such a service be established under the management of an occupational health nurse, it would still be necessary to employ doctors and hygienists to provide occupational health or occupational hygiene advice as required.

Finally, the problem of providing occupational health services for small industries has not been solved, and it is unfortunate that group occupational health services have been dismissed in the light of past experience before the *Health and Safety at Work etc., Act* was passed.

J. A. BONNELL

Cadmium 77: Proceedings of the First International Cadmium Conference. Edited by J. Cole and S. Hiscock. (Pp. 265; £30.00 (\$60.00; DM 150.00)). Metal Bulletin Ltd., Park House, Park Terrace, Worcester Park, Surrey KT4 7HY.

This is a very well produced report of the First International Cadmium Conference organised by the Cadmium Association, London, the Cadmium Council, New York and the International Lead Zinc Research Association, and held in San Francisco from January 31st to February 2nd 1977.

The conference covered a wide field including a review of the present and future roles of cadmium in industry, a section on the uses of cadmium and its technology, and industrial sources of cadmium in the environment. Part 4 reviews standards and regulations, and Part 5 the presence of cadmium in the environment and in aquatic life and crops. Part 6 is a wide-ranging review of the toxicological effects of cadmium including a number of previously unpublished observations. Finally, Professor K. Tsuchiya discusses the criteria for health standards.

The editors are to be congratulated on putting together the papers given at the conference together with the discussions: this publication brings together the most wide-ranging and comprehensive information on cadmium and its potential industrial and public health problems.

Together with its excellent list of references it will be an essential part of the library of all serious workers in the field of cadmium toxicology and public health control, and for managers who have a responsibility for the protection of the health of employees and the control of effluent in the atmosphere and liquid waste.

There are some differences in the approach to the criteria for health standards. The Task Group on Metal Toxicology held in Tokyo in 1975 defined critical concentration for a cell and also for an organ. This definition has certain difficulties because the 'adverse effect' or 'undesirable functional changes' are interpreted differently by different people. Also, as Professor Tsuchiya points out, critical organ concentrations can be measured only in animal experiments or *post mortem*. There are not a great number of cadmium-exposed workers in most countries so it is difficult to get adequate statistical evidence in this way.

In the UK, long-term clinical observations on low exposure groups who have not developed any clinical signs or symptoms are now being reinforced by *in vivo* neutron activation studies to determine organ concentrations of cadmium.

The discussion brings out very clearly the differences of opinion on what changes in renal function are acceptable and what are not acceptable. The quality of the papers is generally excellent and the discussions are particularly well reported.

D. MALCOLM

Women at Work. An ILO News Bulletin. (Pp. 30; 4.00 Sw. fr.). ILO: Geneva **Health of Women at Work—Proceedings of a Symposium.** (Pp. 62; £3.25). Society of Occupational Medicine, 11 St. Andrew's Place, Regent's Park, London NW1 4LE.

Women at Work No. 1/1977 is the first of a series of ILO news bulletins which will be published three times a year (March, July and November). It is directed to governments, workers' and employers' organisations, research institutes and individuals concerned with women's questions. In the words of Francis Blanchard, Director General of the ILO, it is intended to inform women, and the institutions concerned with their status, of significant developments in the field of education and exchange of ideas and experience. It is also intended to enlighten them about legislation and organisations that are capable of furthering equality and participation in economic and social development.

The first chapter is devoted to national trends and describes plans and policies laid down in different countries concerning the rights of women workers, outlining

the type of institutional machinery which has been developed to deal with women's problems.

The second chapter deals with the types of jobs which have been undertaken by women in the past, and stresses the need for the acquisition of modern skills, the lack of which encourages discrimination against women. The need for training and for a change in the traditional attitude to the education of women is emphasised, particularly in view of the increasing numbers of women in employment.

Changes in legislation in various countries, designed to promote equal pay for equal work, are discussed and some case histories are described with their legal outcome where women have lost jobs or compensation because of childbirth.

The need for greater involvement by women in trade union activities is touched on, and developments in a few countries described, including the election of a woman president to the Canadian Union of Public Employees which has well over 210 000 members. The ILO set up an 'Office for Women Workers' Questions' on 1 April 1976 in compliance with a resolution passed at the ILO Conference in June 1975. The ILO medium-term plan for 1976–81 is mentioned, as well as current research and studies geared to promote opportunities for women and to improve their conditions of work. Reference is also made to developments taking place at regional level, to ILO documents on Nursing Personnel and Women on Board Ship and to other events taking place within the UN, UNICEF, ILO/UNESCO and non-governmental organisations with a view to improving the status and role of women. Much of this relates to the developing countries.

The penultimate chapter consists of extracts from the Declaration on equality of opportunity and treatment for women workers which was adopted at the Sixtieth Session of the International Labour Conference in 1975, while the final chapter is devoted to bibliographical references.

The document makes rather dull reading but is important from the point of view of developments in the expanding field of women in the work force. The main emphasis is on equality of opportunity, equal rights between men and women and the removal of discrimination, although there is an implied need to safeguard the family. The question whether,