

# N.Z. BUILDING PROGRESS

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Official Journal of the Dominion Federated Sawmillers' Association (Incorp.)

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Architecture, Building, Engineering and Industries

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## Editorial Comment

### Co-Partnership —A Growing Tendency.

We are glad to see a very definite tendency among large firms in New Zealand towards the co-partnership principle. It has many phases, and what is sometimes called co-partnership is really only a bonus system, without any actual voice for the employee in the control of the business. But the idea is steadily increasing in popularity among employers, and there is every cause to hope that it will ease the tense industrial situation existing during this difficult transition period between war and peace. All over the world there are labour troubles, and the Dominion horizon is clouded. The nearness of a big struggle in the shipping industry in Australia provides its direct menace to New Zealand, for disputes have already arisen over the manning of ships which have brought much-needed cargoes of coal and hardwood from the Commonwealth. A large New Zealand building firm has announced its adhesion to the profit-sharing system, and a big Wellington drapery firm is considering proposals for the issue of shares to its employees, meanwhile proving its sincerity by distributing a bonus from last year's profits. Similar excellent indications come from a woollen manufacturing firm having an extensive New Zealand business. Some employers will commence the reform by the introduction of a simple bonus system based on annual profits, but we hope to see a more general introduction of pure co-partnership, with the employees having representation on the managing directorate of the business, and a definite system under which service and responsibility will be rewarded in direct proportion to the value given by personal exertion. The value of the principle lies in its undoubted results in increased efficiency. Raising wages usually adds to the cost of production, and will do so under any scheme of profit-sharing, but if by giving employees a tangible share in the profits of a business they get an opportunity of earning larger wages, as well as giving them a greater feeling of security of tenure in their employment, it is possible to obtain a higher efficiency which will be a real gain to the business. When the workers are allotted their share of the profit, and it is capitalised under a