

Shorter Notices

International Labour Office. *Women Workers: An Annotated Bibliography, 1983–94.* Geneva: International Labour Organisation, 1995. xiii+290 pages. Paperback. Swiss Francs 35.00.

This annotated bibliography provides references to some 950 ILO publications and documents, including abstracts from the ILO's LABORDOC data base. The bibliography is arranged by subject categories covering international relations, economic and social development, social science and culture, education and training, rural development, economic activities, trade, management, labour and employment, population and migration, health and safety, the environment, and research activities. Indexes by author and title, as well as by detailed topic and country or area, are given at the end.

World Health Organisation. *Integration of Health Care Delivery.* Geneva: World Health Organisation. 1996. v+68 pages. Paperback. Swiss Francs 14.00/US\$ 12.60.

This report elaborates the strategies and a detailed plan of action to achieve an integrated delivery of health services, using the district health system as a model. The development of an integrated health system is put forward as a means of achieving greater access to care, increased participation, more equity, and enhanced effectiveness, particularly in situations where a critical shortage of resources forces the planners to look for new, cost-effective solutions. Throughout the report, experiences from a range of countries are used to illustrate the obstacles to change as well as specific approaches that have the greatest chance of success. Although the lines of action suggested do respond to the needs of both the developing and the least developed countries, yet many of the proposed solutions have universal applications.

The report concludes with a detailed, ten-step plan of action, moving from the need for long-range vision and political commitment, through the creation of an appropriate legal framework, to capacity building, the establishment of networks, and comprehensive quality assurance of services. Country experiences with integrated health systems are reported in an annex.

Jan Servaes, Thomas L. Jacobson, and Shirley A. White (eds). *Participating Communication for Social Change.* New Delhi: Sage Publications. 1996. 286 pages. Hardbound. Indian Rupees 325.00.

The importance of participation in development has been sufficiently stressed in the relevant literature on development. This book goes a step further by highlighting participatory communication and the impact of establishing goals for social change through participatory development. The book is a collection of fifteen articles divided into three parts. Part I deals with general theoretical perspectives linking communication participation and development to policy issues and political ideologies. Part II examines different methodological perspectives, and Part III discusses the main issues of participatory communication from theory to practice. Here five case studies are presented and represent specific experiences in participatory communication for social change.

Prepared by Mir Annice Mahmood, Book Review Editor.

The fifteen articles in this book are independent yet interlinked in stressing the importance of participatory communication in 'Third World' Development with a particular emphasis on the application of participatory theory at the grass-roots level. The articles are significant in that they shed light on understanding participation and participatory processes from an unconventional perspective.

V. V. Bhatt. *Financial Systems, Innovations, and Development.* New Delhi: Sage Publications. 1995. 227 pages. Hardbound. Indian Rupees 265.00.

It is clear that financial systems play a significant role in promoting economic development. However, for them to play a continuing and effective role in the development process, financial systems have to continually innovate. This book examines how financial systems introduce and implement new instruments that facilitate, stimulate, and promote investment by entrepreneurs. The book discusses the various important innovations that have contributed to the development of different financial systems as well as the international capital market. The book also examines the main features of the German Universal Banking System, the Japanese Main Bank System, the Lead Bank Systems of India, and the Anglo-American System.

The book is significant in that it highlights the linkages between financial innovations and the development process, a subject that is understated, if not ignored, by the mainstream as well as development economists. Dynamic and responsive financial systems play an important role in raising capital for investment, which is one of the main ingredients for development.

Arun Banerji. *Finances in the Early Raj: Investments and the External Sector.* New Delhi: Sage Publications. 1995. 338 pages. Hardbound. Indian Rupees 375.00

Late nineteenth century saw a large number of the major economies experience respectable growth rates. The only exception was India. In this book, the author attempts to explain why the Indian economy did not grow like the other major economies did.

The author uses a new methodological framework and stresses that fiscal policies of the colonial government were responsible for the stagnation of the Indian economy. To support his argument, he focuses on three main elements of fiscal policy: government finance; state investment in public works; and the external account. The fiscal policies that were followed, the author asserts, influenced resource allocation, national income, and infrastructure. In particular, the author highlights policies relating to irrigation in the post-1858 period, using case studies of five major irrigation projects which were delayed due to over-centralisation and a paucity of funds.

The other interesting aspect of the book is an estimation of the outward transfers from India in the fourth quarter of the last century. These outward transfers, the author claims, brought about deflation in the economy, which, in turn, affected incomes, savings, and growth. Overall, the book has a multi-sectoral approach to the issues of that time and puts forth a unique explanation of the causes of India's lack of development.

Roy Macleod and Deepak Kumar (eds.). *Technology and the Raj: Western Technology and Technical Transfers to India.* New Delhi: Sage Publications. 1995. 348 pages. Hardbound. Indian Rupees 365.00.

