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A STUDY OF THE GROUP FARM LABOUR

SCHEME MOVEMENT IN

NEW ZEALAND

by

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A dissertation presented in partial fulfilment of
the requirements for the degree of
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INTRODUCTION

In New Zealand, the farm labour situation is somewhat unique in that one labour unit can care for a comparatively large amount of stock and land. The amount of non-family labour involved is small and a considerable proportion of farmers do not have any assistance. Although the need for general assistance is not very great, there has proved to be a need for assistance of a specialised type, involving short periods of work by employees of very good quality, and the concept of group employment of farm labour has risen from this need.

The earliest instance which has been traced of group employment of farm labour occurred in the Warkworth (North Auckland) branch of Federated Farmers in 1945. Single men were then employed by that branch to be available to members, but the organisation later came to grief. In 1947, at Sanson, near Palmerston North, the local branch of Federated Farmers started a similar organisation at the instigation of a Mr. C. Eglinton, of Sanson, R.D. This organisation, initially a loose arrangement whereby one man would work on the farms of members for short periods, was developed by Mr. Eglinton into a well organised arrangement with three married employees of the branch, available to all members, living in specially built state houses. These houses were opened by the then Minister of Agriculture, the Honourable Mr. Cullen, and it

was appropriate that the occasion was marked by some ceremony for this later proved to have been the inauguration of the first of a large number of successful group farm labour schemes in the Dominion.

The schemes, however, did not exist in any large numbers until about 1952 so that only comparatively recently have they been of any significance. It was recognised that they represented a new feature on the agricultural scene about which very little was known. The present study was, therefore, undertaken in the hope of bringing to light the nature of group employment of farm labour, the extent to which it existed in New Zealand, and the contribution which it made to the farms concerned. In addition, the experiences and advice of existing schemes have been collected together in the hope that this might provide assistance in the setting up of new schemes.

CHAPTER I

SOME RELEVANT FEATURES OF AGRICULTURAL LABOUR IN NEW ZEALAND PRIOR TO THE INAUGURATION OF THE GROUP FARM LABOUR SCHEME MOVEMENT

One of the outstanding features of New Zealand agriculture is the very efficient use which is made of labour. The large number of farms which is operated by a single labour unit is striking and comparatively few employ regular labour. The present intensity of labour use is of comparatively recent origin, however, for there has been a fall in the number of non-family employees continuing from the great depression period in the early 1930's¹ to the present day. The General Report on the 1951 Population Census² states that:-

"Farmers' children tend to look to the towns as places of greater economic opportunity and of more varied social life. Many who came from the country to do war time work remained in the towns after the end of the war. There is a continuous movement of Maoris from rural areas to work in factories, shops, and offices in the towns."

The purport of this statement is supported by Hamilton and Mitchell³ who found that only one farm in twelve employed a youth and only one in eight employed the farmer's son, in a dairy farm survey of Waipa County.

Various features of agriculture have been complementary to this urban drift. On the economic side, the introduction of new techniques in the 1930's, especially the

top-dressing of pastures and the use of new strains of grasses, tended to make farms more dependent on grass than on feeding crops and the acreage of pasture top-dressed increased from 2,385,182 in 1929 to 7,165,903 in 1953.⁴ Since the utilisation of pastures requires less labour than that of crops, there was a reduction in labour requirement. About this time, for example, ploughmen almost disappeared from the farming scene in some dairying districts.¹ The introduction of machinery, too, played a part and tractors increased in number from 3377 in 1929 to 52,495 in 1953.⁵ While these new features undoubtedly assisted the decline in numbers of farm employees, there is another reason to be considered. In the absence of a traditional agricultural proletariat in New Zealand, farms do not generally have more than one house so that any employed labour has to live, or, at best, eat, with the farming family. A social problem always arises in these circumstances for it is not desirable to have a labour force of unknown character living in close proximity to the family, especially should the labour be of the near itinerant, unmarried type of which there has been a long tradition in New Zealand. In order to dispose of this problem, therefore, there has possibly been some pressure leading towards the re-organisation of farms so that they could be operated by family labour only. The relative importance of the social and economic aspects as influences in

reducing the non-family labour force cannot be accurately assessed. However, the fact that the social aspect has been mentioned to the writer in interviews,^{6,7} entirely voluntarily, is an indication that it is not without importance. The social aspect is of importance to this argument since, in more recent times when an addition to the farm labour force became desirable, the memory of the social problem played a part in evolving the group farm labour scheme in such a way that this no longer occurred.⁶

A large proportion of farmers, therefore, have more recently been operating their farms without assistance and the enterprise has been closely bound up with family life in a very personal, non-commercial way. That this independence has not been gained without cost, however, has become especially apparent through the post war intensification of agricultural production. In particular, the "one labour unit" farm is in a very vulnerable position for there is no flexibility in the labour force. In the event of illness or accident on the part of the farmer, the whole operation of the farm, the running of the household and the possible care of an invalid, must fall on the farmer's wife and family and a serious strain is placed on family resources. Even if neighbours give assistance, there is an obvious need for some organisation which would be capable of meeting such circumstances. Again, the farmer who works alone has only

little opportunity to enjoy recreation for he is tied to his farm to care for the stock. Opportunities for holidays are extremely limited, or even non-existent, and this is especially true if he is a dairy farmer. A relief labour organisation, well known to the farmer and sufficiently trustworthy for the farm to be left in its hands for periods of a week or a fortnight, could obviously find a place in appropriate farming communities. It may be, too, that the farm operated by one labour unit is of a size which could most efficiently utilise one and a half units, or some such inconvenient figure. The employment of part time casual labour would meet this situation but, since the recent war especially, the development of secondary industries in towns has been great and easier conditions and high wages offered there have drawn off from the country a great deal of its casual labour force.² That remaining is of poorer quality and at a high price. It is for this reason that reliance upon casual labour cannot be advanced as a solution to the first two problems of "one labour unit" farms which have been mentioned; vulnerability in case of illness or accident and the difficulty associated with enjoying recreation or taking a holiday.

There is another, much wider, and less factual matter to be discussed. The agricultural community has become discontented with the circumstances which were its

lot thirty years ago. People born then into farming communities accepted as their lot the facts that they must spend long hours in hard work daily, be tied to the farm to care for stock, and experience a standard of living which, while not necessarily low, was simple and conducive to a narrower outlook on life. There was but little awareness of a developing philosophy which held that life was to be lived for reasons other than gaining a living from the environment, and that happiness and relaxation were moral and socially acceptable aims. These days are past. Better communications, newspapers, magazines, advertisements, and, perhaps, especially the radio, have widened the outlook of the agricultural community which, now very well aware of the relaxations enjoyed by other sections of the community, feels that it has a right to share in this aspect of the higher standard of living. There is thus a requirement for extra labour on farms arising from this source. The need is not to fill a vacancy as such but to replace the time which the farmer no longer spends on his farm and to give assistance with the harder tasks which he is now less inclined to perform alone.

There has been a need, therefore, for extra labour:-

- (a) To meet sickness, accidents, and other general emergencies where there is an inflexible labour force.

- (b) To substitute for the farmer during holidays and other recreational periods.
- (c) To give assistance on farms of such a size that they cannot be run at maximum efficiency by the existing labour force but which cannot usefully employ another full labour unit.
- (d) To remove some of the drudgery from a farmer's life, notwithstanding the fact that he may be able to run the farm efficiently without assistance.

Viewed against this background, the emergence of a system of farm labour employment such as the group farm labour scheme, the nature of whose contribution is essentially part time, is hardly surprising. From the four points of view which have been discussed, the need was there.

CHAPTER II

BRIEF DESCRIPTION OF AN ACTUAL GROUP FARM LABOUR SCHEME

The following description of an actual group farm labour scheme, known to the writer and thought typical, is included in order to make clear the features of such an organisation and the purposes it serves. In this particular scheme there are twelve co-operating farmers who elect a small committee to run their affairs. Eight of the farms involved have one labour unit only and four have two labour units. There are ten dairy farms, one fat lamb producing farm, and one farm which has appreciable dairy, pig, and poultry enterprises. There is one group employee whose labour is divided amongst the farmers at meetings held twice yearly when fortnightly periods are allocated by ballot. However, the organisation is extremely flexible and there is much informal interchanging of periods. The employee frequently visits farms out of turn for varying periods which may be long, or so short that only a single milking is done if a farmer should wish to be absent for an afternoon. The employee provides his own means of transport, for which he is paid, and reports for work at the appropriate farm each morning. Since all farmers know the employee, there is the advantage of personal knowledge of his capabilities

and the employee also has a good knowledge of each of the farms. Neither of these advantages occur with labour which is truly casual. The employee is a responsible person, competent at any farm task, and is capable of taking over a farm in the absence of the farmer. By arranging appropriate dates, therefore, holidays may be taken when the employee is available and it is a rule that, should an emergency occur, the employee is instantly available to the incapacitated farmer. Thus, an insurance against illness, a relief scheme for holidays, and part time assistance are all provided.

The employee, who is married, was initially housed by the group in a privately rented house sub-let to him, but is now in a state house built for the group under special arrangements and sub-let. There is thus no question of a social problem and the employee enjoys some prestige in the community. Wages are paid by the group which, in turn, charges the farmer for the services provided.

CHAPTER III

THE NUMBERS DISTRIBUTION AND RATE OF GROWTH OF GROUP FARM LABOUR SCHEMES IN THE DOMINION

(a) Sources of Information

Information on this matter is available from two sources:-

- (a) From direct enquiry to the twenty four provincial secretaries of Federated Farmers of New Zealand, Inc., in the Dominion.
- (b) From information provided by the State Advances Corporation about houses built for group farm labour schemes.

Unfortunately, this information does not cover all the group farm labour schemes in the Dominion and it would be extremely difficult, if not impossible, to make it do so. No central body has a record of all the group farm labour schemes, for they are quite independent organisations which often arise spontaneously without reference to any outside authority whatever. Short of travelling the length and breadth of the Dominion and making enquiries in every single district, it is not possible to discover the complete number of schemes. However, by good fortune, a scheme exists whereby the State Advances Corporation makes houses available to group farm labour schemes on

terms which will be discussed fully in the next chapter, and the Corporation has made available from its records the information which is referred to under (b) above. This information includes all the group farm labour schemes which have obtained housing from the Corporation from the beginning of the special terms, mentioned above, in 1950, to 24th June 1957. It appears as Appendix "A".

Some schemes were formed before the terms, which form the basis of the State Advances Corporation data, were established and others operate using privately obtained housing. It is felt, however, that the data provided by the State Advances Corporation will give a good indication of what results would be obtained were it possible to examine every group farm labour scheme in existence. This contention is supported by the following facts. Firstly, in view of the importance of good housing in group farm labour schemes and the comparative ease with which new state houses can be obtained without investment of actual money, it is felt that the great majority of schemes would take advantage of the availability of state housing. Secondly the general shortage of other housing in rural areas would encourage such action and, in many cases, probably make it an essential preliminary to the establishment of a scheme. Finally,

the period covered by the State Advances Corporation data is that during which the intensive development of the group farm labour scheme movement occurred. Indeed, it is a reasonable conjecture that the existence of the Corporation's scheme for providing houses has made the rapid development of the movement possible, for suitable housing would not otherwise be readily available.

Some schemes are mentioned in the replies from provincial secretaries of Federated Farmers which do not appear in the records of the State Advances Corporation. These schemes must, therefore, be among those using housing obtained privately in some way. Since the data obtained from the State Advances Corporation is much superior to that from the provincial secretaries, however, (the latter consists, often, of an expression of opinion only and is incomplete, since it includes only the schemes of which the secretary happened to be aware) the only notice which will be taken of the Federated Farmers information will be where a scheme is definitely mentioned which does not appear in the records of the State Advances Corporation. The utmost care has been taken in doing this. Since schemes are loosely named from their locality, it is difficult to be sure that those mentioned by both the State Advances Corporation and Federated Farmers are in fact the same scheme or two separate ones.

Only where there is no possibility of confusion has the Federated Farmers information been used and the use made of it has been limited to a statement of their numbers in a separate table.

(b) The Numbers and Distribution of Schemes over the Dominion:

In order to illustrate the distribution of the schemes over the Dominion, use has been made of land districts. These are unfortunately large, but areas popularly described as "The Waikato", or "The Bay of Plenty", are not accurately defined and are, therefore, unsuitable. Table I gives details of the numbers of schemes and houses, by land districts.

It is apparent that the great majority of the schemes is in the South Auckland land district and that the most popular type of scheme has one house only. Table II shows the few additional schemes, knowledge of which was obtained from the provincial secretaries of Federated Farmers.

The geographical distribution of the schemes is much more convincingly shown in Maps I and II of the North and South Islands, which show group farm labour schemes and land district boundaries. It is obvious from the maps that the very great majority of the schemes is in the North Island and that there is a great concentration of them in the Waikato/Hauraki area, delineated roughly by Huntly, Hamilton and Te Awamutu on the West and Thames, Paeroa,

TABLE I

The Number of Schemes using State Houses, the Number of Houses involved, and the Number of Schemes with one, two and three Houses, by Land Districts as at 24th June 1957

