

(30) Shift-work should be prohibited in the case of apprentices under eighteen years of age, and overtime for boys under that age should be strictly limited. If any overtime work is done, the actual time so occupied should be counted towards the total time required to be served under the apprenticeship contract.

(31) Dominion Apprenticeship Committees should consider the introduction of a system by which the term of apprenticeship is specified in working-hours rather than in calendar years as at present.

(32) When Dominion apprenticeship orders are being considered, the term of apprenticeship for each industry should be reviewed in the light of present industrial practice.

(33) The *Apprentices Act* should be amended to allow of the shortening of the term of apprenticeship on account of special educational qualifications.

(34) There should be an extension of correspondence courses in technical education for the benefit of country apprentices.

(35) Members of Dominion Apprenticeship Committees should be paid fees on the usual scale for such organizations and be reimbursed for their travelling-expenses. Members of local Apprenticeship Committees should receive out-of-pocket expenses.

(36) The present general exclusion of females from the scope of the *Apprentices Act* should be removed.

CONCLUSION

A verbatim record of the evidence heard by the Commission was taken and a copy thereof is presented with this report.

The Commission wishes to express its appreciation of the valuable assistance rendered by Mr. H. C. McQueen, Research Officer attached to it, and of the efficient services of the Secretary, Mr. R. D. Lumsden. It is also desired to acknowledge the excellent work of the stenographers who reported the proceedings of the Commission, and particularly we would mention Miss O. B. Clist, Miss E. N. Thorn, and Miss I. L. Harrison.

Special thanks are due to the Federal Authorities and departmental officials of the United States and Canada, who gave very valuable help to Mr. E. B. Taylor, a member of the Commission, in the course of his inquiries into apprenticeship systems in those countries.

All the foregoing matters and recommendations we humbly submit for Your Excellency's gracious consideration.

Dated at Wellington, this 9th day of November, 1944.

A. TYNDALL, Chairman.
C. E. BEEBY.
F. D. CORNWELL.
C. R. EDMOND.
H. G. FOWLER.
ALFRED GILBERT.
HENRY E. MOSTON.
W. J. MOUNTJOY.
F. C. RENYARD.
R. RIDLING.
R. STANLEY.
E. B. TAYLOR.