

FORTY-EIGHT HOURS A WEEK.

All About Wages, Work and Holidays in the Bellamy Land of the South Pacific Ocean.

FRANK G. CARPENTER.

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Wellington, New Zealand.—I had lost myself in Auckland. I had been visiting Mr. Frank Dillingham, our American consul, who lives in one of the suburbs under the shadow of Mount Eden, and had started back on foot when I met a coarsely dressed, rosy-cheeked, bright-eyed, healthy-looking young man and asked him to direct me to the Star hotel.

"I am going that way," said he, "and if you will walk with me, I will show you." So we went along together.

"How are times here?" said I.

"Very good," was the reply. "We all have plenty of work and we get enough to keep us from starving."

"What is your business?" I asked.

"I belong to the street-cleaning brigade. I have a job with the city, and I get 8 shillings (about \$2) per day."

"What hours do you work?"

"Oh!" with a laugh, "my hours are not bad. No one here works more than forty-eight hours a week. We put in enough time on the first five days, so that we can have a half holiday Saturday. We street cleaners have a soft thing. We have only four hours' work on Saturday. We begin at 4 o'clock in the morning and get through by 8, so that we really have the whole day for ourselves."

"But how about wages on Saturday?"

"The wages are just the same as for the other days. I suppose I should say I get 48 shillings (\$12) per week, instead of 8 shillings a day."

Forty-eight hours a week.

This conversation gives you some idea of work and wages in New Zealand. This is the land of the eight-hour day and the weekly half holiday. So far as the men are concerned, the laws do not fix the number of hours, but forty-eight working hours is the usual week of the laboring man, and every person has his weekly half holiday.

Where there is no weekly arrangement the day lasts for eight hours, and when men are employed by the week they piece out the eight-hour day by working overtime, so as to give them only four or five hours on Saturday or some other day of the week. All government employees put in forty-eight hours a week. The various trades unions fix this as their time and at present the only people who work longer are the men on the farms and the clerks in the stores. There are a few trades which necessarily require some overtime, but as a rule, the unions equalize this and the law steps in and supports the unions in their rules.

It was recently decided in a trouble between the employers and the shoemakers of Auckland that forty-eight hours must be considered a full week's work, and that no shoemaker should be paid less than 20 cents an hour. The Auckland butchers limit their labor to

sixty-one hours, but they take off nine hours of that time for meals, so that the week's work is forty-eight hours. The wages of the different classes of butchers are fixed by law and the employer who breaks the law will be fined not to exceed \$50.

I have before me some decisions of the government boards of conciliation and arbitration regulating such matters. In all of them the union rules as to time are upheld and an hour rate of from 25 to 50 per cent higher than the regular wages is charged for all overtime.

THE WEEKLY HALF HOLIDAY.

The weekly half holiday is compulsory. The day is usually fixed by the local authorities and the factory or mercantile who keeps his stores open is fined for doing so, even if he dismisses his employees. If the merchant keeps his clerks he is fined for that. I see a record of a man in Foxton who employed two boys under eighteen years of age on Saturday afternoon a few months ago. He was called up by the court and heavily fined. Another man employed a carter to work on a half holiday. He paid about \$5 and costs. The saloonists here have scratched the country as with a fine tooth-comb for pretty girls to act as barmaids. The law provides that every barmaid must be given her half holiday once a week, or the saloonist pays \$25. It is the same with all classes of clerks and it is the same in the factories.

The question of the day on which the people are to take their weekly vacation is usually settled by the municipal authorities. It is fixed in January of each year and continues from then until some other day is appointed. In some towns it is Tuesday, in some Wednesday, in some Thursday and in many Saturday. Saturday is the day usually chosen for the factories, even though the stores in the same town may close on another day. If Saturday is the day fixed there are certain classes of men, such as grocers, butchers and market men, who may meet together and choose another day for their regular holiday.

HARD ON THE DRUMMERS.

