

The LAND OF EIGHT-HOUR DAYS AND THE WEEKLY HALF-HOLIDAY.

WHERE THE SECRETARY OF LABOR HAS THE POWER OF A CABINET OFFICER.



EDW. TREGEAR
NEW ZEALAND'S LABOR SECRETARY

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"Off for a tramp from Saturday until Monday."

Special Correspondence of The Sunday Republic.
Wellington, New Zealand, Feb. 10.—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?"
"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 8 shillings (\$2) 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 man has his weekly half holiday. When there is no weekly arrangement of the hours 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 employes 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.

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 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 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 proviso 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 man.

It was in his office in the Department of Labor that I met Mr. Tregear. He is a slender, bright-eyed intellectual looking man about 40 years of age. He is a good talker, especially on the subjects nearest his heart, namely, those connected with the labor movements. During our conversation he told me that he was at bottom a Socialist, and that he believed New Zealand's efforts toward quelling the fights of men to be the beginning of a development which would spread and which would in time better the social condition of mankind.

How the Workmen Conquered New Zealand.
I asked Secretary Tregear how the laboring men had come to get the upper hand in New Zealand. He replied:

"It originated a strike which failed. 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 funds 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 shipowners employing outsiders. The shipowners 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 nonunionists and the shipowners. 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."

How the Strikers.
They reconsidered the situation," continued Mr. Tregear, "and decided that their only chance for a fair show in the future

was in electing workmen to Parliament. They at once began their campaign, adopting the rule that every candidate of the workingman's party must be a workman. 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 there were two sides to the question, and we now have a number of workmen members of Parliament.

"But do your workmen 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 workman 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 workmen 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 an arbitration and conciliation act remove the possibilities of strikes."

Factory Laws.
"Give me some idea of your factory laws," Mr. Tregear, said I.
"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 workman 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; any such place comes under the factory act and is subject to Government inspection."

How New Zealand Guards the Workmen.
"And are all factories inspected?" I asked.
"Every one of them," replied Mr. Tregear. "We have a chief inspector and 103 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 or workwomen. Every factory keeps a record of the age, sex, character of the work, hours of work and wages of each of his employes, 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 of any age can be employed for more than forty-eight hours a week in a factory. No boy under 14 or girl under 18 can work in a glass factory, nor can any girl under 18 be employed in a brick or tile works or any place where any dry grinding in the metal trade or the dipping of lucifer matches is going on. This 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 14 and all under 16 must have passed through the fourth grade of the public schools. No woman, and no boy or girl under 18, 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 workrooms. 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 set-off, 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 Workmen 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:

"Farm hands with board get from \$12 to \$20 per month, and without board from \$12.50 to \$17.50 per day. Shepherds receive from \$20 to \$30 per year, and shearers about 8 cents per sheep. The sheep-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, shoe-

makers from \$1.50 to \$2.50, and watch-makers from \$2 to \$2.50.
"As to common everyday laborers they get from \$1.25 to \$2.25 per day of eight hours. Engineers receive from \$3 to \$3 per day, tailors from \$1.75 to \$2.50, butchers from \$2 to \$2 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 18 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 12 cents an hour.

The Labor Department has its employment bureaus at Wellington and at 300 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 employes 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 1,100 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 by 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 subcontract 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 punishable up to \$100."
FRANK G. CARPENTER.



Maude Adams as She Appears in "L'Aiglon."

Mr. Frohman, managing Miss Adams, has arranged her season so that she appears in nearly all of the cities in which Mme. Bernhardt plays "L'Aiglon." Miss Adams will not visit San Francisco this season, but, in the East, all of the important towns have had the opportunity of comparing the two Eaglets.

St. Louis Society Women, Seeking a Form of Lenten Amusement, Are "Going In for" Fencing.

Only Woman Teacher of Sword Science in St. Louis Tells of Its Many Benefits.

WRITTEN FOR THE SUNDAY REPUBLIC.
HERE is a hope in the hearts of devotees of the art of fencing that that royal sport may be entering upon a great revival. This hope has grown into a positive belief that soon the clank and the clatter of the foils will be heard as generally as in the days when gentlemen wore small clothes and sidearms, and were ever ready to give or take a thrust for the sake of a lady's smile.

Fencing has never been a universal sport in St. Louis, but just now there seems to be a degree of interest in it that promises well for its future favor. Society women, deprived of the pleasures of the ballroom for a season, have formed fencing classes, and some of them are becoming really expert. There is a general belief among those who have tasted of the joys of the sport that, ere the Lenten period has ended, these fair young novitiates will be so thoroughly fascinated by the pleasures of fencing that they will continue the practice.

In which event there will be a great outburst of enthusiasm and sword talk in the World's Fair city.

Women have been fencing since the art—and, really, it is an art as well as a science—was improved to the point of being a matter of skill rather than of mere brute strength.

History and romance tell of many heroines who were experts with the small sword. Do you recall "Alice of Old Vincennes"? Alice was a clever fencer, and it was partly her skill with the rapier that won her the love of big and brave Lieutenant Beverly. There are no brighter bits in Mr. Maurice Thompson's pretty story of love and adventure than those which tell of the fencing bouts between Alice and Beverly.



PARRY OF PRIME.

"SALUTE"

COMING ON GUARD."

There are several men in St. Louis who teach fencing, but there is only one woman who is thus employed. She is Miss Mabel Lawrence Rhoades, and she thus takes Sunday Republic readers into her confidence regarding fencing as an art and as exercise:

By Mabel Lawrence Rhoades, Teacher of Fencing.
Were I to recommend any one form of exercise above all others, that one would be fencing, for it is a complete gymnasium in itself, and in its practice all the muscles of the body are brought into play. Not only does it give roundness and suppleness of form, together with grace and elasticity of movement, but it also trains the eye, and fortifies it against any tendency toward near-sightedness.

In developing a correct carriage of the body, fencing is invaluable, and with few exceptions the person who fences regularly is immune from all physical ailments which may be laid to the pursuit of a sedentary existence. Unlike many forms of physical exercise, fencing is a pleasure, and not a task. The fascination which makes it so popular with those who have taken it up

is a stimulus to a healthful condition, for a fencing expert must be alert in every faculty, quick of eye, and with all the muscles, strong, flexible and immediately responsive to the will.

Prophecies of a Great Revival of the Fascinating Sport Are Freely Made.

The fundamental object of fencing as an exercise is to teach one to act on the instant. Interwoven as it is with romance and history, perpetuated in sculpture and art, it is a science.

The modern school of fencing is founded in this country, the Italian, Danish and German methods being more widely taught. Lady Randolph Churchill and Sarah Bernhardt may be cited as the two pioneer women fencers of our day, and in the past few years the art has been taken up by many women in this country.

In most of the larger cities, fencing clubs have been organized, and their members have become much enthused over their attainments. St. Louis is not as thoroughly up-to-date in this respect as it is in several others, but the art is gradually growing in favor among society women. Many have become deeply interested, and are forming classes during the Lenten season.

The costume consists of a short skirt, reaching a trifle below the knees, a loose waist, a padded plastron or jacket, fencing shoes and a mask. Bloomers may be worn instead of the skirt.

With a good pair of foils, the pupil is ready for her initial lesson. She must first learn to hold her foil correctly. "Coming-On guard," "attention," the "attack," "parry" and "lunge" are mastered after careful and conscientious effort.

The work requires time and patience. A careful training in every little detail is all important in mastering this fascinating art.

—Posed for The Sunday Republic by Miss Mabel Lawrence Rhoades.