificial legs.
 2 A Restaurant. 3. A Vulcanizing Plant. 4. A Disabled Man's Basket-shop, with stock made by himself.

Loans for Business.



Many Men helped solidly.

IT is recognized that returned soldiers better fitted for business in a city or town than for land-settlement have a right to help by loan. Therefore provision has been made for loans, not exceeding £300, to enable a man to establish a business or to purchase one. A sum of £50 is lent free of interest, and the remainder is at 5 per cent. per annum. Already men have been set up in about 110 different kinds of business, and at 20th October, 1919, 2,216 loans had been approved, involving an expenditure of £353,257. The payment of interest and repayment of loans are proving satisfactory.

Of course, some returned soldiers, with a wealth of optimism and a dearth of experience, have high hopes of an early road to fortune by the paving of £300, and they may feel disposed to resentment when they are encouraged to take the sure way of an occupation (on wages or salary) in which they are skilled, rather than the perilous path of a business in which they lack knowledge. Necessarily some men have to be saved against their own impetuous self-confidence in such a difficult matter. When the signs point to probable failure the applicant cannot be advised to risk disappointment, which would compel him to resume a former occupation, or begin a new one, with a burden of debt.

As a general principle the Department, in the interests of the individual and the community alike, has to make sure that an applicant has not only the necessary experience in a business, but has also a fair prospect of profit in regard to the competition that he may meet. Precautions have to be taken against loading a locality with an extra business not needed by the population. The range of help is shown in the following table of loans granted to 20th October :—

Accountants	2
Agencies	5
Architect	1
Artificial-limb appliances manufacturers .. .	2
Auctioneers	9
Bakers	23
Barristers and solicitors	15
Basketmakers	3
Bee-farming	20
Boardinghouse and private-hotel keepers .. .	13
Booksellers and stationers	23
Boot-importers	15
Boot-manufacturers	15
Boot-repairers	11
Billiard-saloon keepers	6
Blacksmiths	38
Brick and tile making	3
Builders	22
Butchers	30
Buyer for island trades and merchants .. .	1
Cabinetmaking	36
Carriers—Horse	83
Carriers—Motor	165
Chaff-cutting	20
Chairmaking	2
Chemists	17
Chimney-sweeps	2
Coachbuilding	5
Coach-painters	2
Coal-merchants	27
Commercial journal	1
Concrete-construction	2
Confectionery-manufacturers	2
Contractors	26
Cool storage	1
Customhouse agents	3