This closing of the stores for one-half day each week seriously disarranges the work of the commercial travelers. The merchants will not buy on a holiday and the salesmen have to regulate their trips so as to skip the holiday towns on such days. The railroad guides publish the names of the towns, with the days of the week set aside as holidays opposite each town.

On half holiday the streets are as deserted as on Sunday. There are cricket matches, golf meetings and excursions. Most of the people put on their best clothes and go to the parks, and the whole town takes a vacation. Some go off into the country and you will now and then meet a man on a tramp trip from Saturday to Monday. On such days the saloons are usually open. They are not known as saloons, but hotels, and you never expect a hotel to

Soft Jobs in New Zealand and What They Pay—Even the Bar Maids Have Their Weekly Half Holiday—A Talk With a Street Cleaner and the Interview With the Secretary for Labor—He Discusses the New Labor Movement and Tells How the Working Men Got the Upper Hand—The Factory Laws—What Wages Are and How Protected—The Government Employment Bureaus—How Sweat Shop Are Prevented

shut up. As far as I can see, however, there is much less drinking at such times than you would expect, and nothing like that of Saturday afternoons in the cities of Scotland.

The clerks seldom work much more than eight hours a day. I have gone along the streets at 8 o'clock in the morning and found many of the stores still closed. There is also a provision that merchants and banks must close their places at 5 in the afternoon for two-thirds of each month. There is a penalty for delivering goods on a half holiday, and the law provides that the clerks shall not be worked longer on ordinary days to make up for their half holiday.

A CHAT WITH THE SECRETARY FOR LABOR.

It was to ask some questions about this and other labor matters that I called the other day upon the Honorable Edward Tregear, at the labor department in Wellington. New Zealand has a department of labor which ranks even with the other departments of the government. It is on the same basis as the treasury department and agricultural department, and the secretary for labor has as much influence in New Zealand as a cabinet minister has in the United States. The present head of the labor department is Mr. Tregear. He has been secretary for labor for the past decade, and has been one of the prime movers in all of New Zealand's experiments for the benefit of the laboring men.

It was in his office at the department of labor that I met Mr. Tregear. He is a slender, bright-eyed, intelligent looking man about forty years of age. He is a good talker, especially on the subjects nearest his heart, namely, those connected with the labor movement. During our conversation he told me that he was at the bottom a socialist, and that he believed New Zealand's efforts toward equalizing the rights of man to be the beginning of a development which would spread and which would in time better the social condition of mankind.

HOW THE WORKINGMAN CONQUERED NEW ZEALAND.

I asked Secretary Tregear how the laboring men had come to get the upper hand in New Zealand. He replied: "It was the last strike we had, and it was more than seven years ago. At that time the unions controlled many branches of trade and they were fairly well united. Among others there was a union which handled all freight at the wharves, called the Maritime Union. It was an old organization, with plenty of money in its treasury, resulting from assessments upon its members throughout a period of years. As the funds increased, the old members decided that all new unionists should pay an initiation fee somewhat proportionate to the share each would have in the assets of the treasury. There were but few laboring men who could do this, and the consequence was that entrance to the

union was difficult. Nevertheless, the union would not permit non-union men to work and though they could not handle all the work themselves, they still protested against the ship owners employing outsiders. The ship owners could not stand this. They took on extra men and defied the union. The members of the union struck, and through their relations with the other unions brought about a general strike all over New Zealand. Their demands were unreasonable, and the sympathy of the people was with the non-unionists and the ship owners. Men came from all places to help the ship owners. The feeling was so great that even the clerks in the stores asked for vacations, put on overalls and worked for a time on the wharves as common laborers. The unemployed were given places, and the result was that the strikers were terribly beaten, and they knew it.

LABORING MEN AS PARLIAMENT MEMBERS.

"They reconsidered the situation," continued Mr. Tregear, "and decided that their only chance for a fair show in the future was in electing workingmen to parliament. They at once began their campaign, adopting the rule that every candidate of the workingman's party must be a workingman. They then argued the question of their rights in the shops, on the streets and on the stump, and as a result soon had enough members in parliament to hold the balance of power. The people outside the laboring classes became interested in the struggle. Public sentiment changed. The people saw that there were two sides to the question, and we now have a number of workingmen members of parliament."