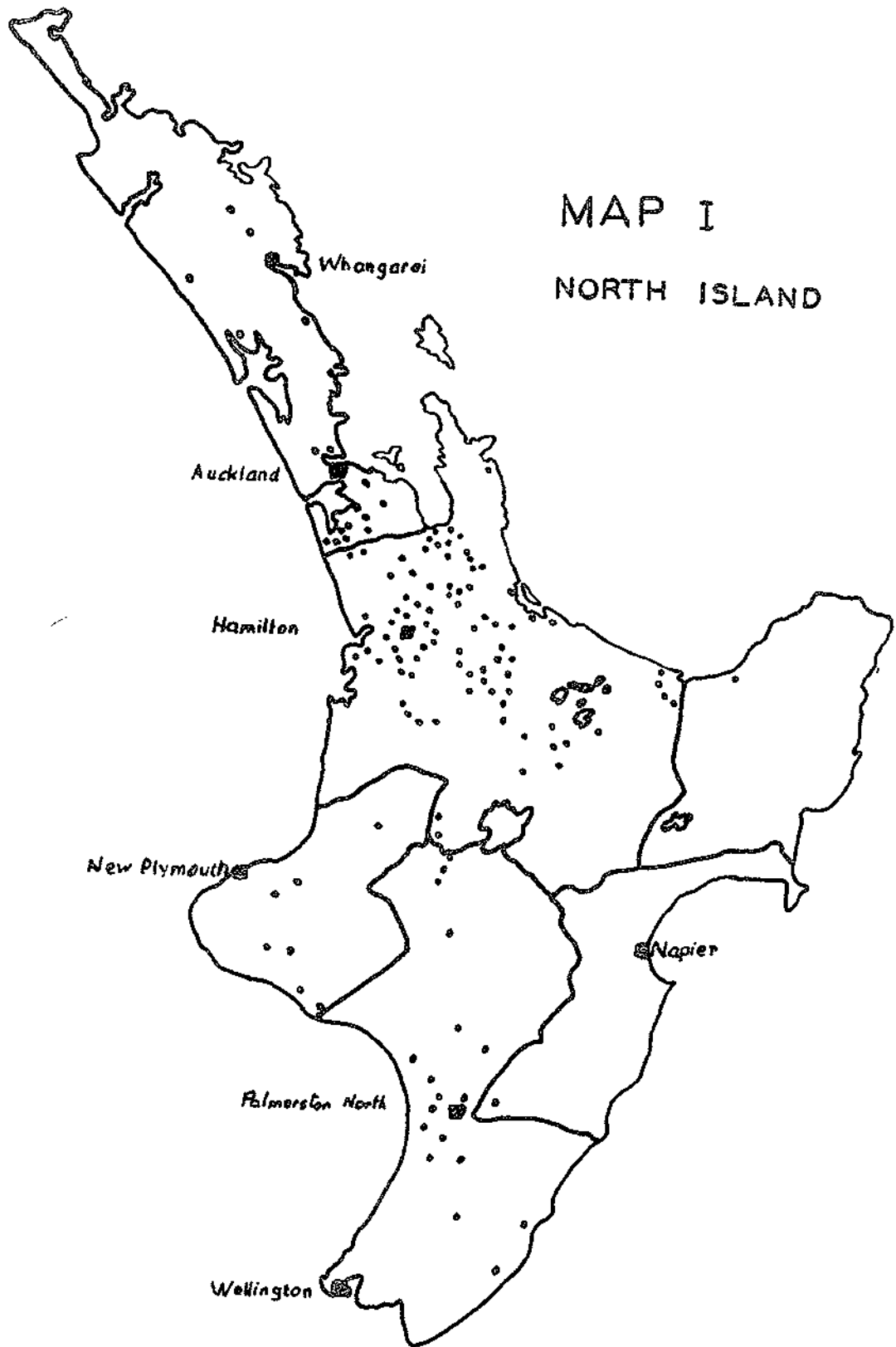
<u>Land Districts</u> *	<u>Schemes</u>	<u>Houses</u>	<u>1 House</u>	<u>2 Houses</u>	<u>3 Houses</u>
North Auckland	17	20	14	3	-
South Auckland	82	112	55	24	3
Gisborne	1	1	1	-	-
Hawkes Bay	1	1	1	-	-
Taranaki	7	8	6	1	-
Wellington	18	26	12	4	2
Canterbury	7	9	6	-	1
Southland	2	2	2	-	-
Totals	135	179	97	32	6

*Land Districts not mentioned have no schemes using State Houses.

TABLE II

Further Schemes Mentioned by Provincial Secretaries of
 Federated Farmers over which there is no possibility
 of confusion with Schemes already included in Table I
 by Land Districts

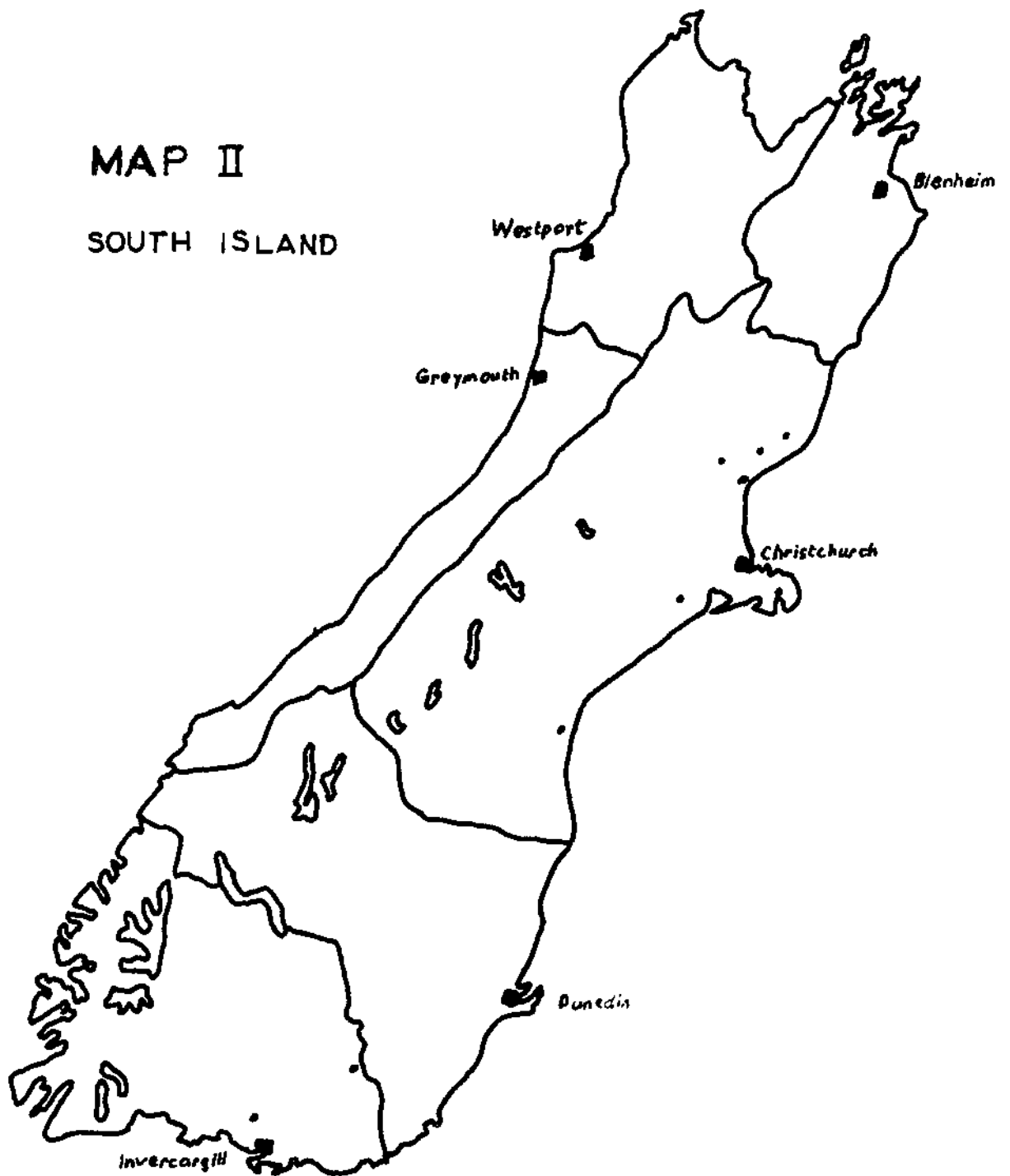
<u>Land Districts</u>	<u>Number of Schemes</u>
North Auckland	-
South Auckland	2
Gisborne	-
Hawkes Bay	1
Taranaki	-
Wellington	2
Marlborough	-
Nelson	-
Westland	3
Canterbury	3
Otago	-
Southland	-
	<hr/>
Total	11
	<hr/>



The distribution of Group Farm Labour Schemes.
(Each dot represents one scheme.)

Land District boundaries are shown.

MAP II
SOUTH ISLAND



The distribution of Group Farm Labour Schemes.
(Each dot represents one scheme.)
Land District boundaries are shown.

Matamata, and Tokoroa on the East. This is the most intensively farmed area of the South Auckland land district.

If a comparison is now made between Maps I and II, showing the distribution of group farm labour schemes, and Maps III and IV showing the distribution of dairy cows in the Dominion, some coincidences can be seen. The most marked is in the Waikato/Hauraki area, already referred to, where there is a marked concentration of both dairy cows and group farm labour schemes. Concentrations of both also occur along the Bay of Plenty, especially at Tauranga and Whakatane, and there are light populations of dairy cows scattered over the North Auckland peninsula with a few group farm labour schemes similarly scattered. The Manawatu/Rangitikei area also has a considerable number of both and there is some coincidence in the area round Taumarunui.

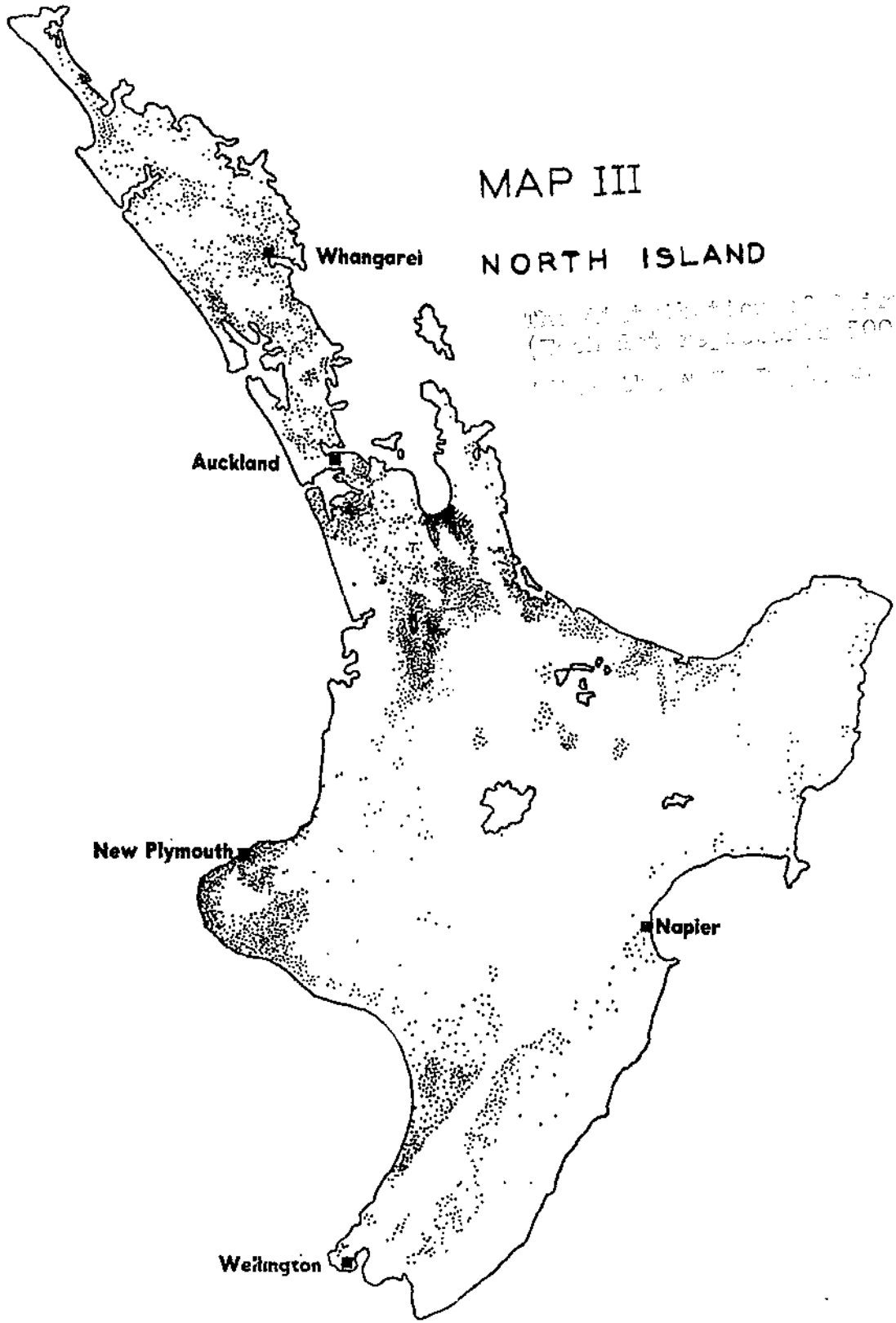
In the South Island, there are comparatively few group farm labour schemes.

There is evidence, however, that group farm labour schemes can be very successful in areas devoted to fat lamb production. In one of the earliest schemes in the Dominion near Palmerston North, the majority of co-operating farmers have fat lamb producing units and much of the work done by the labour force is associated with sheep. Further, fat lamb production is only little less important than dairying in the Waikato/Hauraki area and more important than dairying

MAP III

NORTH ISLAND

Map of North Island showing population density.
(Total population approximately 500,000)
Density shown by stippling.



in the northern Manawatu and Rangitikei. Map I shows group farm labour schemes in all these areas.

It is suggested that the occurrence of group farm labour schemes is not so much dependent on the type of farming enterprise as on some other feature which is common at least to the dairying and fat lamb production which have been discussed. This common feature is likely to be the operation of farms by one labour unit only. Enterprises with single labour units are particularly to be found in these two types of farming and the appeal of group farm labour schemes is particularly strong to farmers in these circumstances. Support for this view was also found when maps were being closely examined during the preparation of Maps I and II. It was noticed that the group farm labour schemes almost invariably occurred in, or close to, areas which had a well developed reticulation of roads. Such a reticulation is a good indication of the closely settled, more intensively farmed, areas.

The following Table III shows the number of holdings in each land district which are fifteen acres or more in extent.¹² The numbers of group farm labour scheme houses known to the State Advances Corporation are also shown and the ratios of houses to holdings are calculated as a measure of the density of occurrence of group farm labour. The figure of fifteen acres is an arbitrary one chosen

because it seemed sufficiently large to exclude the unimportant enterprises and small market gardens, etc., while not being so large that any more significant units would be denied their effect. In addition, inspection of the figures for numbers of holdings by acreages revealed a falling trend as the acreage increased to about fifteen acres. From fifteen acres upwards, the numbers of holdings showed a rising, then falling, trend with the lowest numbers at the extremes and the largest somewhere between the two. This distribution, with a discontinuity at the fifteen acres point, further influenced the choice of this figure as the minimum acreage to be included. No attempt has been made to exclude any of the larger holdings although the geographical distribution of group farm labour schemes strongly suggests that they do not occur so frequently among larger units. The numbers of very large holdings are quite small, however, and it was felt that any benefits to be obtained from excluding them would be outweighed by the necessity of making a further arbitrary decision concerning the maximum size to include.

