rule, this group is made up of the workingmen of the community and includes not only the male adults but female adults and children of both sexes as well. To a considerable extent, the working population is composed of recently arrived immigrants or of their descendants in the first generation. The opportunities which these men and women have had with respect to schooling have been limited. Their knowledge of language, customs and traditions is equally limited. They come frequently from countries in which living conditions have been below standard. Their ideas of cleanliness and health are vague and frequently incorrect. To what extent this element is present in the population is shown by the fact that much of the literature which the Metropolitan Life Insurance Company distributes to its industrial policyholders must be translated into ten different languages in order to be of service.

Industrial Mortality.

You will see from what I have said that there is a distinct field of opportunity for industrial insurance companies to educate their policyholders along health lines. Such education would follow quite a number of directions. I need not recall to you gentlemen, who are probably conversant with the subject, the fact that the industrial mortality is considerably higher than that of the American Experience Table. At some ages, in fact, it is 160 per cent. of the ordinary mortality. Nor can we say that this excessive mortality is due to the fact that no careful medical inspection only is made at the time the policy is issued; in fact, the experience of certain European insurance companies who issue industrial policies with and without examination has demonstrated, odd as it may seem, that individuals who insure without medical examination or inspection and whose policies come into full benefit only after they are one or two years old, have a more favorable mortality than policyholders of the same group who have passed a medical examiniation and as a result have immediately had their policies in full benefit. This shows clearly that there is a distinct selection against the company on the part of individuals who are probably sub-standard lives, but whose condition is not revealed by the medical examination which is made.

The causes of the higher mortality in the industrial mortality must be looked for in their environment. I believe that such excessive mortality is primarily traceable to occupation. Long hours of work, hazardous industries, over-strain, combined with insufficient recreation and amusement unquestionably sap the vitality of men and make them die earlier than they should. The German statistics of accidents show these facts very clearly. Generally speaking, it may be said that there are more accidents occurring at the end of the week than at the beginning or during the week. In other words, the effects of continuous labor and the consequent and subsequent wear and tear both on the muscular and nervous system develop a lassitude which makes for carelessness and resulting accidents. Other causes which may be mentioned as producing higher mortality are housing conditions, inadequate wages, insufficient nourishment, overcrowding both in homes and in factories. All these combined make a determining factor bringing about higher mortality in the industrial group.

If we study this situation by age periods, this fact is even more pronounced. The mortality which the company experiences in its industrial department from tuberculosis (all forms) is 37 per cent. of all deaths. On the other hand, at the period at age 24 the mortality is 43.61 per cent. of total deaths. Similar figures are brought out at the various ages by the study of other causes of death, particularly those directly traceable to occupation.

Instruction Needed.

Whether, therefore, the present mortality among policyholders is due to the individuals' own recklessness and extravagant methods of living as is instanced by many ordinary policyholders, or whether he is a creature of his environment, as is the case with a large bulk of industrial policyholders, the fact remains that both of them need enlightenment and instruction. I take it to be the proper sphere of an insurance company to undertake this education. Its immediate value for the life insurance company is reduction in mortality, which in the last analysis means a reduction of premiums or an increased amount of insurance for existing premiums or an increased amount of insurance for existing premiums.

These studies which the Metropolitan Life Insurance Company has made of its industrial mortality experiences from time to time have demonstrated the constant improvement in the industrial company's mortality. A result is that the company has twice since 1907 increased the amount of benefits to its industrial policyholders. Similarly, the large bonuses which it has been distributing to its policyholders annually for a number of years have been possible partly through the constantly more favorable mortality in the industrial group. This has been the result of the general improvement in health conditions. Factory legislation, tenement-house legislation, the raising of standards of living have all added. We are of the impression that we are justified in supplementing these general movements for the improvement of health conditions by the campaign which we have had in effect now for some years, directed, however, exclusively to our industrial policyholders.

Results Accomplished.

You will be desirous of knowing what results have been accomplished. As I have said at the outset, there is no statistical data at hand to indicate whether there has been any financial economy in the movement. I doubt in fact whether our mortality statistics within the next ten years will show the results from such a campaign. It is questionable whether they will ever be able to show any marked change as a result of our activities. Mortality, as you know, is affected by many conditions over most of which we have no control. Whereas mortality in certain localities may show improvement, floods, epidemics and other adverse influences may be at work in other localities to keep the general death-rate about the same. It may be said here that at no time has the company expected its welfare work among policyholders to give a return measurable in dollars and cents. It has assumed the financial burden in the belief that its relation to its industrial policyholders was something more than a contractual one. The industrial insurance agent who visits his policyholders weekly is more than a canvasser. Insurance to the average workingman has been a matter of indifference and frequently of contempt or fear. The industrial insurance agent for this reason has possibly even more of a mission as an educator in providence and forethought than falls to the lot of the ordinary agent.

(*To be continued.*)