decisions made directly by migrants themselves" (p. 4). In fact, “Economic incentives and cultural norms and practices are more important than official policy positions in shaping migration flows...large-scale international labor migration as experienced in Pakistan sometimes reduced the role of the national government in Islamabad to that of an interested bystander rather than an active participant” (p. 6). Addleton’s proposition that “...the central government was never able to fully ‘capture’ or ‘control’ any significant part of the migration process...” because the migration was so decentralized is central to his theme that overseas labor migration undermined central government direction and control of development in Pakistan (p. 5). This proposition challenges the notion that central governments are the dominant actors in the development process.

The balance of the study supports his proposition.

In Part Two (“The Shaping of a Movement”), Addleton deals with the size of the overseas migration (chapter 5, “The Numbers Game”) and how demand and supply influenced the migration (chapter 6). He profiles the migrants in chapter 7 and examines the Government of Pakistan’s migration policy which he correctly describes as “ad hoc” in the initial stages of migration to the Gulf.

Both the benefits and costs to Pakistan and Pakistanis are documented by the author in Part Three, “The Nature and Direction of Change”. Remittances and their impact nationally and locally are examined in chapters 9 and 10. On the benefits side, the enormous inflow of hard currency in the form of remittances from both official channels (the formal banking system) and the hundi or informal banking system exceeded $2 billion in the 1980s (p. 119) producing a “...macroeconomic impact [that] was pervasive and farreaching” (p. 113). The costs were borne by the migrants and their families. The “Dubai Syndrome” which produces disorientation in the overseas worker (p. 156), various psychological problems that wives of overseas workers experience and suicides among emigrant families are some of the costs which Addleton labels the “Casualties of Change” (pp. 155-162). Chapter 11 (“Labour Market Adjustment”) deals with adjustments that were made due to the temporary loss of the skills of those who migrated. Chapter 12, “The Importance of Return”, focusses on remittance and employment patterns of those who have returned from overseas. Since citizenship was and is not an option in the Gulf States for overseas workers, most Pakistanis returned home after their contracts were finished. Addleton’s last chapter (13) contains his conclusions.

Not only is Undermining the Centre a study critical for understanding present day Pakistan, it is also enjoyable reading. This book is required reading for all individuals, academics and lay persons, interested in Pakistan and/or labor migration.

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Brinton attempts to adjudicate “a balance between an explanation of gender stratification based on individual, voluntaristic action and one based on the institutional structures of society” (p. 17). Her central argument is that Japanese women have played a dual role in the postwar economic success of their nation. They directly participate in...
the economy by providing inexpensive labor to employers and they indirectly participate by nurturing the higher priced labor of their husbands and sons. This dual role is the result of the "human capital development system" that governed the formation and use of "human capital" in the family, the educational system, and the workplaces of postwar Japan. In the family, women assume the emotional and caretaking responsibilities, freeing men to devote themselves to company life. As for the highly competitive and expensive educational system, parents usually decide to invest their limited capital in sons because they will return the highest investment: males receive higher wages and higher rates of lifetime employment than females. Parents benefit from this investment during their old age when they are generally dependent on their sons. Gender stratification, therefore, is systemic and is the result of a sequence of choices that are structured by institutions and people with whom one has contact. The end result is a higher level of gender differentiation in Japan than in Western industrialized nations.

This book compares women in Japan to those in Western industrialized nations. Brinton concludes that of the two, Japanese women are more likely to be piecework laborers or workers in family-run enterprises. A greater tendency exists in Japan than the West for white-collar jobs to be male and blue-collar to be female. The male-female wage gap is greater in Japan and fewer Japanese women combine the role of wife and mother with the role of employee than Western women. None of these conclusions adds to the existing literature dealing with women in Japan and the West.

Brinton's examination of the changes in work organization in twentieth century Japan also offers no new insights. She argues that private enterprise and the government consciously developed the permanent employment system to meet the demands of both employers and workers. To supplement this permanent labor force, Japan has relied heavily on workers who are either in non-career track positions in large firms or are in small firms or family enterprises. This dualistic system works to the detriment of women who are expected to devote part of their life to childrearing and thus cannot fulfill a lifetime commitment to a company. Women therefore dominate the supplementary workforce where low pay and few benefits are the norm.

Brinton then presents her own study of 1,200 men and women in three Japanese cities in the mid 1980s to determine how and why the two sexes fare differently in the labor market but once again, her conclusions are old hat. Men and women's first jobs are highly sex segregated and many more men than women attain permanent employment. Higher levels of education directly affect the starting wages of men but not of women. Men who receive distinguished university educations usually obtain jobs in prestigious firms or the civil service. A similar education for women usually leads to a good marriage match and a solid basis with which to help guide their children, especially sons, through the competitive school system. Thus, additional amounts of "human capital" do not create the strong advantages for women in the labor market that they do for men.

In her conclusion, Brinton examines the implications of recent social change in Japan for women's economic roles. She evaluates whether Japan is a "leader" of other East Asian countries and concludes that no case can be made for Japan constituting a prototype of East Asian women's economic role. Unfortunately, her four paragraph analysis leaves the reader wishing Brinton had spent more time comparing Japan to other East Asian countries rather than to Western nations. She also finally introduces two changes that will have a significant impact on women: the Equal Employment Opportunity Law of 1985 and the increasing labor shortage in Japan. Her nine page discussion of these two topics is simply inadequate. Because this book is a sociological