The South Auckland land district has the lowest ratio with one group farm labour scheme house (and hence employee) to every 133.3 holdings over fifteen acres. Group farm labour schemes are of undoubted importance, therefore. No actual data is available to indicate the numbers of farms

TABLE III

The numbers of holdings of fifteen acres or more in extent, the numbers of group farm labour scheme houses known to the State Advances Corporation, and the ratios of houses to holdings, by land districts. Figures for the numbers of holdings are the most recent available - as at 31st January 1952

Land Districts	Holdings fifteen acres or more	Scheme houses known to S.A.C.	Holdings to houses
North Auckland	13,392	20	1:669.6
South Auckland	14,928	112	1:133.3
Gisborne	2,346	1	1:2,346
Hawkes Bay	4,215	1	1:4,215
Taranaki	5,097	8	1:634.8
Wellington	9,791	26	1:376.6
Marlborough	1,476	-	-
Nelson	2,688	-	-
Westland	901	-	-
Canterbury	8,889	9	1:987.6
Otago	5,591	-	-
Southland	5,054	2	1:2,527
North Island	49,769	168	1:296.2
South Island	24,599	11	1:2,236.2
New Zealand	74,368	179	1:415.5

per employee in South Auckland, but experience in the Manawatu leads the writer to believe that the average is unlikely to be less than twelve, or more than twenty four farms per employee. This allows, respectively, about four weeks, or two weeks, employment per year on each farm. Thus, it seems likely that at least one farm in eleven or, at most, one farm in five, is making use of group labour. It must be emphasised that, because of the unknown incidence of privately housed employees, these estimates are almost certainly conservative.

The ratios of houses to holdings vary widely and, even if land districts such as Gisborne, Hawkes Bay and Southland, where group farm labour schemes are not important, are excluded, there is still a considerable variation. South Auckland, for example, has one group farm labour scheme for every 133.3 holdings over fifteen acres while the figure for Wellington is 376.6 and for Taranaki, 634.8. No conclusions can be drawn about the reasons for these variations. It is pointed out however, that many human factors are involved and that these are notoriously variable. There is a natural conservatism which resists change in established communities so that innovations do not always readily take root. Once started and proved a success, however, an accumulative effect occurs and this has very probably assisted the growth of the movement in the South Auckland land district. The

comparatively few schemes in Taranaki may be the result of quite simple human factors. It would be necessary, for example, for the success of the schemes in the South Auckland land district to become fairly generally known in Taranaki before any widespread establishment of group farm labour schemes could occur. Men with sufficient initiative to found a scheme and with sufficient public spirit to do the work involved in running one are also necessary and nothing can be expected to have much influence on the occurrence of these latter factors. They occur, or fail to do so, quite haphazardly. Indeed, it might have been thought more remarkable if the ratios had been similar in each case.

(c) The Rate of Growth of the Group Farm Labour Scheme Movement

Since some schemes have more than one house and have added to their houses in later years as they expanded, the growth of the movement can be regarded in two ways:

- (a) Growth of numbers of schemes
- (b) Growth of numbers of houses.

Table IV shows the appearance of new schemes and houses in each year.

The figures for the South Auckland land district appear to rise to a peak and then decline which suggests that some degree of saturation may have been reached. A similar trend in the "total" row is caused entirely by the importance of the South Auckland land district as a component of the total. No other trends are apparent.

TABLE IV

The number of new schemes and the number of new scheme houses appearing in the records of the State Advances Corporation in each of the years 1950 to 1957 (to June) by land districts

Land Districts ^a	1950		1951		1952		1953		1954		1955		1956		1957	
	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses
North Auckland	-	-	2	3	2	2	1	1	2	2	5	7	4	4	1	1
South Auckland	1	1	6	9	26	36	5	9	18	23	14	16	11	12	1	1
Gisborne	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-
Hawkes Bay	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Taranaki	-	-	-	-	-	-	1	1	1	2	1	1	2	2	2	2
Wellington	-	-	3	7	2	2	-	-	6	8	2	4	5	5	-	-
Canterbury	-	-	1	1	1	2	2	2	3	3	-	-	-	-	-	1
Southland	-	-	-	-	-	-	-	-	1	1	-	-	1	1	-	-
Totals	1	1	13	21	31	42	9	13	31	44	22	28	24	25	4	5

^a Land districts not mentioned have no schemes with State Houses

In the following Table V, the numbers in each yearly column are the cumulative numbers of houses and schemes shown side by side. The row marked "Totals" shows the total number of houses and schemes known to the State Advances Corporation at the end of the appropriate year.

The totals from Table V are plotted against years in Figure 1 in order to illustrate more clearly, the rate of growth of the group farm labour scheme movement. The ratios of houses to schemes appears fairly constant from the figures and reference to Table VI shows that there has been no tendency for the number of houses per scheme to increase to any significant degree. In fact, examination of the data from the State Advances Corporation shows that, out of 135 schemes, only thirteen have added further housing after their inauguration and in each case only one house was involved.

There is apparently only little tendency for existing group farm labour schemes to develop in size.

TABLE V

Cumulative numbers of houses and schemes in each year, by land districts

Land Districts	1950		1951		1952		1953		1954		1955		1956		1957 (June)	
	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses	Schemes	Houses
North Auckland	-	-	2	3	4	5	5	6	7	8	12	15	16	19	17	20
South Auckland	1	1	7	10	33	46	38	55	56	83	70	99	81	111	82	112
Gisborne	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1
Hawkes Bay	-	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Taranaki	-	-	-	-	-	-	1	1	2	3	3	4	5	6	7	8
Wellington	-	-	3	7	5	9	5	9	11	17	13	21	18	26	18	26
Canterbury	-	-	1	1	2	3	4	5	7	8	7	8	7	8	7	9
Southland	-	-	-	-	-	-	-	-	1	1	1	1	2	2	2	2
Totals	1	1	14	22	45	64	54	77	85	121	107	149	131	174	135	179

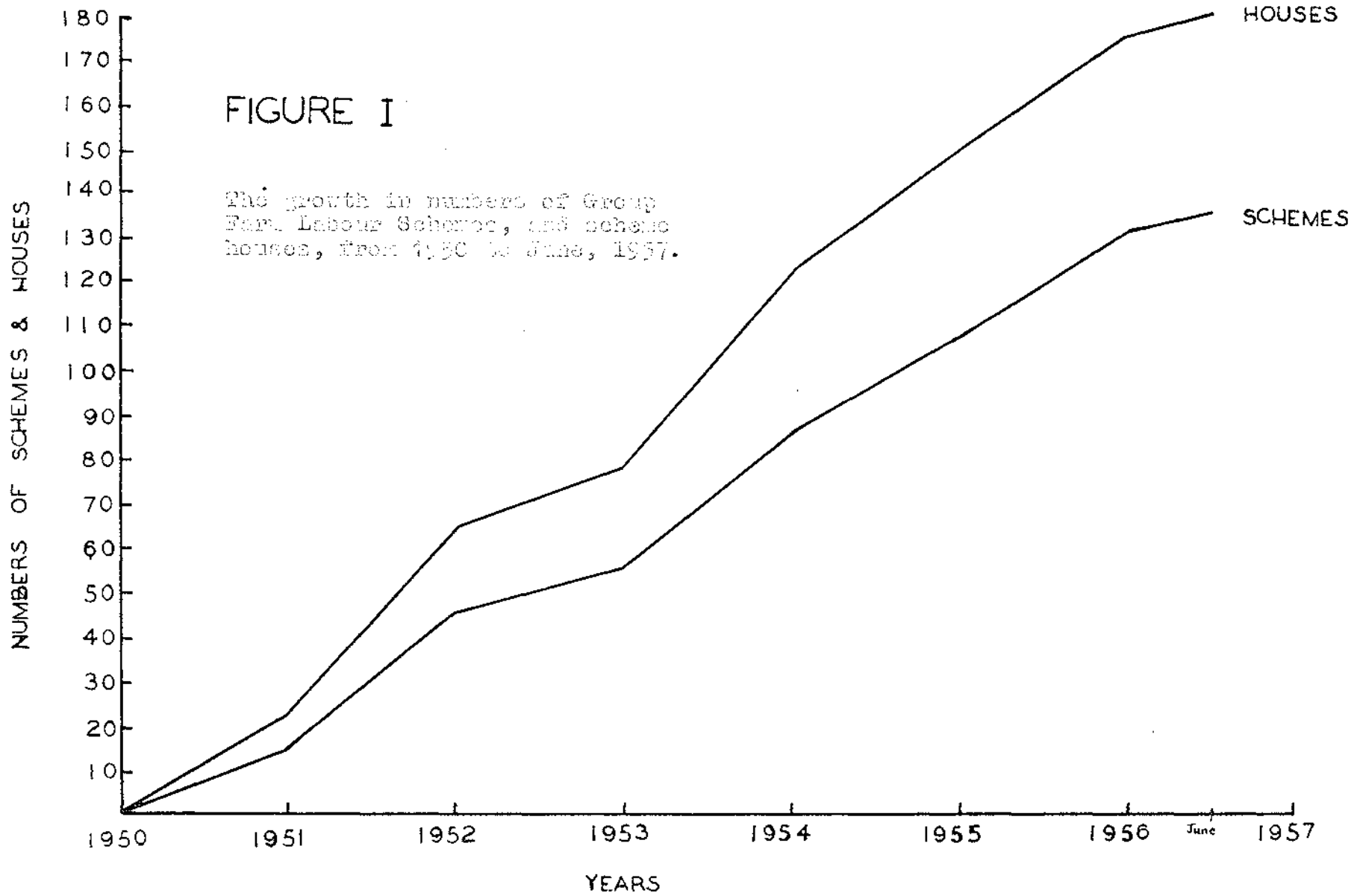


TABLE VI

The ratios of houses to schemes in each year by land districts

Land Districts*	1950	1951	1952	1953	1954	1955	1956	1957 (June)
North Auckland	-	1.5	1.3	1.2	1.1	1.3	1.2	1.2
South Auckland	1.0	1.4	1.4	1.4	1.5	1.4	1.4	1.4
Gisborne	-	-	-	-	-	-	1.0	1.0
Hawkes Bay	-	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Taranaki	-	-	-	1.0	1.5	1.3	1.2	1.1
Wellington	-	2.4	1.8	1.8	1.5	1.6	1.4	1.4
Canterbury	-	1.0	1.5	1.3	1.1	1.1	1.1	1.3
Southland	-	-	-	-	1.0	1.0	1.0	1.0
Averages	1.0	1.4	1.4	1.3	1.2	1.3	1.2	1.2

* Land Districts not mentioned have no schemes with state houses.

CHAPTER IV

THE ORGANISATION AND OPERATION OF A GROUP FARM LABOUR SCHEME

(a) Introduction

A group farm labour scheme is an organisation consisting of farmers on the one hand, and employees on the other. Since the farmers find it difficult to speak with one voice, however, they delegate authority to a management committee, elected from themselves, so that there are three facets to the organisation; farmers, employees, and, between them, management. The major decisions are made by the management committee but the every day running of the scheme is left to the secretary who directs the labour on to the various farms in response to applications for it. In smaller schemes, the secretary may also take care of financial matters but in the larger ones, this may not be so. In one large scheme, for example, the income and expenditure account for the 1956/57 financial year balanced at £5,348 so that the care of scheme finances is too large an undertaking for a farmer as a spare time occupation. Accordingly, the finances are in the care of a professional accountant.

The organisation can be large or small, or may be formed privately or under the auspices of a parent body such as Federated Farmers. The schemes studied more closely will

be designated Schemes 'A', 'B', 'C', and 'D', and of them Scheme 'A' is large, having five employees and over one hundred members, while Scheme 'D' is moderate in size with two employees and forty eight members. Both these schemes were formed under the auspices of Federated Farmers. Scheme 'C' with two employees and seventeen members, and the small Scheme 'B' with only one employee and twelve members, were both formed privately. One would tend to believe that the smaller, less formal, schemes where everyone concerned is well known to everyone else, would have a better opportunity of giving service to the few concerned. With fewer members, greater flexibility of operation would be possible and rules could be adapted as circumstances arise. However, the larger Scheme 'A' gives a service not at all inferior to the small Scheme 'B'. There seems an equal chance of success for schemes running under any of the circumstances mentioned for success seems mainly dependent on good quality labour and on the existence of a good co-operative spirit among the members. This hypothethis will be developed in the next section.

(b) Good Quality Labour and the Existence of a Good Co-operative Spirit among Members

The hypothethis is advanced that the provision of good quality labour and the existence of a good co-operative spirit among members are very important requirements for the

success of a group farm labour scheme. Material for this discussion will be drawn from the four schemes already designated 'A', 'B', 'C' and 'D'.

Scheme 'A' is one of the very earliest in the Dominion, having been in existence in one form or another since 1947. Only one man was employed initially by the local branch of Federated Farmers. No house was provided for the employee was married and already housed, but he was available for employment by all of the approximately 110 members of the local branch. In 1948, three state houses were obtained and a further two employees engaged. In 1951, successful application was made for a further two houses and five men have been employed since then. The labour is allocated in response to simple requests. At no time in the ten years of its existence has this scheme experienced any real difficulty. The scheme fills a very definite place in the local social economy and is regarded as a valuable local asset. The co-operative spirit of members is good, the committee, elected from members is efficient and keeps a strict control of all matters relating to the scheme, and good quality labour is employed. The fact that labour turnover has been low is evidence of the general satisfaction of both employees and farmers. Of the five men employed, one has been there since 1948 and is now actually the organising secretary as well as a normal employee, another has been there five years, two for two and a half years,

and the remaining man for one year. All are apparently well thought of in the community. Most of the farms are fat lamb enterprises and the scheme labour does much shearing plus general maintenance work.

Scheme 'B' was privately formed and has only twelve members with one employee whose labour is allocated by ballot. It was formed for no other reason than that the twelve farmers felt that a mutually beneficial service would be provided. Mutual co-operation among members is high, the employee is commended by all, and all concerned with the scheme know each other well, more as friends and neighbours than as business associates. This scheme, too, has prospered since its beginnings four years ago. Eleven of the twelve members are dairy farmers and the employee does much relief milking and general maintenance work.

Scheme 'C', with two employees was formed originally with very poor housing and poor quality, unmarried labour. A great deal of trouble was experienced and there was a fairly large turnover of labour and dissatisfaction among the members over its quality. Even when good state houses were built, the rate of pay was apparently insufficient and five of the original seventeen members were so dissatisfied with the service given that they threatened to leave the scheme. However, this group of five eventually offered a higher rate of pay and employed a new and most satisfactory man for their

own exclusive use. The remaining twelve did likewise and since then, the scheme has worked very well with this subdivision. The member farmers were interested in the scheme, sufficiently so to voice their dissatisfaction, but the action of the five members who broke away to employ their own labour, shows that the quality of the earlier labour was the stumbling block. The farms concerned are mainly dairy enterprises with a few fat lamb units in addition.

Scheme 'D', with two employees, was formed with two state houses and forty eight members. The quality of the labour there is not very good and the secretary of the scheme describes it as capable of performing farm duties but something short of what may be desirable considering that whole farms may be left in its hands during holiday periods. There has been trouble here in finding enough work for the men to do. This may stem from dissatisfaction with the quality of the labour but the secretary states that many of the members are farmers who began under the Government Rehabilitation scheme and who do not have a great deal of money to spend. He considered that this, coupled with the fact that the area is one in need of much development, has made circumstances difficult for the scheme. He explained that labour is allocated in rigid fortnightly periods which cost about £30, and in addition, an employee may use up say, £60 worth of fencing material, in a fortnight so that the total cost may be £90.

