

operation in the EEC and concludes that the 'real bottleneck is the difficulty in reaching a political consensus with the member states'. The article — which is written by Christopher Wilkinson, a top civil servant from the EEC Commission — provides the reader with an 'inside' evaluation of industrial policy co-operation in the EEC. The author considers that 'industry itself could find a consensus in the Community more readily' than the national governments. The reasoning behind the organization of the recent high-technology programmes like ESPRIT, RACE and EUREKA in fact follows to a certain degree this viewpoint. However, according to another important article in the book, the liberation and reinforcement of market forces in Europe will be the only way forward 'if Europe shall survive': high technology programmes can be only one, but surely the most spectacular, element of a much broader plan of action.

The *Financial Times* published during the summer of 1985 a series of articles under the common heading of: 'Can Europe catch up?' Only in a very limited number of technological fields — such as telecommunication switching, office automation and software — does European industry excel. In almost all other fields US and Japanese industries are way ahead. In the conclusive recommendations of the *Financial Times* (17 July 1985) one reads that there exists a strong need for a more 'invigorating climate which will stimulate existing industries. What companies need now is bigger markets, free of the byzantine regulations and entrenched commercial interests which keep the EEC fragmented'.

The present book follows the trail of this prevailing political logic: 'Less state' and more 'freedom' for the individual risk-running entrepreneur. Both readers holding the same conviction and those with doubts will find this book informative and motivating to explore.

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Jozef Wilczynski (1983) *Comparative Industrial Relations*. London: Macmillan.

This volume attempts to identify and discuss 'contrasts and unexpected similarities between all major spheres of industrial relations ... in the developed capitalist market economies, the socialist planned economies and the less developed countries of the Third World'. This is, indeed, a formidable task!

The headings of the book's ten chapters maintain the promise of high aspirations by giving some of the key terms of any industrial relations analysis: employment, work discipline and conditions of work, trade unions and collective bargaining, industrial democracy and participation, technology, inflation and labour, wages and living standards, industrial disputes, international worker migration. Given this all-embracing intentions, the author, in his treatment of these topics, necessarily has to choose a (superficial) bird's-eye view of the world, sometimes coupled with an unexplained eclecticism when scrutinizing a particular area more thoroughly than others, just because the area happens to catch the bird's attention.

In each chapter and each chapter's subdivision (usually about four) the author tries to make at least a few observations on the issue under discussion from all three of his main breakdowns of the world: from the situation in socialist, in non-socialist (capitalist) and third world countries. Since no integrating theoretical framework is guiding this world perusal (the book doesn't even contain a systematic discussion of

Dunlop's seminal contribution to comparative industrial relations), historical accounts and factual reporting of differing depth and accuracy stand side by side, often providing a lot of information, alas poorly organized. It may be discounted as a matter of style when a book contains any trivial statements that a good copy editor would have caught and deleted ('The ethical approach to work has varied historically and still differs today in different countries', p.45); however, more serious are sweeping generalizations if not substantiated at least by appropriate references ('Some unions are peaceful, respectable and even plain conservative, and some are unpredictable, irresponsible, disruptive or corruptible', p.69); but unforgivable in a treatise of comparative industrial relations is the fact that neither recent theoretical development (e.g. corporatism) nor recent international comparative empirical research is reported (e.g. on union democracy — Edelstein and Warner; on industrial conflict — Pizzorno and Crouch; or on industrial democracy models — King and van deVall or IDE).

A comparatively strong and valuable aspect of this volume is the treatment of many interesting details of industrial-relations-related aspects in socialist (or rather USSR-dominated eastern bloc) countries. The author's intention of advancing comparative industrial relations may have been served better if he had exploited his clear competitive advantages by writing a book focused on that region of the world. Given that the index contains only a few authors while the mass of references is hidden in 421 footnotes at the end of the book, the reader has a hard time separating the grain from the loosely coupled chaff.

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Susan Lonsdale (1985) *Work and Inequality*. New York: Longman.

'The subject of social policy has often been late in taking on broad issues directly related to employment and unemployment', writes Susan Lonsdale in her final chapter. This book sets itself the bold task of making up for that tardiness. Aimed at students of social policy and administration, it relates a variety of forms of inequality to the functioning of the labour market. The all too familiar pattern of disadvantage, reflecting sex, age, racial background and physical handicap, is shown to be reinforced both by the distribution of work and by practices within the world of work.

There is much that is useful in the book, but the ambitiousness of its target weighs it down. In effect, Susan Lonsdale demonstrates the truth of her statement quoted at the beginning, for she is evidently far more at home on the orthodox areas of social policy than when she ventures into labour market theory. Macro-economic factors are, understandably perhaps, excluded, though not explicitly so; it seems rather unfair to dismiss all MSC programmes so negatively as she does without setting its efforts in a broader context. And the dynamics of workplace industrial relations are barely touched upon — it would, for example, have been useful to have had a consideration of the role of trade unions in combating, or reinforcing, inequality.

The general theme is obviously of crucial importance, especially in the light of the trends to which the book points: the fragmentation of employment and the marginalization of many segments of the work force. The notion of a core of secure, relatively well-paid employees surrounded by a mass of peripheral and poorly protected workers demands serious attention. It is highly relevant to the future of