INTERNATIONAL SOCIETY FOR REHABILITATION OF THE DISABLED

The Ninth World Congress of the International Society for Rehabilitation of the Disabled will be held from June 23 to 29, 1963, in Copenhagen. The main theme will be "Accidents", and sessions will be held under three heads: Causation and Frequency; Evaluation; Vocational Rehabilitation and Prevention. After the Congress, tours will be organized of rehabilitation centres in the Scandinavian countries.

Information can be obtained from: P. Hoeg Albrethson, The Society and Home for Cripples, 34 Esplanaden, Copenhagen K.

THE BRITISH OCCUPATIONAL HYGIENE SOCIETY FOURTEENTH CONFERENCE, NEWCASTLE, SEPTEMBER 1962

The British Occupational Hygiene Society is arranging a Conference in Newcastle from September 18 to 20, 1962. The subject matter of the conference deals with some of the health problems caused by air-borne particles and fumes. The papers presented will cover, *inter alia*, asbestos, vanadium, and beryllium dust or fumes, and the speakers will be from the Department of Industrial Health of the University of Durham, the Factory Inspectorate of the Ministry of Labour, and the Metals Division of I.C.I. A demonstration of instrumentation in this field will also be arranged as will visits to some local industries.

The Conference will be held in the Lecture Theatre of the Department of Civil Engineering, King's College, Newcastle, and accommodation can be booked, if desired, through the Scientific Secretary at Ethel Williams Hall, one of the Halls of Residence. It is also hoped to arrange visits to points of interest for ladies accompanying delegates. Further details can be obtained from the Scientific Secretary, Dr. J. Steel, Department of Industrial Health, Medical School, Kings College, Newcastle.

BOOK REVIEWS

The Organization from Within. A Comparative Study of Social Institutions Based on a Sociotherapeutic Approach. By Cyril Sofer. (Pp. xiii+178; 4 figures. 25s.) London: Tavistock Publications. 1961.

This book is in two parts: Part 1 consists of a description of three projects undertaken in a combined research and advisory role in an industrial organization, a medical research unit, and an educational establishment. Each case study is described in narrative form, and the facts and opinions are reported in the order in which they occur rather than in a third person report. Thus, the reader is able to peer over the shoulder of the social consultant, and can piece together some of the evidence upon which he works; although some readers may be repelled by the approach which in parts smacks of the detective novel.

In Part 2, the two components of this work—therapy and research—are outlined and discussed separately. Therapy is represented by the attempt of the consultant to establish facts and re-conceptualize problems; to redefine expectations and assumptions (both those held by different members of the "client" organization about each other, and those held by the "client" about the therapist); to participate in planning and action; and to introduce and evaluate innovations. This aspect is compared and contrasted with the long-term psychotherapy of individuals. The research component enters as a result of the access of the consultant to the centre of the organization, and the working together of consultant and "client" in the analysis and solution of problems, providing the consultant with a better picture of the organization than that of the single-object researcher who is necessarily treated as an outsider and cannot gain access to the inner machinations of the ruling group. The disadvantages and difficulties of this method are also discussed.

The three case studies are evaluated to discover to what extent there emerged a regular pattern in the work of the consultant; what were the appropriate methods of working; and what type of preparation and training are indicated for this type of work. The final chapter contains several tentative generalizations about organizational change, but it is stressed that few of these are wholly derived from the case organizations, owing as much to contemporary sociological research. Unfortunately, no specific references to other sources are given to support the many generalizations.

No one will find in this book a panacea for all the social ills of their organization, but they should be stimulated to examine their preconceptions and to consider what they may expect and gain from the attentions of a social consultant.

C. K. ELLIOTT