To a farmer with heavy mortgage commitments and a farm yielding less than maximum profit because of the need for development, this could be a formidable prospect. The secretary, therefore, considered the reluctance to employ scheme labour understandable. The farms are mainly dairy enterprises.

The two schemes 'A' and 'B' are widely divergent in size, origin, type of farming enterprise involved, method of allocating labour, and in many other smaller administrative details which have not been mentioned. However, both enjoy equal success. It is felt that the divergencies mentioned above are sufficient to rule out any feature of organisation or of operation as a common reason for the success of both. The most obvious features common to both are the consistently high quality of labour and the spirit of mutual helpfulness and co-operation among members. A further feature which stems from both these common features is the respect shown the employees by the member farmers.

Scheme 'C' provides a comparison of near failure and success among approximately the same seventeen members. The consistent difficulties and near failure of the scheme in its earlier days may well have stemmed entirely from the unsatisfactory labour employed. There cannot have been a lack of ability to co-operate among members for the same members are now co-operating well. Rather, there seems to

have been a lack of a labour force sufficiently valuable to make a co-operative effort seem worthwhile to the members. There is some evidence, too, of a lack of respect for the earlier employees for there were complaints that all the unpleasant work on the farms was being saved for the employees to do. This does not happen now. Since good quality labour has been available the scheme has been most successful, although the sub-division which occurred with the change of labour force does represent a change in organisation which may also have had a beneficial effect.

In Schemes 'A', 'B' and 'C', there are some farmers with larger enterprises who use more of the man hours available than is, strictly speaking, their equal share. They perform a useful function in so doing, however, for the members with smaller enterprises are not always able to have available sufficient work to occupy their entire allotment of labour. In Schemes 'A' and 'C', there is no necessity to employ labour at all, if it is not required, and in Scheme 'B', although all members accept a share at each allocation of labour, a farmer who does not wish to use all of his allocation can readily dispose of it to others who wish to use more than their share, and a telephone call is usually sufficient to arrange this. Such interchange of periods and part periods occurs commonly in Scheme 'B' where it is felt that, by allowing this flexibility, more wants are being satisfied and a better service

given. The charges for the labour are readily transferred from the original farmer to the new farmer.

In Scheme 'D', only little of this occurs. Difficulties arise in disposing of the labour when it is not wanted by the farmer to whom it is due. Possibly for this reason, each farmer is required to assume responsibility for his entire allocation of labour. Thus, if one farmer allows another to use a part of his allocation of labour, the money for the whole period is still due from the original farmer who must recoup himself from the original farmer in any way he can, perhaps by accepting payment or by arranging for a return of labour at some future date. The scheme does not, therefore, charge directly for all work done.

This lack of complete control has possibly been a cause of another problem. Work is being done by scheme employees, for scheme members, on a private basis and outside the scheme's organisation. Informally agreed rates of pay have arisen (for example £1 is paid for one milking of a herd of cows of medium size) and the scheme must lose money as a result of this unofficial working for, in order to meet its running costs, it normally collects a surcharge, over and above wages, for each hour worked. The members all have a direct financial interest in the scheme's success because of the rental guarantee which all have undertaken for the two houses. Nevertheless, they seem to permit and participate in this

unofficial employment, a fact which does not speak well of their co-operative spirit. In addition, the fact that trouble has been experienced over deliberate accumulations of unpleasant work for their employees is evidence of a lack of respect for the employees by the members.

Thus, Schemes 'A' and 'B', although differing widely have met with consistent success with consistently good quality labour and a good co-operative spirit among the members. Scheme 'C' illustrates a change from near failure to success with a change in labour force from poor to good, little else of significance having changed in the meantime. It is evident however, that Scheme 'D' does not enjoy the smooth running success of the other three schemes and is troubled with:

- (a) Difficulty in finding sufficient work for the employees.
- (b) Accumulations of unpleasant work for the employees.
- (c) Unofficial employment of scheme labour by the members.

However, if better quality labour was employed, costs would rise and, in the face of financial stringency on the part of a proportion of the members, this would not appear to be an advisable move. Nevertheless, if such labour were available, these farmers in better financial circumstances might very well so increase their consumption of labour that the amount

left over for those in more stringent circumstances would be better suited to their needs. The secretary of the scheme himself stated that, personally, he would be prepared to pay more for a really good man. This has certainly happened in Scheme 'C' and there is, in that scheme, at least one member who, though in no better financial circumstances than those ascribed to a proportion of Scheme 'D' members, still employs very high priced scheme labour for three weeks each year. Further, the experience of the other schemes suggests that the lack of respect shown the employees, illustrated by accumulations of unpleasant work for them to do, would not occur if better quality labour was employed. This problem has only occurred very rarely in Scheme 'A', has never occurred in Scheme 'B', and ceased to be a problem with the change of labour force in Scheme 'C'. Finally, a sense of responsibility to the scheme and to others, amongst members, may be no more than a function of the success of the scheme. If a scheme is unsatisfactory, no loyalty to it stimulated and the consequent lack of loyalty on the part of members makes it even more unsatisfactory.

The comparative lack of success of Scheme 'D' appears, therefore, to be the result of a vicious circle of cause and effect. The lack of satisfactory labour is an independent cause of the vicious circle. No evidence can be offered to show whether the lack of a spirit of mutual co-operation and

responsibility among the members is a dependent cause of the circle as described above, or another independent cause.

Certainly the quality of the labour employed and the sense of co-operation and responsibility among members are heavily implicated in the successes and failures of the schemes studied.

(c) Good Housing and the Provision of it by the State

(1) The importance of Housing

Since the beginning of the war, labour has not been easy to obtain in the countryside where houses, never plentiful, are now even more scarce with a general housing shortage. Localities which are fortunate in having houses will not find it too difficult to attract labour into the area, but the weight of post-war house building has fallen on the towns and this has contributed to the drift of labour to the towns and to the rural labour shortage. An excellent illustration of the attraction of houses was provided when one group farm labour scheme first advertised vacancies with a house available. Applications were received from many people including some from Wellington city, eighty miles distant, who were hardly qualified for the post at all. The selection committee formed the impression that the offer of a house alone had caused them to apply for a post which they would not normally have considered. Thus, the provision of a house is most desirable if a group farm labour scheme is not to have

difficulty in finding employees. But any house is not enough. In order to attract the good quality of labour necessary to cope with the distinctive features of group farm labour scheme employment, and to help establish a degree of permanence in the employees, the provision of a good house has become a key factor. From the point of view of reliability and permanence, married labour is much more suited to group farm labour scheme employment than single labour and a good house has a fairly considerable effect on the permanence of married men. This operates powerfully through an employee's wife and family who will be reluctant to leave a good house but may exert pressure on him to change his job so that they may leave a bad one. A group farm labour scheme house, too, can have a further attraction. Since it is not to serve one farm but a group of them, it can be placed in the local village, rather than out in the countryside, and amenities such as school, bus service, shops etc., become available. If house and associated amenities are good, more men are attracted to the scheme's employment. A better choice can therefore be made and the necessary quality of labour is more likely to be obtained. The possession of good housing, therefore, is not a detail of group farm labour scheme organisation but is of first importance.

(11) Sources of Housing

The housing itself may be obtained privately, or it is

possible to have a state house built by the State Advances Corporation. Private housing may be perfectly satisfactory provided that the scheme can obtain a secure lease of it, but state housing is preferable since, in most cases, the house will be new, it can be leased to the scheme indefinitely, and there is no house owner who has to be taken into consideration when making long term plans. A private house owner may have reason to end the lease but the State Advances Corporation is unlikely to wish to do so under normal circumstances. In view of the fact that state housing takes some time to build, however, it may be advisable to begin a scheme with any privately rented housing available and change to state housing as soon as this can be done.

There are two general methods of state housing.⁸

Firstly, houses are supplied to the general community which exercises a considerable demand for them. There is no preferential allocation to anyone, though there may be an upper income limit. In the second method, houses are made available by the State Advances Corporation, under special agreements, to organisations such as dairy companies, rabbit boards, and group farm labour schemes. These houses are made available preferentially. In exchange for the preferential treatment, the State Advances Corporation have demanded rental guarantees of various kinds from the organisations concerned, the feeling being that, since the houses are built

preferentially, some "token of earnestness"⁹ on the part of the organisations is desirable. In the case of group farm labour schemes, for example, the State Advances Corporation required some assurance that the schemes were not being entered into light heartedly.

Initially, a twenty five year guarantee of rent was asked for preferentially supplied houses, but in the face of opposition, this was reduced to ten years. Dairy companies readily undertook this guarantee and obtained houses for their employees, but Federated Farmers refused to guarantee the rents of houses for group farm labour schemes on the grounds that such schemes are entirely voluntary organisations which could lose their entire membership in a year. Federated Farmers feared that it might find itself encumbered with the rents of many houses should group farm labour schemes not prove a success. In some areas, where there were reasonable prospects of sale or re-letting of the houses in the event of failure of a scheme, the demand for a ten year guarantee of rent was relaxed and houses were let on a yearly basis to local branches of Federated Farmers as head tenant. There are at least three localities known to the writer where this arrangement exists. Yet another group farm labour scheme is known to be committed to pay only one month's rent in advance and to give one month's notice of vacating the houses. Thus, there has been considerable variability in the

conditions under which houses have been erected for group farm labour schemes. Subsequently, the State Advances Corporation repudiated these arrangements, claiming that they were only temporary expedients while negotiations with Federated Farmers were continuing. After Federated Farmers refusal, the State Advances Corporation agreed to accept a "joint and several guarantee"¹⁰ of a minimum of ten years rent by not less than ten farmers, although the number of farmers might be reduced to not less than four under special circumstances. This has been the well established practice since 1950. However, the State Advances Corporation have, on occasion, proved susceptible to pressure by individual groups. Thus, one scheme known, by dogged persistence over a period of several years, in 1954, finally won acceptance by the State Advances Corporation of an arrangement whereby a sum equal to one year's rent was deposited with the Corporation, interest free, for a period of ten years. The deposit was only to be used in the event of failure to re-let the house should the scheme fail. The argument used was that, since the houses were to be built in an urban area, prospects of re-letting were good and the State Advances Corporation should not, therefore, demand the "joint and several guarantee". The point of view of the Corporation was (and still is) that, since the provision of the houses was a form of preferential treatment, the scheme should be prepared to provide a "token of earnestness"

and that the "joint and several guarantee" was current practice. The final arrangement was a compromise.

It is apparent that, while the State Advances Corporation may be running less risk by erecting houses in urban areas (they being easier to re-let in the event of the scheme having no further use for them) it still feels justified in demanding a guarantee, the better to justify the preferential treatment. In rural areas, of course, it feels doubly justified in asking for a guarantee in order to make secure a return on the capital invested. The risk of a rural house standing empty for some period, in the event of a scheme failing, is more real.

(iii) The "Joint and Several" Guarantee of Rent

It should be pointed out exactly what is undertaken by a farmer who enters into the "joint and several guarantee" of rent asked by the State Advances Corporation. In the event of default of payment of rent, the State Advances Corporation could bring action against any one of the guarantors for the whole amount outstanding and, in practice, this action would be brought against the one most likely to have the money. He, in turn, could sue his co-guarantors for their contributions. This is not a very satisfactory situation. Difficulty may be experienced in collecting the co-guarantor's contributions and circumstances such as these are hardly

likely to promote the helpful spirit of co-operation within a community, the consolidation of which can be an important side effect of group farm labour schemes. Again, each guarantor may be prejudiced in obtaining bank, or other finance, by the fact that he has a contingent liability, indeterminate in amount, and extending over a long period. Difficulties may occur, too, in winding up the estate of a deceased guarantor. These latter difficulties are unlikely to originate from the State Advances Corporation who are prepared to release such estates from liability provided that the total number of guarantors does not fall below four. The other guarantors, however, may demand that the estate discharges its liability to them, either by payment, or by providing a suitable person to replace it in the joint and several guarantee. The State Advances Corporation are similarly prepared to release from liability persons leaving the district but again, the co-guarantors may require discharge of liability. Lastly, with such an open and secure guarantee, the State Advances Corporation is under no obligation to assist in finding tenants for the houses in the event of schemes having no further use for them. The responsibility rests with the guarantors and the State Advances Corporation may have a tendency to relax and do no more than invoke their guarantee of rent.

(iv) The Sub-tenancy

The State Advances Corporation, wishing to have nothing to do with the administration or operation of the schemes, will not let the house directly to the employee but only to the scheme which is then, as head tenant, responsible for the rent. The scheme must, therefore, sub-let the house to the employee. Some points arise from this sub-tenancy. In the first place, it is most important to ensure that the employee will vacate the house should he leave the scheme's employment. Under the security of tenure given by the 1948 Tenancy Act, it would be possible for an unscrupulous employee to remain in the house after his employment by the scheme had ended unless the scheme had taken the necessary legal steps to ensure possession of the house in this event. The employee is usually required to sign a document undertaking to vacate the house in these circumstances, notwithstanding the 1948 Act. It is also important that the worker live in the house provided. The rent of the house is a part of the employee's wages, stated or imputed, and, should he live elsewhere, the scheme would itself require to find the rent while the employee was claiming an increased monetary reward to compensate for the value of the accommodation he was not using.

(d) Financial Matters

The complications involved in the administration charges

of group farm labour schemes are considerable for some commitments (especially the rental guarantee given to the State Advances Corporation) are divided equally among all members while others (holiday pay, insurance, etc.) are divided among members in proportion to the use made of the labour.

The components of cost are given below and what are thought to be fairly typical hourly amounts are set against each item:-

	s.	d
Wages to employee	5.	1
House rent	1.	1
Holiday pay		$3\frac{1}{2}$
Travelling expenses		$3\frac{1}{2}$
Statutory holidays		1
Insurance		1
Telephone		$1\frac{1}{2}$
Bank charges, sundries, etc.		$1\frac{1}{2}$
		<hr/>
		<u>7s 2d</u>

In this hypothetical scheme, the farmer would be charged $7\frac{1}{2}d$ per hour for the labour and the employee would receive either $5\frac{1}{4}d$ per hour plus a free house, or $6\frac{1}{2}d$ per hour with rent subsequently deducted. If the components of cost are all estimated on a weekly, or perhaps fortnightly, basis and the total cost is divided by the estimated number of hours which the employee will work in the period concerned, the result is the cost per hour which must be charged the farmer. Only a portion of this goes to the employee, the rest remaining with the scheme to cover administration costs.

The surcharge method appears to be the most frequent way of raising administration costs for it distributes costs in proportion to the use made of scheme labour. However, not all the required amount may be raised by this method. In at least one scheme known to the writer, for example, the surcharge per hour is somewhat less than that required to meet costs fully and an annual subscription is required of members. This subscription is partly refunded on the first occasion on which scheme labour is used in each year and must be something of an inducement to farmers to remain interested in the scheme and to make use of it.