"But do your workingmen representatives stick to their class after they are elected?" I asked.

"In most cases they do," replied Mr. Tregear, "but in some not. In the latter instances the workingman starts in enthusiastically. He is all for labor and nothing for capital. He is soon corrupted, however, by his association with the rich. The dinners and attentions of his wealthier parliamentary fellows turn his head. By the end of the first session he has risen above his class and changes his working suit for a tweed suit. At the end of the next session you find him in black broadcloth with a tall hat, and thereafter he probably votes with the capitalists. As a whole, however, our workingmen make fairly good representatives."

I asked as to the feeling between labor and capital. Mr. Tregear replied: "I think it is very good. As I told you, we have not had a strike for seven years, and there are no indications that we shall have any in the future. The government has enacted certain factory laws and our arbitration and conciliation acts remove the possibilities of strikes."

FACTORY LAWS.

"Give me some idea of your factory laws," Mr. Tregear said.

"These laws regulate the building

and management of the factories. They require that the buildings be well ventilated, and that the machinery be so protected as to preserve the life and health of the employees. Every factory must have certain sanitary arrangements. It must be kept clean and must furnish fresh drinking water.

"As to the management of the factories," the secretary for labor went on, "we have many laws to protect the workmen, and especially the unions. The factory law is such that it includes nearly every workingman in the country. A factory is defined as a place in which two or more persons are working for hire at any trade or handicraft, and such place comes under the factory act and is subject to government inspection."

HOW NEW ZEALAND GUARDS THE WORKINGMAN.

"And are all factories inspected?" I asked.

"Every one of them," replied Mr. Tregear. "We have a chief inspector and 163 local inspectors. The country is divided up into districts and each is under the charge of one of these inspectors. By law the factories must be open to such inspection at any time of the day or night, and their managers must give all information desired as to the workmen and workwomen. Every factory keeps a record of the age, sex, character of the work, hours of work and wages of each of his employees, and if this is not in accordance with the laws the inspector will notify him of the fact and prosecute him."

AS TO WOMEN AND CHILDREN.

"We have very stringent laws for the protection of women and children in the factories," Mr. Tregear continued. "We have women inspectors who go from factory to factory to investigate the condition of the women. According to law no woman or boy can be employed for more than forty-eight hours a week in a factory. No boy under fourteen or girl under eighteen can work in a glass factory, nor can any girl under sixteen be employed in a brick or tile works, or any place where any grinding in the metal trade or the dipping of lucifer matches is going on. It is to protect the health of the girl."

"Up to what age do you keep your children out of the factories?" I asked.

"We do not allow any to be employed under fourteen and all under sixteen must have passed through the fourth grade of the public schools. No woman, and no boy or girl under eighteen, can be employed for more than four hours and a half without an interval for meals. We provide that all the meals shall be taken outside the work rooms. This is to prevent any work being done during meal hours."

NO STORE ORDERS.

"How about wages, Mr. Tregear? Are any of your people paid in orders on stores?"

"No, we have strict laws as to such matters. The payment for labor in goods is illegal. In actions for wages, goods or articles furnished by the employer or supplied on his premises cannot be brought forth as a setoff, nor can the employer sue his clerks for things so bought. Workmen must be paid in money, and at least once a month, if they so desire. In absence of written agreements those engaged in manual labor must be paid weekly, and if not so paid they can attach all money due or thereafter to become due to the employer on the work. The wages of those who receive less than \$10 per week cannot be touched for debt and where a man goes bankrupt the wages of his clerks and workmen for four months preceding are preferential claims on the estate."

WHAT WORKINGMEN GET IN NEW ZEALAND.

I here asked Mr. Tregear to give me some idea of wages in New Zealand. He handed me a government report, from which I have deduced the following:

TAFT TO BE FIRST CIVIL GOVERNOR.



