expressed by others, as to the impropriety of recommending marriage to homosexuals as a cure for their condition.

From the psycho-analytic point of view we should like to have heard more of the relations of the author to his parents during his childhood, but the information on this head is scanty. We learn more of his relations to his school-fellows and playmates.

The author concludes the book with several examples of what he calls "androgyne verse." He states that only an invert is capable of appreciating these poems. This may be so. We can only say that they appear to be the most amazing drivel ever perpetrated by man.

We should, perhaps, mention that the sale of the book is limited to physicians, lawyers, teachers and the like classes.

M. HAMBLIN SMITH.

Part III.—Epitome of Current Literature.

1. Mental Hygiene.

(1) *Mental Hygiene in Industry. Campbell, C. Macfie.*
(2) *Has Mental Hygiene a Practical Use in Industry? Fisher, Boyd.*
(3) *Industrial Hygiene. Wright, Wade.*
(*Mental Hygiene, July*, 1921.)

In the first paper Macfie Campbell insists that the public should be enlightened as to the value of mental hygiene in industry, as it has been profitably enlightened to the value of physical hygiene there, and then its help will be gained as it was in that case. Mental hygiene embraces mental disorders not requiring removal of the individual. A pain in the back is a mental disorder if its persistence is due to discouragement and a feeling of uncertainty and a desire to have sick benefit. Other examples are sleeplessness from worry; discontent from inability to deal with one's emotional problems; suspicion, distrust, misinterpretation when disguised expressions of repressed longings; stealing the result of conflict; fatigue from inability to meet situations. Unsociability, alcoholism, and an embittered social attitude may all indicate want of mental balance which may be modified and controlled.

It is not because of want of intelligence or defect of skill that the worker develops the symptoms referred to, but often it is in relation to the poor amount of satisfaction he gets in life. It is in relation to the balance of his instinctive cravings and his emotional reactions; it often depends upon an unsatisfactory relationship to his fellows, his employers or his family. Chronic alcoholism is given as an illustration, and the impossibility of curing the individual by prohibition is instanced as a failure to deal with the fundamental problem.

A man should have pleasure in his work and a feeling that it is worth

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while. Some have neither of these and are merely drudges, looking for satisfaction to the period of the day when their work is over. The possibility of satisfaction after work depends upon absence of excessive fatigue, upon decent opportunities for recreation, and upon a training that enables them to make use of these latter. Libraries, picture galleries and symphony concerts are practically non-existent to those who have not been taught to use them.

Newspapers, picture palaces and even athletics (to the spectator) are poor resources. Some workers at monotonous tasks get satisfaction from day-dreams of romance and riches, some from religion, some from association with their fellows. Some become hypochondriacs, some take stimulants, some are intoxicated with words hoping for a new order of things. The point of view dealt with is what does the work mean to the man? The other view-point, what the man means to the work, the author claims has not so great a social importance, although much work has been done there.

A school clinic followed to the homes by means of nurses or visiting teachers can exercise a remarkable influence on the mental hygiene of these homes. For the adult the only analogous situation would be that in which the industrial clinic, aware of the importance of mental factors, developed its social work in the same way. Unfortunately at present the worker is on the defensive, suspects exploitation and resents interference.

In the second paper Boyd Fisher, who is an employment manager, treats the psychiatrist as he would a man applying for a job in industry. His paper begins with a reference to the statement that out of one million seven hundred thousand drafted men of the American Army, 70 *per cent.* had an intelligence age of no more than 14 years, and 45 *per cent.* were " morons "—that is, of so low intellectual capacity as not to be capable of complete self-guidance. Goddard asserts that seventy million Americans are no more than fourteen years old in intelligence, and further considers that the inefficiency of large numbers of workers is probably due to their being assigned tasks which they can never learn to perform well.

The scheme of the application of psychiatry to industry laid out by the doctors the author considers impracticable. First, physicians as at present trained have a meagre knowledge of psychiatry, so there is no adequate medical *personnel.* Secondly, it is necessary to be extremely tactful in introducing any type of examination which seems to suggest personal disqualifications. Man is sensitive as to his mentality. Thirdly, emphasis on conditions of mental health tends to suggest a new attitude towards social discipline and control.

Recently the clothing trade in Baltimore graded their workers according to ability, the unions themselves agreeing to varying compensation for each grade. Lately workers have been rated according to intelligence as a basis for assignation and promotion by such firms as Armour & Co., The Westinghouse Companies and others. It is true that the ratings are made upon the basis of the uninstructed opinions of superiors, but still the idea of relative mental capacity is implied. Correlative to such rating schemes is the development of " job specifications "—standard descriptions of mechanical opera-

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tions, together with a specification of the type of worker needed in each case.

The discovery has been made that there are feeble-minded persons in whose hands some jobs thrive. Monotonous inspection operations are instanced here.

The social efficiency of a group of individuals depends upon recognising the mental limitations of each one. Thus the hygiene of dealing with the weak-minded differs from the hygiene of dealing with the mentally sick. Morons should not be forced beyond their capacity. Mental disorder is more difficult to deal with than feeble-mindedness, for it is more closely relatable to efficiency as it leads to absenteeism, conscious withholding of efficiency, dishonesty, fights, turnover of labour, strikes, etc.

There can be no debate about the desirability of psychiatry to cure mental disturbances. The first step is the further enlightenment of employment managers and physicians doing a general sort of hygiene work in industry; then clarifying the minds of the general executive; then making a mental hygiene survey of industry by studying conditions affecting the mental attitude of workers and social histories. Rarely would individual personal examination be necessary. The regular physician and service workers should be used so as not to indicate doubt of the employee's sanity, and the examination would perhaps be incidental to interviews brought about ostensibly for some other purpose. The professional psychiatrist would need to come in only as a consultant and trainer for the other *personnel* workers. Organised protest would thus be avoided.

In the third paper Wade Wright remarks that most people do not have health. There is no index of the extent of any illness for any large group of the population. Mental hygiene is a way of combating the public ill-health, using industrial life as the field of encounter. Personal sickness is not solely the person's own concern. The frequency of industrial accidents is staggering; the loss due to sickness is nevertheless in the aggregate vastly greater. It is not the sick man that pays; we all pay. All the disabilities of man are not physical, and mental disabilities must greatly concern the worker for industrial health.

Handicapped minds cause industrial wastage and a vast amount of sorrow and discontent. There is a splendid job for the psychiatrist in industry. He can aid in the difficult task of fitting men to the jobs they can best do, and jobs to the men they need.

W. J. A. ERSKINE.

The Social Significance of Dementia Præcox. (*Ment. Hygiene, April,* 1922.) *Furbush, Edith M.*

In the States there are at the present time at least 130,000 persons suffering from dementia præcox requiring institutional treatment, and each year over 13,000 new cases are admitted into hospitals suffering from this mental disorder. The writer estimates that the annual economic loss to the nation on account of dementia præcox is 123,650,000 dollars. It consists of two factors—the cost of the

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