It will be seen that, if the costs per hour are calculated on the basis of a working week of, say, forty five hours, any hours worked in excess of forty five per week by the employee will earn the scheme a profit. If consistent profits are made, the price to the farmers can be reduced accordingly. However, there is only one way of disposing of the accumulated money. It could be given to the employee as overtime, but the writer knows of no scheme where other than a flat rate of pay for any number of hours worked is in operation, with the exception of contract work. On the other hand, the profits can be saved and used to give an allowance to the employee, and pay house rent, should he become ill. In this event, both the employee and the scheme would suffer loss of income, and since the scheme is responsible for making payment of the

house rent, it must reckon with the possibility of having to do so in such circumstances. Instead of saving the money, however, it can be used to pay premiums to insure the scheme against loss of income through personal accident to, or sickness of, the employee.¹¹ The premiums are not large and the benefits, usually between three and five pounds per week, are paid whether or not the employee has a claim under the Worker's Compensation Act.

Bearing in mind that a high quality of labour is desirable, wage rates are better set somewhat above the award level. Of the four schemes studied more closely, Scheme 'C' has the highest rate of pay at seven shillings per hour (rent subsequently deducted). In Scheme 'B' six shillings per hour is paid (rent subsequently deducted) and in Scheme 'A', the rate is 5/2d per hour with the house awarded rent free. The house is awarded rent free in Scheme 'D', also, where the rate is only 4/6½d per hour.

The many perquisites given the employees on their travels round the area undoubtedly add considerably to their incomes. Exact data on this matter is not easy to obtain. However, there seems no doubt that firewood is readily available free, and eggs, milk, and potatoes, have all been mentioned to the writer in the course of conversations with member farmers and secretaries. Space has been given for potato growing in paddocks prepared for crops and in Scheme 'A'

there is an organised system whereby a few sheep, suitable for killing, are purchased and grazed free on members' farms. The employees take it in turns to kill sheep as required and the meat is shared out at cost, which is appreciably below the market price. The skins are sold and the money used to help buy more sheep and, in this way, free meat is at times available. In one year free meat was available for employees' families for three months.

(e) Organisation Matters

(i) Legal Documents

The relationships which exist between the three facets, farmers, management, and employees, require careful definition and legal documents must therefore be prepared. The points which may be brought up in these documents are many, but while there is no apparent disadvantage in referring to them all, there may be no advantage in doing so either. Some schemes operate with the barest minimum of rules and do so very satisfactorily. The documents required are two in number:-

(i) That describing the relationship between the individual members of the group (i.e. incorporating the society)

(ii) The terms of service of the employee of the group.

In (i), the document of incorporation, there will be statements that:-

- (a) The members agree to employ a farm worker and house him for their mutual benefit.
- (b) The employee shall work on the farms of all members, the labour to be distributed by ballot (or by whatever other method).
- (c) The secretary of the group is appointed the group's agent.
- (d) Notwithstanding the ballot, a member farmer may have the employee immediately, in emergencies.
- (e) The scheme shall operate a bank account.
- (f) Each member shall contribute a stated amount of money for working capital.
- (g) The costs of the scheme shall be met by a surcharge of a stated amount per hour above wage rates (or by whatever other method).
- (h) Members continue to be members until their liability is completely discharged.
- (i) In addition, the following matters may be decided:-

- Notice of meetings
- Rights of voting
- Definition of a quorum
- Numbers of office bearers and occurrence of the annual general meeting
- Vacancies on the committee
- Dates of the financial year
- Procedure for altering the rules
- Winding up the society.

The scheme may be registered under the Societies Act but it

is not necessary to do so, not even for the purpose of having houses built by the State Advances Corporation. A society so registered may expel one of its members whereas, in an ordinary society, this is not possible once membership is accepted. Apart from this, however, there seems to be no particular advantage in so registering the society.

In (ii), the document concerned with the terms of service, the matters to be defined concern the duties and payment of the employee and other related matters. Thus, there will be statements that:-

- (a) The secretary has overall control of the employees, but on farms, the farmer is the director of labour.
- (b) Wages, holidays, hours of work, and frequency of wage payments are as defined.
- (c) The house is awarded rent free, or that rent is deducted from wages.
- (d) The basis of wage payments is a time sheet kept by the employee and signed by both he and the farmer.
- (e) Payment for travel to and from work is made as defined.
- (f) Notice of the end of employment is to be given as defined.
- (g) The employees are to devote themselves exclusively to the service of the scheme.

(ii) Administrative Methods where there is more than one worker

In schemes which have more than one worker employed, a decision has to be made as to whether each employee will serve his own group of farms, or whether the members of the entire organisation will be able to call on any employee, whichever is available. Both types of organisation occur in existing schemes. Scheme 'C' has a division of the seventeen members into twelve who employ one man and five who employ the other. No feature of the twelve, or of the five, farms has any relation to the division which arose merely out of an initial dissatisfaction which has already been mentioned. In both groups there are large and small users of labour (within the group of five, two farms alone account for nine or ten months of the employee's time in each year) but the group of five, as a whole, must obviously have more work available than the group of twelve since both men are fully employed. Differences between features of the two sub-groups have since evolved, however, and a good illustration of adaption to circumstances is provided. The principal difference is the fact that the employee of the group of five spends a great deal of time on contract work while the other works on an hourly basis. The rate of pay for hourly work is the same in both cases (7/- per hour), but the farmers in the group of twelve are surcharged eightpence per hour for all the labour they use.

The labour is by no means cheap, therefore, at 7/8d per hour. The farmers in the group of five strike individual bargains with the employee for contract work and, for such work as is done on a time basis, they pay 7/- per hour plus the legally required one twentyfifth for holiday pay, the man being regarded as a casual worker rather than as a regular employee. The man is, in fact, a regular employee of the group. All payment is made to the scheme which, in turn, pays the employee with wages tax and house rent deducted. At the end of the year, all extraneous expenses, insurances, telephones, stamps etc., are added and half of this amount is paid to the scheme by the members of the smaller group of five. The members of the group of twelve have already made a contribution for this and for holiday pay, both being included in the eightpence per hour surcharge. Rent is deducted from wages. Scheme 'D' also has a group of farmers for each employee, but the large Scheme 'A' does not. All five employees are there available to any member and may be employed singly, in pairs, or in greater numbers if required. This system is better adapted to conditions there for much shearing is done by at least two of the employees. With shed hands needed in addition, more than one man is very often required. If necessary, both men in both Schemes 'C' and 'D' are available to work on the one farm but this has happened only rarely. The fact that both men operate within the one organisation, however, does leave open

the possibility of having both men on the one farm should this be required. This would be less easy to arrange if the two groups were completely separated.

(iii) Availability of Labour

The labour is available, in Schemes 'B', 'C', and 'D' only to active members of the group. In Scheme 'A', however, the group was founded by a sub-committee of the local branch of Federated Farmers and houses were erected by the State Advances Corporation without guarantee of any kind. Labour is there available to any member of that branch and, while no member is under any obligation to use scheme labour at all, any member can call on the scheme at any time, in emergencies or otherwise, without formally joining any organisation. Thus, a considerable insurance service is provided free. In Scheme 'D', the scheme was also founded by the local branch of Federated Farmers but, in view of the fact that a cash outlay was necessary to guarantee the rent of the houses, only those who were prepared to undertake a share of this guarantee became eligible to employ scheme labour and the insurance aspect is not free.

(iv) Allocation of Labour

The secretary, in all schemes, maintains control of the labour overall. Only he and the farm owner concerned can direct the labour and the secretary can remove an employee

from one farm and direct him to another to meet emergencies. He receives the application for work and allocates labour accordingly.

The method of allocating labour is generally by ballot, at least in the initial stages, the members drawing periods from a hat. After experience, the ballot may be dropped and thereafter, the farmers merely telephone the secretary and ask for work to be done, giving as much notice as possible. This has happened in Scheme 'A' where there has never been any difficulty in finding enough work for the employees, and the secretary has a reserve list of work which he knows is outstanding in the locality. Should, for any reason, one of the employees find no request for his services, the secretary can always place him by telephoning one of the farmers on his work list. This list is prepared from the secretary's own knowledge. No amount of pleading has been able to persuade farmers to inform the secretary when they have work available which can be done at any time, so that he could more readily compile a list of available employment. In Scheme 'B', the ballot system is still in use after four years. However, the twice yearly ballot, entered by all members, has become little more than a structure of work distribution which is the basis of later alteration. All members also enter each ballot in Scheme 'D' but each farmer is there held responsible for his entire allocation of labour.

In two other schemes known to the writer, the ballot is still in use but there is no regularity of meetings for labour distribution. A meeting is called and only members requiring labour enter the ballot. When this period of arranged work is drawing to an end, another meeting is called, and so on. This is also the arrangement in the group of twelve members in Scheme 'C'. There is no necessity to employ the labour at all though the insurance aspect, of being able to call on the labour in emergencies, is still there. In the group of five members, in Scheme 'C', there is no ballot at all. Each of the five always knows where the employee is working and they merely telephone one another as the need for labour arises.

Whatever system of labour allocation is used by a scheme, however, should a shortage of work occur, the scheme would have to hold each member to his ultimate obligation to employ the man for his full share of the time. In the group of five in Scheme 'C', where two members employ the man for nine or ten months in each year, this would have serious repercussions. The remaining three members employ the man for some three weeks each, only, but their equal share of the employee's time, for which they are ultimately responsible should need arise, is over ten weeks. Obviously, in those ultimate circumstances, the scheme could not continue in its present form. However, large and small users of labour do fit together to their mutual benefit and the practice of interchanging periods and parts of

periods is to be encouraged. Flexibility is desirable.

Should an emergency arise, the farmer currently employing the worker will lose him. Some compensation for this is necessary and it is frequently the case in schemes that the farmer so situated is allowed to choose his period at the next allocation of labour instead of balloting for it. On the other hand, he may be given first opportunity to use any spare time which may be available. Some schemes, when balloting, leave every fifth or sixth week blank for this reason and in case any unforeseen need for labour should arise. As will be shown later, however, the incidence of emergencies is not high and is not sufficient by itself to justify this practice. Schemes 'A', 'B', 'C' and 'D' do not state any time limit within ^{which} the priority claim on employee's time may be exercised in emergencies. However, it is an unwritten rule, understood apparently by all members, that should the farmer's indisposition be likely to be prolonged, he is to make some other arrangement and release the group employee. This could, under some circumstances, be a troublesome point. In one instance known, a member exercised his prior claim on the employee's time during an illness and did not release him for what was felt to be an overlong time. Some holiday arrangements of other farmers were upset because the employee was not available for relief purposes. Such circumstances have the germs of friction in them and it requires a great deal of good

will and neighbourliness in the community to weather such a situation.

The settling of disagreements over distribution of the employee's labour is generally provided for in the legal document which deals with the incorporation of the group. A statement that "the decision of the secretary shall be final and binding" occurs in the Scheme 'B' agreement while in others it is stated that, in the event of disagreement, a ballot shall be held and the labour distributed accordingly. This latter provision, however, is quite inadequate to deal with situations such as that described in the previous paragraph.

(v) Hours of Work

In Scheme 'B', minimum hours of work are not stated in the "terms of service" agreement, neither is there a minimum wage. There is only a suggestion in the incorporation agreement that a minimum of forty hours per week will be necessary to cover the scheme's costs by means of the surcharges which are made. It has been assumed (rightly, as events have proved) that sufficient work will always be available to keep the employee fully occupied. However, should he not be fully occupied, the scheme is under no obligation from the agreements, to pay him any minimum wage and he would apparently be paid only for the hours of work actually provided for him.

If the hours per week fall below forty, the scheme would begin to lose money but a clause in the incorporation agreement provides for the contribution, by the parties to the agreement, of such sums "as may be from time to time, by majority, agreed upon". Thus, the members could be required to meet any losses which occur. However, some other schemes demand, say, a ninety hour fortnight from the employees in return for a guaranteed minimum wage corresponding to this amount of work. Actual times of work are not stipulated. By arrangement with the farmers concerned, the employees are free to work when they choose so long as the minimum requirements are fulfilled.

(vi) Provision of Tools and Gate Making

All tools are provided by the farmers in the schemes studied by the writer. In view of the fact that new schemes appear to have been formed on the advice of the earlier ones (the early formed Scheme 'A', for example, has given a great deal of advice) it is likely that most schemes in the Dominion will follow a similar pattern. A worthwhile object in organisation is simplicity, both in rules and financial matters, and the provision of tools would involve the scheme in capital expenditure which is an unnecessary complication when farmers are likely to possess the tools in any case. However, there is one instance where capital expenditure has

proved very beneficial. In schemes 'A' and 'C', of the schemes known to the writer, gate making enterprises are operating to provide work for the employee on wet days. Thus, a farmer currently employing a man does not lose a day's labour, or put it to inefficient use on a hurriedly arranged indoor job, merely on account of the weather. In Scheme 'A', a shed, convenient to the houses, was provided, tools and timber were purchased, and the gates manufactured. These are sold to the members at cost price, which is appreciably below the market price of gates. When engaged on this work, wages are paid to the men by the scheme which recoups itself by charging an appropriate price for the gates. This system may yet run into trouble, however, The stage has been reached where a large number of the members have equipped their farms with new gates and the position is being aggravated by the increasing skill of the five employees in gate making. By using a "mass production" technique evolved by themselves, little effort is required to produce ten gates per day. Future sales of gates are, therefore, something of a problem. In Scheme 'C', a similar gate making enterprise exists and is now confronted with exactly the same difficulty.

(vii) Disputes

However well the scheme as a whole may run, there is

always the possibility that disputes of some description will arise and one of the most likely causes of a dispute is the tendency, already given mention, of an occasional farmer to save up all the unpleasant, dirty, work on the farm until the arrival of the group employee. If this practice is widespread, it can be seen that the employee is likely to get an inordinate amount of unpleasant work to do and feel accordingly dissatisfied. It has already been pointed out, however, that the quality of the labour force must have an effect in this matter. If an employee commands a farmer's respect, he is much less likely to be unfairly treated and an appeal to the members' sense of responsibility may be sufficient to deal with any difficulty. The farmers of Scheme 'C' are strongly of the opinion that a scheme's first duty is to the men who must be kept contented with their lot if the scheme is to succeed. This opinion may be coloured somewhat by the past experience of those farmers but, nevertheless, it must carry some weight. In Scheme 'D', this trouble is being experienced at the moment, to some extent, and there was one case where an employee was asked to dig post holes in hard stony ground along a proposed fence line, but not to erect the fence. The farmer wanted only the hard work done. The fence could easily be erected by himself later. In Scheme 'A', the committee keep control of the situation and will listen to complaints from workers and inspect the jobs concerned. If warranted,

the committee will charge a higher rate for the job and give the excess to the employee concerned. The Scheme 'A' committee are most emphatic that all disputes should be directed through themselves. No disputed matter may be discussed directly between the employee and the farmer.

