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## T H E   U N I V E R S I T I E S   R E V I E W

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(a) Has been ascertained by using the official death-rates, or by supposing retirement at a certain age.

The results of these inquiries are that, during the years 1935-40 there will be in Holland a need for replacement every year for about 540 graduates, that is 2-3 per cent. of the total number of 23,500.

(b) Though the extension possibilities are rather speculative, the Commission tried to find out how the various professions will develop, taking into consideration the increase of the population and of the governmental administrative posts, and so forth. There have also been inquiries with regard to the incomes of medical doctors, veterinary surgeons, lawyers and dentists. In this way there will be a need for approximately 260 new graduates yearly.

To the above-mentioned demand is contrasted a supply, that is to say the number of new graduates in the next five years, which number has been calculated out of the university statistics. By these methods of inquiry, the report reaches the following conclusion: In general, it appears likely that the development of the labour market in Holland between now and 1940 will be such that, during that period, the supply of all graduates will be nearly twice as great as the demand. For the different professions the relation between supply and demand varies in each case.

Referring to the proposals to equalize the supply and demand, it must be said that the practical possibilities are very limited. Only an effective elimination of the non-qualified in the medical field would provide any real solution. This, however, would be very difficult to achieve. Mention should be made of the employment bureau for unemployed graduates, set up by the government in 1934. Before coming to the second measure (that of restriction), the report considers the principle of whether the demand can be taken as a norm for the number of students that should be admitted to the universities. There are two reasons in favour of this:—

- (1) The costs of university education, which are partly a charge on the State.
- (2) The danger for society caused by a group which feels declassed.

Apart from special measures for Holland, the report suggests the systematic observation of the academic labour market, which is expected to exercise a preventive influence upon the influx to the universities. This investigation will be the basis for another proposal, namely the *numerus clausus*, which the report recommends for medical, chemical and technical students. The main importance of the report is that it has been the first effort to point out clearly the relation between the demand for and the supply of graduates, which in the future may possibly lead to a planned regulation of the labour market of the academic professions.

### APPENDIX III.

#### STATUTES OF THE INTERNATIONAL UNIVERSITY CONFERENCE.

Adopted by the Conference Meeting at Heidelberg, 27th June, 1936.

ARTICLE I.—The International University Conference is an association of University Professors, Lecturers and other University Teachers, which has the object of examining questions of common interest and of promoting co-operation between universities in various countries.

ARTICLE II.—The Members of the Conference shall consist of two categories: (1) "Association Delegates," who are nominated by national associations of university teachers in different countries; (2) "University Delegates," who are nominated by separate universities in countries where no national association of university teachers exists.