It is now definitely settled that Judge Taft will be the first civil governor of the Philippines, with Chaffee in command of the military forces. A formal plan of civil government has been drafted by the war office and submitted to the Philippine commission. Judge Taft believes that the speedy end of the rebellion is in sight and that peace will soon prevail.

Farm hands with board get from \$12 to \$20 per month, and without board from \$1 to \$1.75 per day. Shepherds receive from \$250 to \$350 per year, and shearers about five cents per sheep. The shearers have their union and regulate wages.

Masons, bricklayers, plasterers and carpenters get from \$2 to \$3 per day, and plumbers and painters about the same. Saddlers are paid from \$1.75 to \$2.50, shoemakers from \$1.50 to \$2.50, and watchmakers from \$2 to \$3.

As to common everyday laborers they get from \$1.25 to \$2.25 per day of eight hours. Engineers receive from \$2 to \$3 per day, tailors from \$1.75 to \$2.50, butchers from \$5 to \$8 per week, and compositors from \$10 to \$15 per week.

In dry goods stores clerks are paid from \$7.50 to \$20 per week; grocery clerks receive from \$7.50 to \$15 per week, and bakers about the same. The wages vary in the different provinces of New Zealand, the highest being paid in the gold fields.

The government has a minimum wage for certain classes. According to law every one who works in the factories must receive something. It is impossible to retain an apprentice merely for the privilege of learning a trade. Young people under eighteen years of age must be paid at least \$1 per week if they are girls and \$1.25 a week if they are boys, irrespective of overtime, and by the factory act, the pay for overtime cannot be less than twelve cents an hour.

A GOVERNMENT EMPLOYMENT BUREAU.

The labor department has its employment bureaus at Wellington and at 200 other places covering all parts of New Zealand. At these bureaus those

who want work and those who want workers register, and the government brings the two together. This is so not only as to factories but as to domestic service and farm hands. From these bureaus the government gets many of its employees for the public works and in some cases it advances money to laborers to take them to their new places of employment. In one year more than 2,000 men obtained work through these bureaus and of this number more than 1,300 were married and with their families represented a population of almost 5,000.

FOR THE PREVENTION OF SWEATING.

New Zealand does all it can to prevent sweating or house industry at starvation wages. There are laws against taking work home from the factories, and the employer who allows his workmen to do so is subject to a penalty not to exceed \$50, while the workman himself can be fined \$25. All work done for factories outside the factories by other parties must be recorded and also the names and addresses of the persons by whom said work is done together with the amount paid for the same. Any one who gets work from a factory is not allowed to sublet it under a penalty of a heavy fine. He must do the work himself or have it done by his own workmen on his premises. A label at least two inches square must be put upon all goods made outside the factories showing just where the goods were made and how. The failure to affix such labels is liable to a penalty as high as \$30 for each offense and the removing them after having been affixed is liable up to \$100.

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SPRING MILLINERY OPENING

For 1901 at Z. C. M. I.

UTAH LADIES always want the Best Styles and the Best Goods, and they deserve to have them. In Utah the ladies have as delicate and discriminating taste as to what is good and beautiful in the line of Headwear as have any people in the world. That is one reason why they give to Z. C. M. I. so much attention—we have the best and handsomest goods obtainable. This year is no exception to the rule, and in our Spring Millinery Opening which

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Tuesday
and Wednesday
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WE have the proof. Our Millinery Department is in careful, competent hands, for the most satisfactory service to our patrons. The ladies are cordially invited to come and inspect our Magnificent Stock of French Pattern Hats and Bonnets and everything in the line of Choice Millinery at prices that cannot be surpassed in advantage to customers by any competitors in the field. Come, ladies, and on these three days you will behold a bower of beauty that will indeed please the eye and gladden the heart.

Special attention is drawn to our magnificent line of home productions.

Our Cloak Department

Has just been newly fitted with a new and choice stock of elegant goods. Just the thing for the season.

Come and examine our special

Spring Suits and Dress Goods.

Our splendid assortment is unexcelled in the west, as an examination will show. Everybody welcomed to our great mercantile establishment.

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