(viii) Employer's Liability Insurance

A most important matter in group farm labour schemes is insurance cover against employers liability. The scheme is the true employer, it collects the social security tax, pays wages, and performs all the normal administrative functions of an employer. Therefore, it must cover itself against employer's liability claims by the employees. When an employee is working on contract rates, however, strictly speaking he is his own employer so that the normal employer's liability insurance will not apply. It is important that this situation be met and that arrangements be made so that the scheme is the contractor in such cases, rather than the individual employee. Thus, the farmer must continue to pay the bill to the scheme which, in turn, pays the employer the amount due less rent, if that is the arrangement, and social security tax. Scheme 'A' consolidates its position as contractor by deciding on contract rates for various jobs. There is, for example, a standard fence which has a stated number of posts, wires, and battens, under known conditions for the

erection of it, which costs a standard price. If a farmer thinks that his conditions are rather easier than the standard ones, he may apply to the committee to have the rate reduced. Conversely, the employee may apply to have it increased, should he feel circumstances warrant it. Shearing is an important part of contract work done in Scheme 'A', and this is, of course, done at award rates. While the supervision exercised in Scheme 'A' consolidates the scheme's position as contractor, it has also been found necessary to combat a tendency for contract rates to creep upwards under continual suggestions from employees that any particular job was worth rather more than the average rate. In Scheme 'C', the employee is allowed to strike his own bargains on each separate occasion while in Scheme 'B', the employee does no contract work at all.

(ix) Travelling Expenses

A considerable amount of travel is inherent in group farm labour schemes and the employees require some form of transportation. Travelling expenses can be paid to employees by the mile (for example, in Scheme 'A') or by other means. Scheme 'B' has evolved a method whereby the worker is paid an amount equivalent to fifteen minutes of time for every journey he makes except the first one, each day. Thus, if he is milking on one farm and working during the day on another, he

will require to make four journeys during the day and will be paid for three quarters of an hour of time as travelling expenses. This method works well in this case where much part day working is a feature and distances from one farm to another are quite short. In Scheme 'C', a similar system operates but a flat rate of two hours of time per week is allowed for travelling expenses. In Scheme 'D', the employees are paid sevenpence for each hour worked for travelling. All those systems appear to work well but those which make a charge which is proportional to the amount of labour used may be better than the Scheme 'A' system where the members farthest from the employees' houses are charged appreciably more than those who live nearby, although they are no less valuable to the scheme as members. Travelling expenses are inherent in the very nature of group farm labour schemes and it may be better that members pay these expenses in proportion to their use of labour rather than in relation to an accident of distance.

(x) Statutory Holidays

It is unlikely that a scheme will deny an employee permission to work on any occasion, for the harder he works, the more money the scheme will earn and the greater will be the service given. Thus, arrangements for statutory holidays are usually that a day's pay is awarded and if work is done on that day, wages for this are paid in addition.

(xi) Payment of House Rent

The house rent may be paid by the scheme or by the employee through the scheme. If the house is awarded rent free to the employee, there is every likelihood that the wage paid will be less than it otherwise would have been by an amount approximating the worth of the rent, so that the question of who pays the rent is somewhat nebulous. However, it can make an income tax difference. The 1957 New Zealand Income Tax Guide does not pronounce upon this specific point but enquiry was made at an office of the Inland Revenue Department. The officer interviewed explained that, where a house is given rent free as part of an employee's reward, the employee is required to give the house some income value in his income tax returns. There is no procedure for deciding on the value of any particular house, however, and the officer stated that investigations would not be made by the Inland Revenue Department unless the stated income value of the house was abnormally low. Pressed for precise figures, he explained that a value stated at seven and sixpence per week in a return would immediately cause enquiries to be made but that a value of one pound (£1) per week was regarded as a completely normal value for a rural house and was quite acceptable to the Department. If an employee receives sixteen pounds (£16) per week, therefore, and the rent of a state house (perhaps £2.5.0 per week) is deducted from this, he is being taxed on an income

of sixteen pounds (£16) per week. If, however, the wage was altered so that he was paid thirteen pounds fifteen shillings (£13.15.0) per week plus a free house, the Inland Revenue Department would apparently be satisfied with tax paid on an income of fourteen pounds fifteen shillings (£14.15.0) per week. The employee would, therefore, be saved tax on one pound five shillings (£1.5.0) per week while still enjoying the same real income.

(xii) The Various Relationships Involved

It will be apparent that the relationships involved in group farm labour schemes are somewhat different to those obtaining in a normal employment of a worker on a single farm. A series of responsibilities is involved, each of the three facets (farmers, employees, and management) having a responsibility to the other two. The farmer has possibly the most important responsibility. Mention has already been made of how an employee can be abused because of the peculiar nature of his employment and the farmer must be very careful to give him fair treatment and to treat him as a responsible individual. The relationship should be of the sort where the employee is readily asked into the house for mid-day meals and where it is recognised that the position he holds carries with it a certain amount of prestige. A helpful personality in the employee is perhaps the most important factor in bringing this

about and the management has a responsibility to ensure that the employees are men who are suitable from this point of view. Scheme 'A', for example, has been fairly successful in this and when farmers go on holiday, some even make the key of the house available to the worker so that he may have access should he require it. In the ultimate circumstances, the farmer is also responsible to the scheme for an equal share, with the other farmers concerned, for the costs of the scheme. In return, the scheme provides a service by supplying casual labour and by ensuring the continued operation of the farm in the event of the farmer being incapacitated. To the employee, the scheme introduces organisation, reliability, a house, and a regular income to the calling of casual farm worker which, in the past, has been essentially unreliable and almost itinerant. In return, the employee must realise and meet the special responsibilities which he has to his employers, responsibilities which far exceed those which have to be met by an ordinary casual farm worker or even a regular farm employee.

CHAPTER V

THE DIFFICULTIES INHERENT IN OBTAINING INFORMATION BY THE INTERVIEW METHOD

The material which follows was collected by direct personal enquiry to farmers of one, and committee members and secretaries of four group farm labour schemes in the Wellington land district and to other appropriate people who had had experience of the movement. There are, however, difficulties inherent in such a system of enquiry and these should first be made clear. The difficulties fall into two categories:-

- (a) Those concerned with the interviewer.
- (b) Those concerned with the respondent in the interview.

In the first category of difficulty, preconceptions may be held by the interviewer about what the answers to enquiries will be. If such preconceptions are held, questions may unwittingly be so worded that the appropriate answers ensue. Further, in interpreting information already obtained, a bias may again be introduced in favour of the preconception. The only defence against such errors is an awareness on the part of the interviewer that they are indeed possible and care taken to avoid them.

In the second category of difficulty, a respondent has a natural resistance to being questioned by a stranger. It is a facet of human nature that enquiries into personal affairs, or affairs with which one is associated, will provoke a certain

amount of resentment, at least initially. With a view to keeping such reactions to a minimum, the interviewer always made certain:-

- (a) That the reasons for the enquiry were made clear at the outset.
- (b) That he was completely ingenuous in all transactions with the respondent.
- (c) That there was no transgression upon matters where it was sensed that resentment might be provoked.

Virtually all the respondents received the interviewer well and co-operated willingly.

There is also an inherent human tendency to reply to questions in such a way that the respondent, or his affairs, appear in the best possible light. It was realised from the outset, therefore, that only little criticism, for example, of a group farm labour scheme would result from direct questions on such a subject. To meet this difficulty, attention was paid to the selection of the most advantageous type of interview for, broadly, there are two ways in which a fact finding interview can be conducted:-

- (i) A rigid series of questions, from which there is no deviation, with the recording of answers as they are given.

- (ii) An entirely loose and informal type of interview in which an attempt is made to steer the conversation along the desired lines. There are no set questions and, therefore, no specific answers to record.

The rigid type of interview results in information which is easily classified. It is limited, however, to the actual answers given and there is little opportunity of obtaining information of an ancillary nature which might assist in the interpretation of results. There is also more likelihood of provoking resentment in the respondent by this method, especially should the answers be recorded in his presence. The loose type of interview is the converse of the rigid one for, while there is ample opportunity to collect ancillary information and less likelihood of provoking resentment in the respondent, the information received is much less easy to classify. Bearing these conflicting factors in mind, it was decided to allow a system of interviewing to evolve with experience, rather than proceed from the outset along a fixed course.

Initially, the rigid type of interview was tried with a series of prepared questions. It was found cumbersome and appealed neither to respondent nor interviewer. All the information asked for was forthcoming but not in an easy manner conducive to the giving of genuine opinions. A certain amount

of resentment was sensed and the method was abandoned. Subsequently, matters about which information was desired were committed to memory and an attempt made to steer the conversation down appropriate lines, all recording being done as soon as possible after the interview had ended. This method did not lend itself to easy interpretation of results.

Nevertheless, the loose conversation, of which the interviews consisted, was much more conducive to free expression of opinion and much ancillary information did become available which, in at least one aspect, subsequently prevented a possible misinterpretation of results. Difficulty was experienced, however, in keeping respondents to the point and the method finally adopted was a mixture of the two types of interview.

The interviews were based on a structure of four direct questions which were introduced into the conversations at times when the interviewer deemed it appropriate. The interviews were by no means identical in each case, therefore, and each was suited, in so far as the interviewer was able to do so, to the temperament of the farmer concerned. It was hoped that the structure of four questions would enable some classification of the information obtained while not ruling out the collection of ancillary information.

CHAPTER VI

THE PLACE OF THE GROUP FARM LABOUR SCHEME ON THE FARMS WHICH PARTICIPATE IN THE MOVEMENT

Material for this section is drawn from interviews, of the loose nature previously described, with the twelve farmers who are the participants in Scheme 'B', with one employee, and from records provided by the secretaries of Schemes 'A', 'B', and 'D'. The discussion is in two sections. The first deals with farmers' opinions of the group farm labour scheme movement and the second with the work actually performed by group employees.

(a) Farmers' Opinions of the Group Farm Labour Scheme Movement

The four questions which were used as a "structure" for the interviews with the farmers of Scheme 'B' were:-

- (1) What are the advantages to you of membership of the scheme?
- (2) Have you ever had to call on the scheme in emergency?
- (3) Do you use the scheme to go on holiday?
- (4) Would you mind telling me the size of your farm, the stock carried, and the labour force?

However, the interviews were by no means similar in each instance. As various matters arose, further questions were asked, as seemed appropriate in each individual case, in order to gain more information and instantaneous decisions were

necessary about which topics to pursue and which to abandon. As much of the interview as possible was written down at the first opportunity after leaving the farm but only the four standard questions admitted of ready classification of replies. It will be realised that it is quite impossible to record all the small matters which arose in each case.

Table VII shows the features of the scheme which the farmers considered the most valuable from their point of view. No prompting was used in obtaining this information and no features were suggested when the farmer appeared to have completed his thoughts on the matter.

It is evident that the security provided in case of sickness is a very important feature of the scheme. The second and third items in the table reflect the use to which scheme labour is put in normal times.

Most farmers made mention of the use to which group labour was put. Since accurate information on this subject was available from records, it will not be dealt with in detail at this stage. However, most mentioned maintenance as the principal use and four mentioned that a farmer with a herd and pastures to care for, and all the other multifarious duties connected with farm management to perform, seldom has a long period available in which to attend to such things as maintenance. The group employee however, spends a full working day, without interruption, at whatever task he is given to perform

TABLE VII

Features of the scheme which farmers of Scheme 'B' considered valuable, with the number of mentions which each feature received

Insurance against sickness	10
Ability to go on holiday	9
Maintenance work is kept up to date	8
Problem of the poor quality of available casual labour is avoided	3
Enables a certain amount of planning ahead of work	3
Co-operative provision of housing	2
Worker familiar with the farm layout and management	1
Work not available for twelve months of year - scheme contribution is part time only	1

and succeeds in doing much more.

Five comments on the cost to the farmer, of scheme labour were obtained. One farmer stated that it was too dear. On the basis of a day's work, he stated, contract labour for fencing, for example, was cheaper. This claim seems improbable unless the rate of fencing by the employee is fairly low. Contractors can erect, perhaps, two and a half chains of fence per day at a cost of, say, two pounds ten shillings (£2.10.0) per chain (a fairly normal rate for an average fence on average ground in the locality concerned). If the employee erects only two chains per day of nine hours, the cost will be nine times the hourly rate (seven shillings) or three pounds three shillings (£3.3.0) per day which is £1.11.6 per chain. Another farmer had the opposite opinion to the first. In his view, the labour was generally cheap and he quoted fencing as an example of lower cost when using it. A third farmer estimated that he got "good value for money", while a fourth, with a small, one labour unit, farm, stated that the scheme could not be valued in money, having regard to the security it gave him. This particular farmer stated that he had not missed a milking for five years before the scheme began. The fifth comment, and possibly the best, was to the effect that comparison of cost with casual labour was difficult since there were so many other advantages of use of group labour, the value of which could not be assessed properly. This farmer was well content, however

with the price he paid.

While farmers were generally profuse in their praise of the scheme, there was only little criticism. Only two farmers were critical at all. The information of one was to the effect that a member had been guilty of sharp practice in exchanging his unwanted "between milkings" time for someone else's "milking" time and gaining extra time off the farm as a result. This gives a clue to the fact that the employee's time for milking is more valuable than at other periods and that farmers attach importance to the ability of the scheme to free them from being continually tied to a herd of milking cows. The other criticism referred to the fact that, when one farmer was exercising his prior claim upon the employee's time during an illness, some holiday arrangements of others were upset because the employee was unable to act as relief. The herd concerned was a small one and there was a feeling that the sick farmer's wife should have been able to cope with it and release the employee. The criticism was to the effect that the scheme had been founded with security in case of sickness as a cornerstone but that the emphasis appeared now to be placed on using the scheme as a means of going on holiday. This is possibly extreme comment.

These matters are worthy of note because several farmers stated that all members co-operated well together without friction and one used the phrase "happy family". There is

no doubt at all that, in general, this is perfectly true and the troublesome incidents described are of significance because it appears that some farmers were, understandably, not completely frank in their comments.

Six comments were obtained on conditions prevailing in the locality before the scheme began. Two farmers stated that they had been dissatisfied with the quality and quantity of the casual labour in the district. Another two farmers stated that their maintenance work had been neglected before the scheme began, that it had been similarly neglected in the district generally, but that it had since been brought up to date. The farmer who stated that he had not missed a milking for five years before the scheme began has already been mentioned and the sixth farmer stated that he could occasionally get a school boy from a nearby town to milk his small herd if he wished to be away for short periods. In view of those comments, all of which were unsolicited, the scheme must be meeting a definite requirement.

(b) The Work Actually Performed by the Group Employee

(i) Categories of work

The work actually performed by group labour has been classified into three categories:-

- (1) That concerned directly with operating the farm.

