

ability of noncitizen Arabs to penetrate the occupational structure in Israel. Next is the Lieberson index of net differences to establish whether differences in occupational distribution between noncitizen Arabs and other groups in Israel are systematically related to status ranks. Then the authors examine the determinants of differential participation using cross-product odds ratios. The results of all these analyses show a uniformly low and worsening position for noncitizen Arabs. At this point, the authors find it essential to estimate the net effect of each of four variables on the rate of participation of noncitizen Arabs in the labor market: ethnic composition, unemployment rate, percentage of salaried workers, and average age of workers in an occupation. The central politicomilitary fact that shapes the condition of Palestinians from the occupied territories in Israel is simply not considered. The chapter continues to subject the available evidence to more and increasingly elaborate statistical procedures. And this is only one chapter. The other three chapters that form the core of the book follow a similar logic of explanation.

The book provides us with a first-rate illustration of various sociological models and statistical procedures that can be used to understand the incorporation of ethnic minorities in a labor market and their chances for occupational mobility. Some of these models are indeed powerful tools that would allow one to disentangle differences between such groups as Italian and Polish workers in Chicago or Colombian and Mexican immigrants in the United States. But the choice of population limits the explanatory power of these methods and models. It becomes a way of trivializing both the condition of the workers and such sociological models. The methods and procedures used basically pivot on issues of socioeconomic status and rank and are intended to capture detailed variation. But there is not much variation in the status and rank of noncitizen Palestinians employed in Israel: they are segregated and concentrated in low-income occupations, and their absence from high-status occupations is absolute. All the results confirm what the authors had presented in the first 15 pages of the book with evidence from Israeli government statistics.

Work and Industry: Structures, Markets, and Processes. By Arne L. Kalleberg and Ivar Berg. New York: Plenum Press, 1987. Pp. 244. \$24.95.

Randy Hodson
Indiana University

Work and Industry seeks to integrate recent research in the United States on the sociology of work. The goal is to provide both a scholarly integration and a teaching tool for graduate courses on the sociology of work.

The authors' primary conceptual contribution is the development of a matrix of six work "structures" cross-classified by six types of markets. The six work structures, or factors that influence the nature of work, are the state, classes, occupations, industries, business organizations, and unions. The six types of markets are product markets, capital markets, resource markets, demand for labor, labor supply, and political markets. The literatures that Arne Kalleberg and Ivar Berg argue can be organized within this matrix include organizational and labor-market analysis, stratification research, industrial sociology, and occupational sociology, not to mention economics, history, political science, industrial relations, and social psychology.

Kalleberg and Berg argue that previous studies of work are flawed if they do not include a consideration of all of these factors. Thus, they criticize studies that consider only one factor and commend those that consider several factors. Any given study of work would not have to include all these factors, but it should at least be organized so that comparisons across the various dimensions are possible.

The purpose of the matrix is to guide researchers in situating their studies and encourage them to consider as many factors as possible in their research designs. This is to be done either by including measures of the factors or by selecting cases that allow for comparisons across dimensions that do not vary within a single study. Such integration is an admirable goal advanced by the book.

Another stated purpose of the book is to encourage greater attention to the connections among different structures and the examination of how these structures influence one another. This is most convincingly argued for the effects of the state on various aspects of work such as benefits, safety and health, and corporate regulation; less so for other connections. However, the invitation to give greater attention to these interconnections is well taken.

The most fundamental limitation of the book is that a 36-cell matrix is no substitute for an integrative theory of how these structures are inter-related. The authors make no attempt to outline such a theory, and without a theory of how these structures are related, the matrix provides a way to label and categorize research articles but little more. I am not sure what such a theory would look like, but one might try to develop a theory of work based on *power*, in contrast to Oliver Williamson's market efficiency model of organizations. The work involved in developing such a theory would be immense. Providing a matrix of factors can perhaps be seen as a preliminary step in developing such a theory. But without some beginning statement of that theory, how are we to know whether these are the correct factors to consider?

The matrix can also be criticized on more specific grounds. Kalleberg and Berg's model of work structures and markets is ahistorical. Rapid changes are occurring in the nature of work that, at a minimum, involve technological advances based on the widespread application of micropro-

cessors, shifts in the world economy, and changes in the nature of women's involvement in paid labor. The matrix of work structures and markets described here is limited in its ability to help us in our efforts to come to theoretical terms with how these important changes are shaping the nature of work.

In addition, each "structure" is itself made up of a complex set of dimensions that are not independent of one another. Organizations and unions, for example, cannot be "added" to class or even "interacted with" class. The identification of these other structures as significant factors involves theories of social organization that take many of the same factors used by class theorists and array them in different ways with different claims about causal priority. Similarly, other aspects of work are not well conceptualized as "correlates" of these six work structures. The components of any one theoretically identified structure are to a significant extent shared by other theories; they are just integrated differently. This complexity is not well captured by the language and conceptualization of a "multivariate" regression model that assumes independence among causes.

In spite of these criticisms, the book might be used in a graduate course on the sociology of work. The coverage is extremely wide, and this might serve as a useful organizing framework for students. The book was written with teaching uses in mind and contains a number of pedagogical devices, such as lead questions, that begin each section.

The endeavor of classifying the growing body of research on work is an important one, and Kalleberg and Berg have made a worthy effort in this regard. They apologize in their preface and at several places in the book for not having a theory to integrate their conceptual model. I wish they had at least begun the work of developing such a theory. Their efforts may, however, encourage greater attention to the connections among the many influences on the nature of work. Their efforts may also encourage the theoretical work needed to conceptualize work adequately and to understand contemporary changes in the nature of work.

The Mobility of Capital and Labor: A Study in International Investment and Labor Flow. By Saskia Sassen. Cambridge: Cambridge University Press, 1988. Pp. xi + 224. \$34.50.

John Walton
University of California, Davis

Any author aspiring to say something new on the subject of migration faces great competition. Classic studies by Max Weber and W. I. Thomas have plowed this furrow. Social scientists from around the world have had a go at it. In the past decade or so, new theories have come in rapid succession, supplanting rude notions of push and pull with heady anal-