

employment and drawn attention to the experiments made at Graz. Results might certainly be expected from the instruction of pupils of the technical schools as to the dangers incident to the several employments, and, at all events, from the examination of pupils by school physicians, as to physical fitness for the employment any pupil might contemplate entering—and, indeed, such an examination in the Public and High Schools and even in the advanced schools with a view to choice of employment would unquestionably be useful even if difficult to carry out. I find additional help in this direction in the reports which have come to us through Krejci, of the assistance to apprentices attempted with good results at Prague. As Mischler has proposed, and, in fact, attempted to do, apprentices and their parents, the managers of orphan asylums and educational institutions, and so forth, should also be informed as to the meaning and duties of the public labor bureaus and labor directories. By means of these institutions special opportunities are afforded to set energetically to work along the lines suggested, and on the one hand to influence those looking for work by instruction, and, on the other, to secure a direct selection by medical recommendation and examination, for example, recommendation of the particular employment for which the labor seeker is suitable. That there is nothing Utopian about his idea, but that, on the contrary, it has been practically thought out and attempted, is seen from a paper in the "Labor News," published by the Labor Institute at Graz (Labor News, 1907, page 28).

The proposition I make is to put to such use the hygienics of trades, and the pathology of trades, that applicants for situations in certain classes of employment shall be examined before being recommended to ascertain the absence of the physical conditions that would be detrimental in the pursuit of the contemplated class of work. There is no doubt but that by this means greatly to the advantage of charitable institutions, to the advantage of relief funds, and of employees and employers, much misdirected assistance might be avoided. Besides, I consider that this method of physical selection, this method of producing a judgment by neutral, impartial officials, would be more satisfactory than a selection made by workmen induced as it would be

by varied business influences. It would, no doubt, be made crudely and frequently be mistaken. In the constitution of impartial labor bureaus—I refer particularly to the labor bureaus which are not the tools and machines of a political party organization—in the giving of the most effective and comprehensive constitution to these institutions appears to me to be the gist of these matters. These institutions are by no means to merely register mechanically the openings for employment to direct and assist, they must decisively influence the proper judicious distribution of work and the correct choice of occupation. This will only be possible, if they, being provided with expert equipment, are constituted as genuine public bureaus of information. Naturally—as I have already indicated—only neutral non-political institutions can gain the confidence of the people; and only such institutions can claim, to be assisted by the powers that wield influence and must wield influence over parties and by the Government, the rural and city communities and to enter into alliance and reciprocal relations with them. Such an understanding is necessary. It is not in the least doubtful that these institutions would, under such circumstances, be powerful leavers to improve the health of the nation. The establishment of such institutions would, of course, be of the greatest importance, not only to the laboring classes, but also to the more cultivated.

Special attention is directed, because it is of eminent importance to public health, to the value of co-operation between labor bureaus and general dwelling house agencies. This probably requires no further proof. It is necessary that a man seeking employment should be assisted to the choice of a healthy and adequate dwelling worth the price demanded, and so there is further a connection which I shall not elaborate, between our complex subject and the subjects of dwelling sanitation and dwelling reform which are in the forefront of the socialistic efforts of later times in the direction of hygienics. I content, myself, with indicating the necessarily reciprocal relationship of these problems to the solution of which the establishment of the labor bureaus offers assistance. But the hygienic importance of guiding the selection of employment, the judiciously assisted finding of employment is by no means thus ex-