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land largely offset the extra social benefits of certain other countries and give the Swiss worker a purchasing power greater than that of his foreign counterpart. In Switzerland, the percentage of the benefits paid out by the employer, as it appears in the international statistics, seems small when compared with that of other countries, but it must be remembered that this figure—about 10 per cent. only—is calculated on a salary that is already high. The employer, accustomed to reckoning with big basic wages in the calculation of his cost prices, does not object too much to the charges imposed on him by the law: in fact, it is by no means unusual to find employers conferring voluntary benefits on their workers, whereas foreign industries have the view that they are already too heavily burdened as it is to undertake any voluntary action of their own.

The psychological consequences of this are considerable: the well-paid wage-earner will be encouraged by the hope of receiving a bonus or an increased share in the profits in one form or another, whereas he will not have this incentive when the law provides for and even automatically lays down a certain amount of social benefits whatever the output. We must not forget, moreover, that high salaries are an added factor of stability, for they reduce the tendency of workers to change employment. Last, but by no means least, the administration of social benefits involves considerable expense on the part of the State or trade associations. The question may therefore be raised whether it is not better to have a high salary rather than burdensome social benefits. For the producer, the cost price remains the same. It is a noticeable fact that wherever wages are high, social benefits are small. Wherever social benefits are high, wages are to a certain extent crushed under them. In the United States, for instance, social benefits are practically non-existent, but wages on the other hand are high and the well-paid worker can take out his own insurances.

And then, again, excessively high social benefits have a negative effect on international trade if they are used to justify a protectionist policy, as is often the case with certain countries. Switzerland decided long ago which road to follow: its high wages increase production costs, but productivity is also high, which has enabled it to compete with the countries with lower wages. The natural consequence of all this is a commercial and industrial expansion which, in its turn, has a favourable effect on the standard of living in general. This is the lesson taught by all countries with a high standard of living: only freedom of trade and a great productivity ensure such a standard of living. Wherever a narrow protectionist policy exists, wherever the State is compelled to resort to the imposing of social benefits because of low salaries, the standard of living itself is lower.

## NEW PROCEDURE—RE-ENTRY PERMITS

Any person intending to leave New Zealand and wishing to re-enter should read the following very carefully.

A **new procedure** has been introduced for procuring a Re-entry Permit. Any person requiring such a Permit should procure a special Application Form from their local Collector of Customs, **complete it and forward it together with their PASSPORT and TWO IDENTIFICATION PHOTOGRAPHS TO:—**

The Secretary of Labour,

Department of Labour and Employment,

P.O. Box 6310, TE ARO,

WELLINGTON.

**IT IS ESSENTIAL** that such application should be made **WELL IN ADVANCE**, particularly in the case of a person living in a country district where time for mailing has to be taken into consideration.

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Mr. E. Gilgen,

P.O. Box 2875, Auckland, C.I.