- (2) That concerned with maintenance or development
 (3) Miscellaneous work.

Under the first category, milking, feeding stock, dipping, dagging, docking, drafting of sheep, hay and silage work, shed cleaning etc., are included. Under the second category is a large variety of jobs including fencing, draining, hedge trimming, painting, concreting, making gates, laying water pipes, well digging etc. The miscellaneous category includes gardening, cutting firewood, and similar tasks.

In the first three years of Scheme 'B's existence, the following distribution of work has occurred:

TABLE VIII

The proportion of work, in each of three categories, performed by the employee of Scheme 'B' during the first three years.

	<u>Directly concerned with</u> <u>operating the farm</u>	<u>Maintenance and</u> <u>development</u>	<u>Miscellaneous</u>
1st Year	27.83%	67.86%	4.31%
2nd Year	19.17%	77.08%	3.75%
3rd Year	18.37%	74.72%	6.91%

It is evident that maintenance and development work is by far the most important use to which the labour is put, and may comprise three quarters of the total.

Similar figures are available for Schemes 'A' and 'D' for 1955/56 only and are given with figures for that season from Scheme 'B' for comparison.

TABLE IX

Comparison of the use to which group labour is put in three schemes in the 1955/56 season

	<u>Directly concerned with operating farm</u>	<u>Maintenance and Development</u>	<u>Miscellaneous</u>
Scheme 'A'	31.27%	48.15%	20.56
Scheme 'B'	18.37%	74.72%	6.91%
Scheme 'D'	17.2%	73.5%	5.0%

Scheme 'D', like Scheme 'B', is concerned very largely with the dairying industry and both sets of records were reasonably well kept. The figures are, therefore, thought to be comparable. Scheme 'A' is concerned largely with fat lamb producing farms and shearing and crutching account for much of the increased use of labour in the "direct" category. The much higher figure in the "miscellaneous" category is partly accounted for by many entries of "general work" in the records, instead of a specific description of the work done. Such entries were classed as "miscellaneous". Maintenance and development work still predominates clearly, however.

No records were available from Scheme 'C' but information derived from interviews with the secretary of that scheme and some of the participating farmers indicates that the predominant use of labour there is also for maintenance and development work.

The predominant use of labour for maintenance and development work agrees well with farmers' comments that care of stock and pastures left little opportunity to work for long periods at other tasks.

(ii) The Changing Amount of Labour used on each Farm

The following table illustrates the amount of labour employed by each farm over the three years studied.

TABLE X

The hours actually spent on each farm by the employee of Scheme 'B' during the first three years of the scheme's existence, and the percentage of total time in each year which these hours represent.

<u>Farm</u>	<u>Total Hours</u>			<u>% Time</u>		
	<u>Years</u>			<u>Years</u>		
	1st	2nd	3rd	1st	2nd	3rd
1	221½	288	310	8.64	11.01	11.83
2	254	294	318½	9.91	11.24	12.15
3	233	195	255	9.09	7.47	9.73
4	227	252½	279½	8.85	9.65	10.66
5	218	232½	240½	8.50	8.89	9.18
6	225	218	216½	8.76	8.34	8.24
7	213	215	177½	8.31	8.22	6.77
8	218½	203	180½	8.52	7.76	6.89
9	106	154½	180	4.13	5.91	6.87
10	234	179	157½	9.13	6.84	6.01
11	197½	190½	155	7.70	7.28	5.91
12	216½	193½	150½	8.44	7.40	5.74
<u>Totals</u>	<u>2564</u>	<u>2615½</u>	<u>2621</u>			

The columns of percentages over the three years reveal a shift of employment from some farms to others. In the first year, nearly all farms had approximately the same amount of labour and this amount was close to the 8.33 per cent of time which is the equal share. Only farm nine is far removed and, apart from this, the range is from 7.70 per cent to 9.91 per cent. In the second year, however, farms one, two and four, notably, have increased their use of labour, while farms eight, ten and twelve, have reduced their use of it. In the third year, this trend has continued, the range now being from 5.74 per cent to 12.15 per cent. The lesser use of the scheme made by farms eight, ten and twelve, especially, reflects the fact that these farmers are now catching up with the backlog of maintenance which existed when the scheme began, and are now beginning to have difficulty in finding enough work for the extra labour to do. All farmers, at some time in the interviews, referred to the borrowing, exchanging, and giving away, of labour time, those with smaller farms in terms of the fact that they now needed less labour and offered some of it to farmer one (usually), whom they knew would probably take it, and those with larger farms in terms of obtaining extra labour from those who had less use for it.

Farms five and six, however, have both remained close to their equal share of the total time available. Farmer six apparently does this from choice for he was aware that many

members of the scheme encroached upon time not wanted by others. Farmer five was unaware of this, however, and had been surprised to discover it only a short time before the interview. His ignorance suggests that the practice of exchanging time, and of encroaching on the time of others, has merely evolved and was not proposed in any formal way. Farmer five stated that, in the future, he would certainly make use of extra time if he could get it, and he would become more valuable to the scheme if he did so for those larger users of labour are saving it from a serious problem. If all farms were like farms eight, ten and twelve, the scheme could not continue in its present form.

(iii) The Incidence of Emergency Calls

The number of emergency calls for scheme labour over the three year period studied was ten. This is not a very high incidence but it was found that ninety five days had been spent on sickness relief work in the same period. Thus, it appears that a little over a month of each year was spent in making this very valuable social contribution. The importance of this aspect in farmers' minds is, therefore, hardly surprising. Information on this aspect is also available from Schemes 'A' and 'D' with 110 and forty eight members respectively. The respective secretaries stated that about ten emergency calls per year occurred in Scheme 'A', and about four per year in

Scheme 'D'. The number of farmers necessary to produce one emergency per year is thus apparently eleven in Scheme 'A', three to four in Scheme 'B', and twelve in Scheme 'D'. One would expect those figures to be very variable.

(iv) The Incidence of Recreational Relief Work

All twelve farmers stated that they made use of the scheme to go on holiday. Apart from annual holidays, however, many smaller calls are made on scheme labour throughout the year if week-ends, days, or even afternoons, are to be spent off the farm. All of this relief work may be classed together as recreational, but, because of the unknown number of small periods involved, the total amount of it cannot be stated. Further, an estimate of the total is made even more difficult by the fact that, during holidays, the essential work such as milking and washing up may amount to only half a day of work in all. The remainder of the day (that is, the period between milkings) is frequently spent on maintenance work, or even on another farm altogether, so that these hours cannot be placed in the same category. Thus, although two weeks, for example, of long holiday per member per year amounts to almost six months, and there are many smaller periods still to be added, the amount of actual relief work may be much less than would at first appear. From the above considerations, however, an amount totalling three months would be a minimum estimate.

(c) The Variability of the Human Factor

The following table shows features of the farms in Scheme 'B' and their use of scheme labour in the 1955/56 season from April to April.

TABLE XIFeatures of the farms participating in Scheme 'B' and their use of scheme labour in 1955/56

<u>Farm</u>	<u>Acres</u>	<u>Milk Cows</u>	<u>Ewes</u>	<u>Pigs</u>	<u>Poultry</u>	<u>Perm. Labour</u>	<u>Hours of scheme labour</u>	<u>% of total time</u>
1	160	-	600	-	-	2	310	11.83
2	90	70	-	-	-	1	318½	12.15
3	100	75	-	-	300	1	255	9.73
4	170	100	-	-	-	2	279½	10.66
5	160	90	-	60	2500	2	240½	9.18
6	120	89	-	-	-	2	216½	8.24
7	75	55	-	-	-	1	177½	6.77
8	150	40	300	-	-	1	180½	6.89
9	30	20	-	-	-	1	180	6.87
10	75	56	-	-	-	1	157½	6.01
11	60	50	-	-	-	1	155	5.91
12	38	30	-	-	-	1	150½	5.74

No reasons for greater or less use of scheme labour are apparent from these figures. The writer became aware of individual circumstances in some cases, which had a much greater influence on the amount of scheme labour used than any feature

of the farm concerned. For example, farm one is on undulating country and the labour force consists of a farmer and a youth. The farmer is hardly fit enough to do all that is necessary and the youth has insufficient experience so that scheme labour is used to compensate for the deficiencies in the labour force. Again, farm four is operated by a share milker and the 279½ hours includes both the share milker's and owner's use of scheme labour. The share milker's use of it is for two weeks annual holiday only and the remainder is used by the owner, who lives elsewhere, for development work. In the case of farm five, the farmer owner looks after the pigs and poultry while the second labour unit, a share milker, cares for the dairy herd only. Scheme labour is employed, in this case, by the owner to develop some recently acquired extra land. These instances have been described at some length to illustrate how misleading it could be to try to relate use of scheme labour to some features of the farm, for circumstances are often highly individual.

The individuality of farmers also emerges. The work performed by the group employee on each farm of Scheme 'B' over the three year period studied, is given in full in Appendix B, but the following examples are taken from the first year of operation of this scheme when use of labour was reasonably equal among the participants. In the first year, the labour was put to the following uses on farm two of Scheme 'B':-

<u>Work Done</u>	<u>Hours</u>
Milking	110
Fencing	68
Gatemaking	12
Bagging Fertiliser	18½
Carting wood	12
Gardening	6
Concreting	7
Painting	6
Tree felling	12½
Feeding cows	2
	<hr/>
Total	254
	<hr/>

On farm seven of the scheme, on the other hand, it was put to this use:-

<u>Work Done</u>	<u>Hours</u>
Milking	18
Repair work	101
Hedge trimming	9
Fencing	81½
"Various"	3½
	<hr/>
Total	213
	<hr/>

Farm two is of ninety acres and is very similar in type to farm seven of seventy five acres and the difference in size is held to be insufficient to account for the difference in the use made of the labour. If the two examples are compared, it can

be seen that, while the major uses on farm two were milking (110 hours) and fencing (68 hours), on farm seven, they were repair work (101 hours) and fencing ($81\frac{1}{2}$ hours). The type of tasks performed on farm seven suggest that the work is being "invested" while on farm two, much of it appears to be devoted to replacing the farmer's own labour, for milking, which the farmer can presumably do himself, is almost half the total. There may be many reasons for this. For example, farmer two may, for good reason, require to be absent frequently and may even rely on the scheme to enable him to do this. But there could also be a difference in farmers' attitudes, some being content to lighten their own tasks while others continue as before and use the extra labour to develop their farms to a greater extent.

This variation in the use to which labour is put is reflected in another way. Farm seven has, over the three years studied, employed $605\frac{1}{2}$ hours of labour. In the same period, the employee made visits to the farm on each of seventy two days so that an average of 8.4 hours per visit was worked. On farm two, $866\frac{1}{2}$ hours of labour were employed and visits were made on 131 days so that an average of 6.6 hours per visit only, was worked. The shorter periods are compatible with many visits for milking only.

In consequence of matters, of which these are examples,

the purely economic approach to the use of group labour will not succeed. No attempt to reduce a farm entirely to statistics will ever succeed in representing it wholly truthfully for, although land and capital may be measured, no reliable method of attaching precision to analyses of the decision-making farmer has yet been found. Consequently, while some variations between farms can be expressed in numbers, others can only be expressed loosely in terms of the widely varying hopes and aims of the farmers concerned. Since a considerable portion of the contribution of the schemes studied appears to be social, matters relating to them fall quite certainly into the latter category.

CONCLUSION

It is evident that the group farm labour scheme movement is now well established in New Zealand and that group employees are a regular and accepted feature of a large number of rural communities. The needs which engendered the system appear to have been partly economic and partly social in nature and the number of schemes now existing in the Dominion, and their rate of growth since 1950, lends support to the belief that they are regarded by the agricultural community as a success and that the needs are met. This system of employing agricultural labour is, therefore, an asset of some significance.

It is likely that the social and economic contributions will have a differing importance on each farm. While work such as fencing, repairs, draining, etc., is dominant in some cases, suggesting an economic contribution, milking is dominant in others and the labour is apparently being used to replace that of the farmer. The contribution is then social rather than economic. In weighing the comparative importance of the two, it must be remembered that two social aspects led the list of advantages of membership given by farmers. Secondly, the sickness relief provided by Scheme 'B' must be considered very important and a considerable amount of recreational relief work must be added to this to obtain the total social contribution. Thirdly, three of the four needs which have apparently engendered group farm labour schemes are social, rather than economic in nature. While the social aspect is not the only

contribution of group farm labour schemes, therefore, in the type of scheme which has been most closely studied here, it can lay considerable claim to being very important.

No particular system of organisation, or of operation of the schemes, appears to be especially successful and there is some evidence that, provided the scheme has a satisfactory labour force, and provided the members realise their responsibilities to a co-operative enterprise and act in a spirit of mutual helpfulness, a scheme will probably succeed under any reasonable form of management.

Finally, much of the information on which this paper is based was obtained by interview with people who were likely to have the information sought. The difficulties inherent in this method have already been discussed and some thought must be given to the degree of success attained in seeking the truth about group farm labour scheme matters. Undoubtedly, the facts obtained were correct but there is some likelihood that other facts remained hidden during the enquiry. For reasons already given mention, facts likely to be detrimental to the schemes, or to people associated with them, would probably not emerge, so that those facts which did come to light will be biased towards taking a favourable view. There is therefore, the possibility that the presentation made in this study represents only a proportion of the complete truth. The discrepancy will be a comparative dearth of information

on potential causes of friction and trouble in group farm labour schemes. Nevertheless, the fact that not a few detrimental incidents and features did actually emerge from the enquiry suggests that this discrepancy may not be a serious one. The possibility of such a discrepancy always exists in enquiries of this type, however, for no satisfactory techniques of enquiry have yet been devised to overcome human reticence. The possibility is recognised in this instance.

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APPENDIX "A"

An alphabetical list of the group farm labour schemes using state houses under the "joint and several guarantee" system, by land districts. The number of houses in each scheme, and the year in which application was made for them, are also shown.

North Auckland Land District

<u>Locality of Scheme</u>	<u>No. of Houses</u>	<u>Year Applied for</u>
Aka Aka	1	1954
Albany	1	1955
Bombay	1	1955
Drury-Ramarama	2	1951
East Tamaki	1	1956
Hunua	1	1952
Maromaku	1	1956
Matakana	1	1957
Mauku	2	1955
Pukekohe	1	1953
Pukekaroro	2	1955
Puni	1	1951
Ruawai	1	1955
Waimauku	1	1956
Waihue	1	1956
Waiuku	1	1954
Waiotu	1	1952

South Auckland Land District

Elstow	2	1952
Eureka	1	1956
Fencourt	1	1955
Gordonton	1	1954
Hikutaiia	1	1955
Hinuera	1	1957
Horohero	1	1952
Island Block	1	1952
Coroglen-Whenukite	1	1954
Kaihere	1	1954
Kaituna	1	1955

<u>Locality of Scheme</u>	<u>No. of Houses</u>	<u>Year Applied for</u>
Karapiro	1	1955
Katikati	1	1956
Kerepehi	1	1953
Kiokio	1	1955
Kiwitahi	2	1952 & 1954
Koromatua	1	1952
Leamington-Pukekura	2	1952 & 1954
Lichfield	2	1952 & 1954
Maihiini	1	1955
Mangtaratara	1	1956
Matangi	1	1956
Netherton	1	1954
Mangteparu	2	1951
Manavale	1	1954
Motumaoho	1	1952
Newstead	1	1952
Ngahinepouri	2	1952
Ngaruawahia	1	1956
Okahukura	1	1955
Ohaupo	3	1952
Omokoroa	1	1955
Otewa	1	1956
Otorohanga	1	1956
Paeroa	1	1954
Parawera	1	1952
Paterangi	2	1952
Patetonga	1	1953
Putaruru	2	1952
Pukeatua	2	1952 & 1953
Rangitaiki	1	1954
Onewhero	3	1951
Edgecumbe	2	1954
Thornton	2	1954
Reporoa	2	1954
Rerewhakaaitu	1	1955
Roto-o-rangi	2	1952 & 1953
Rototuna	2	1952 & 1954
Ruawaro	1	1951
Rukuhia	2	1952 & 1956
Tahuna	2	1950 & 1952
Taihoa	1	1956
Taneatua	2	1954
Taringamotu	1	1954
Tauhei	1	1951
Taupiri	1	1952
Tauwhare	1	1955
Te Akau	1	1956
Te Hoe	1	1953

<u>Locality of Scheme</u>	<u>No. of Houses</u>	<u>Year Applied for</u>
Te Kohanga	1	1954
Te Kowhai	1	1953
Te Mata	1	1952
Te Pahu	1	1951
Te Poi	2	1952
Te Puninga	2	1952
Te Uku	1	1952
Tirau	1	1952
Tokoroa	2	1951 & 1952
Turanga-o-Moana	1	1955
Turua	2	1952 & 1954
Waerenga	3	1953
Waihi	1	1955
Waikite	1	1956
Waitakauru	1	1954
Waikite Fed. Farmers	1	1954
Waitawheta	2	1955
Waiteimu	1	1954
Walton	1	1954
Whakamaru	2	1954 & 1955
Wharepuhunga	1	1956
Whatawhata	1	1952
Whitikahu	2	1954

Gisborne Land District

Opotiki East	1	1956
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Taranaki Land District

Eltham	2	1954
Mangatoki	1	1956
Mokoia	1	1956
Pukeho	1	1957
Tarata	1	1957
Tokorima	1	1955
Whenuakura	1	1953

Hawkes Bay Land District

Kiritaki-Maharahara	1	1951
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Wellington Land District

<u>Locality of Scheme</u>	<u>No. of Houses</u>	<u>Year Applied for</u>
Hikumutu	1	1954
Hikanui	1	1955
Kaitieke	1	1954
Kimbolton	1	1956
Linton	2	1951
Manunui	1	1956
Masterton	1	1954
Newbury	1	1952
Oroua Downs	1	1956
Shannon	2	1952 & 1954
Putorino-Rata	2	1954
Rongotea	3	1951
Sanson	2	1951
South Makirikiri	1	1956
Te Wharau	1	1954
Raetihi-Ohakune	3	1955
Whakarongo	1	1956
Whareama	1	1954

Canterbury Land District

Domett	1	1954
Dunsandel	3	1952 (2) & 1957(1)
Duvauchelles	1	1953
Hawarden	1	1954
Holme Station Settlement	1	1953
Spotswood	1	1954
Waipara	1	1951

Southland Land District

Lochiel	1	1954
Pukerau	1	1956

APPENDIX 'B' (1)

The work actually performed by the employee of Scheme 'B' during the first year of operations - 13th April 1953 to 12th April 1954

<u>Farm 1</u>		<u>Farm 2</u>		<u>Farm 3</u>		<u>Farm 4</u>		<u>Farm 5</u>		<u>Farm 6</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Shearing	14½	Milking	110	Haymaking	1½	Fencing	134½	Repair work	19½	Milking	83
Sheepwork	31½	Fencing	68	Milking	63½	Milking	30½	Fencing	114	Fencing	78½
Drafting lambs	5	Gate making	12	Ploughing	38	Harrow/drilling	10	Tree felling	72	Haymaking	21
Fencing	111½	Bagging fertiliser	18½	Fencing	115	Cleaning shed	12	Gardening	9½	Gardening	7½
Topping trees	28	Carting wood	12	Cleaning shed	7	Hay and silage	35½	Milking	3	Draining	30½
Gate making	17½	Gardening	6	Repair work	8	Draining	4½			Firewood	4½
Draining	13	Concreting	7								
		Painting	6								
		Tree felling	12½								
		Feeding cows	2								
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
Total hours	221½		254		233		227		218		225
No. of days on which employee visited farm	29		33		29		27		26		33
% of total time at each farm	8.64		9.91		9.09		8.85		8.50		8.76
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<u>Farm 7</u>		<u>Farm 8</u>		<u>Farm 9</u>		<u>Farm 10</u>		<u>Farm 11</u>		<u>Farm 12</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Milking	18	Fencing	166	Fencing	64	Milking	93½	Top dressing	9	Various	26½
Repair work	101	Painting	16	Milking	17½	Cutting wood	14½	Draining	69½	Hedging	42
Hedging	9	Bagging fertiliser	8	Feeding cows	1½	Harrowing	13	Milking	17½	Painting	14
Fencing	81½	Gate making	12½	Building work	18	Hedging	22	Hedging	36	Milking	64
Various	3½	Chopping trees	16	Cutting lupins	5	Fencing	80	Fencing	65½	Feeding cows	9½
						Gate making	9			Fencing	60½
						Feeding cows	2				
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Total hours	213		218½		106		234		197½		216½
No. of days on which employee visited farm	25		27		13		37		24		31
% of total time at each farm	8.31		8.52		4.13		9.13		7.70		8.44
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Total hours worked - 2564											

APPENDIX 'B' (2)

The work actually performed in the first year of Scheme 'B' classified as "Directly concerned with operating the farm", "Maintenance and Development of Farm", and "Miscellaneous"

Directly concerned with
operating the farm

Maintenance and development
of farm

Miscellaneous

<u>Work</u>	<u>Hours</u>
Milking	500½
Feeding cows	15
Shearing	14½
Sheep work	31½
Drafting lambs	5
Plough/harrow /topdress./drill.	70
Hay and silage	58
Cleaning shed	19
Total	<u>713½</u>

<u>Work</u>	<u>Hours</u>
Fencing	1139
Draining	117½
Hedge trimming	109
Building or Repairs	146½
Cutting lupins	5
Gate making	51
Felling trees	129
Painting	36
Concreting	7
	<u>1740</u>

<u>Work</u>	<u>Hours</u>
Various	30
Gardening	23
Firewood	31
Bagging fertiliser	26
	<u>110½</u>

% of total hours 27.83

67.86

4.31

Total hours worked - 2564

APPENDIX 'B' (3)

The work actually performed by the employee of Scheme 'B' during the second year of operations, 13th April 1954 to 12th April 1955

<u>Farm 1</u>		<u>Farm 2</u>		<u>Farm 3</u>		<u>Farm 4</u>		<u>Farm 5</u>		<u>Farm 6</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Cutting willows	18½	Milking	93½	Fencing	120½	Cutting lupins	116½	Fencing	152	Milking	48½
Sheep work	29	Fencing	158½	Milking	24	Fencing	59½	Hedging	20½	Fencing	131
Droving sheep	16	Repairs	6	Haymaking	9	Milking	33	Draining	8½	Hedging	7
Draining	140	Bagging fertiliser	14	Laying water pipes	18	Feeding cows	2	Gate making	5	Bagging fertiliser	9
Dipping	6½	Haymaking	4½	Cleaning shed	8½	Various	10	Cutting gorse	9½	Concreting	22½
Gate making	4½	Painting	10	Digging	15	Post splitting	22½	Carpentry	8½		
Firewood	4½	Feeding cows	7½			Draining	9	Clean. fowlhouses	18½		
Fencing	60							Various	10		
Gardening	4½										
Concreting	4½										
Total hours	288	Total hours	294	Total hours	195	Total hours	252½	Total hours	232½	Total hours	218
No. of days on which employee visited farm	38		54		24		33		29		25
% of total time at each farm	11.01		11.24		7.47		9.65		8.89		8.34
<u>Farm 7</u>		<u>Farm 8</u>		<u>Farm 9</u>		<u>Farm 10</u>		<u>Farm 11</u>		<u>Farm 12</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Painting	99	Fencing	203	Milking	38½	Milking	73½	Haymaking	9	Milking	71
Milking	7			Fencing	90	Fencing	73	Repair	82	Fencing	50½
Fencing	77			Gate making	9	Hedging	11½	Draining	81½	Hedging	42
Gardening	19			Concreting	16½	Gardening	3	Carting wood	9	Cutting posts	14
Concreting	13			Moving fence	½	Tree felling	18	Fencing	9	Concreting	14
										Haymaking	2
Total hours	215	Total hours	203	Total hours	154½	Total hours	179	Total hours	190½	Total hours	193½
No. of days on which employee visited farm	25		24		25		33		24		31
% of total time at each farm	8.22		7.76		5.91		6.84		7.28		7.40
Total hours worked - 2645½											

APPENDIX 'B' (4)

The work actually performed in the second year of Scheme 'B' classified as "Directly concerned with operating the farm", "Maintenance and Development of Farm", and "Miscellaneous"

<u>Directly concerned with operating the farm</u>		<u>Maintenance and development of farm</u>		<u>Miscellaneous</u>	
<u>Work</u>	<u>Hours</u>	<u>Work</u>	<u>Hours</u>	<u>Work</u>	<u>Hours</u>
Milking	389	Fencing	1184	Various	20
Feeding cows	9½	Draining	239	Gardening	26½
Sheep work	29	Hedge trimming	81½	Bagging fertiliser	23
Droving sheep	16	Repairs	88	Firewood	13½
Dipping	6½	Cutting lupins/gorse	126	Digging	15
Haymaking	24½	Gate making	18½		
Cleaning shed etc.	27	Felling trees	36½		
		Painting	109		
		Concreting	70½		
		Carpentry	8½		
		Post splitting	36½		
		Laying water pipes	18		
Total	501½		2016		98
% of total hours	19.17%		77.08		3.75
Total hours worked - 2615½					

APPENDIX 'B' (5)

The work actually performed by the employee of Scheme 'B' during the third year of operations, 13th April 1955 to 12th April 1956

<u>Farm 1</u>		<u>Farm 2</u>		<u>Farm 3</u>		<u>Farm 4</u>		<u>Farm 5</u>		<u>Farm 6</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Dipping	9)	Milking	61 1/2	Painting	135	Milking	69 1/2	Fencing	60	Fencing	114 1/2
Dagging	13 1/2)	Fencing	99	Fencing	69 1/2	Fencing	200	Draining	63 1/2	Milking	57 1/2
Drafting	15 1/2)	Gardening	18	Hedging	22 1/2	Haymaking	6	Cleaning fowlhouses	33	Draining	24 1/2
Docking	5 1/2)	Haymaking	5 1/2	Milking	6	Cleaning shed	4	Cutting gorse	27 1/2	Painting	20
Draining	91	Pipelaying	23	Haymaking	8 1/2			Gate making	5		
Fencing	134 1/2	Hedging	37 1/2	Gate making	4 1/2			Gardening	9		
Hedging	23	Well digging	9	Various	9			Odd jobs	14		
Making gates	5	Garting silage	12 1/2					Hedging	5		
Gardening	9	Bagging fertiliser	15 1/2					Digging	18 1/2		
Various	4	"Digging"	23					Carting hay	5		
		Carting metal	9								
		Cutting wood	5								
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
Total hours	310	Total hours	318 1/2	Total hours	255	Total hours	279 1/2	Total hours	240 1/2	Total hours	216 1/2
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
No. of days on which employee visited farm	36		44		30		33		29		33
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
% of total time at each farm	11.83		12.15		9.73		10.66		9.18		8.24
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
<u>Farm 7</u>		<u>Farm 8</u>		<u>Farm 9</u>		<u>Farm 10</u>		<u>Farm 11</u>		<u>Farm 12</u>	
<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>	<u>Jobs</u>	<u>Hours</u>
Fencing	86	Fencing	108	Milking	20 1/2	Fencing	74 1/2	Draining	58 1/2	Milking	47 1/2
Milking	15	Firewood	72 1/2	Fencing	90	Milking	36 1/2	Fencing	22 1/2	Carpentry	38 1/2
Painting	26 1/2			Topping trees	14	Hedging	33	Hedging	52	Firewood	9
Repairs	18			Silage	9	Cleaning shed	7	Milking	9	Fencing	21
Haymaking	11 1/2			Bagging Fertiliser	4 1/2	Firewood	2 1/2	Haymaking	13	Odd jobs	2 1/2
Draining	6 1/2			Spraying	18	Gate making	4			Concreting	23
Hedging	7			Gate making	9					Draining	9
Gardening	4 1/2			Concreting	9						
Various	2 1/2			Painting	6						
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
Total hours	177 1/2	Total hours	180 1/2	Total hours	180	Total hours	157 1/2	Total hours	155	Total hours	150 1/2
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
No. of days on which employee visited farm	22		23		27		24		19		26
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
% of total time at each farm	6.77		6.89		6.87		6.01		5.91		5.74
<hr/>		<hr/>		<hr/>		<hr/>		<hr/>		<hr/>	
Total hours worked	- 2624										

APPENDIX 'B' (6)

The work actually performed in the third year of Scheme 'B' classified as "Directly concerned with operating the farm", "Maintenance and Development of Farm", and "Miscellaneous"

<u>Directly concerned with operating the farm</u>		<u>Maintenance and development of farm</u>		<u>Miscellaneous</u>	
<u>Work</u>	<u>Hours</u>	<u>Work</u>	<u>Hours</u>		
Milking	323	Fencing	1079½	Gardening	40½
Feeding cows	12½	Draining	253	Firewood	89
Sheepwork	43½	Hedge trimming	181	Various odd jobs	32
Hay/silage	58½	Repair	18	Bagging fertiliser	19½
Cleaning shed etc.	44	Cutting gorse	27½		
		Felling trees	14		
		Make/mend gates	27		
		Painting	187½		
		Concreting	32		
		Laying water pipes	23		
		Digging rushes	18½		
		Well digging	9		
		Spraying	18		
		Digging	23		
		Carpentry	38½		
		Carting metal	9		
Total	<u>481½</u>		<u>1958½</u>		<u>181</u>
% of total hours	18.37		74.72		6.91
Total hours worked = 2621					