This is an interesting book which examines the linkages between the history of technology and the history of imperialism in South Asia, or, in other words, the relationship between technology and colonialism in British India. The articles in this volume generally conclude that from the beginning of the British presence in South Asia, a strong connection existed between commercial interests, technological change, and government policies. Both science and technology were employed as instruments of control and economic advantage.

The book has three parts: the first deals with the transfer of technology and the Raj; the second with changes in the means of communication; and the third examines the problems of transition. The three key relationships that are reviewed in the book concern the following: first, the practices that encouraged or limited technology transfer and technological and engineering education; second, the emerging patterns in transportation and communication; and third, the principles arising in the struggle for technological sovereignty before independence. This book would be of particular interest to those in the field of economic history and the history of science and technology.

Ben Crow (with Alan Lindquist and David Wilson). *Sharing the Ganges. The Politics and Technology of River Development.* New Delhi: Sage Publications. 1995. 272 pages. Hardbound. Indian Rupees 185.00.

The Ganges and the Brahmaputra are the two major rivers that flow through northern India into the Bay of Bengal. Some 400 million people live in the basins of these two rivers, a large number in poverty. This book looks at just one factor which contributes to this poverty. That factor is the international conflict between what was East Pakistan (now Bangladesh) and India, which prevented any meaningful solution to the sharing of the waters between the two countries. The book traces this conflict which had its origins towards the tail-end of British imperial rule. It consists largely of interviews with important decision-makers, diplomats, and engineers and of reports and official documents which have had restricted circulation.

The book begins with an examination of the processes that led up to the construction of the Farakka Barrage, which many regarded as the initial cause of the dispute. The author then goes on to highlight the main issues which have influenced subsequent negotiations with respect to river development, in particular the requirement for irrigation water in the dry season. In conclusion, the author suggests a new agenda for research in areas which directly impinge on South Asian regional cooperation. The analysis of the issues raised in the book is ably complemented by numerous tables and figures.

Vijay Padaki (ed.). *Development Intervention and Programme Evaluation: Concepts and Cases.* New Delhi: Sage Publications. 1995. 248 pages. Hardbound. Indian Rupees 285.00.

Evaluation of development programmes requires a valid methodology. However, current methods, tools, and techniques used to evaluate development programmes are proving to be inadequate for the purpose. Keeping this in view, a group of administrators and researchers held a conference on the main issues in programme evaluation in the development context. This book is the outcome of that collective effort.

It highlights the new directions in theory and methodology in programme evaluation derived from the Indian development experience. The central message conveyed by the contributions to this volume is that if programme evaluation is to find a legitimate place in the larger framework of policy analysis, then all development interventions must be examined in the context of an integrated whole: the content of the interventions, the context of the interventions, and the assessment of the outcome.

The book is divided into two parts. Part I discusses the major issues involved in bringing programme evaluation into development intervention, as well as discussing alternative methodologies for programme evaluation. Part II of the book tests the validity of this alternative methodology through case studies. The subject matter of the book would be of particular interest to policy-makers, programme administrations, funding organisations, and other social scientists who work in the area of development.

Vandana Desai. *Community Participation and Slum Housing: A Study of Bombay.* New Delhi: Sage Publications. 1995. 347 pages. Hardbound. Rupees 350.00

The issue of providing housing to low-income populations in developing countries is an item that is high on the agendas of governments and international agencies. As a consequence, large investments have been made in housing projects, with community participation as the main component. This is important because, without the participation of the community, the total potential benefits of such housing projects will not be realised.

The main focus of this book is on the meaning and scope of community participation, particularly using the slums of Bombay as a case study. The author highlights two main issues, namely, the impact of community mobilisation on the process of slum improvement and the effect of the extent of participation on the services provided. Basically, one needs to understand the mechanism through which the urban poor express their requirements with respect to housing and other related basic services, and how these requirements can be met. It is also important to note, the author points out, to go beyond the negative labels that are associated with urban poverty and to look at the positive aspects of the activism of the poorer segments of society.

Brian C. Aldrich and Ranvinder S. Sandhu (eds.). *Housing the Urban Poor: Policy and Practice in Developing Countries.* New Delhi: Vistaar Publications. 1995. 417 pages. Hardbound. Indian Rupees 445.00.

Developing countries have seen large increases in population numbers, a slow-down in agricultural production, and a significant rise in the rate of urbanisation. This last development has put pressure on the urban authorities to provide housing facilities for those people migrating from the rural areas to the urban centres. However, they have largely failed to provide such facilities, as a consequence of which many urban areas have witnessed the growth of slums and squatter settlements.

This book, which is divided into four parts, consists of a number of articles that evaluate the different solutions implemented by the developing countries to resolve the problem of housing the urban poor. For this purpose, the articles in the volume have been grouped into three main categories: housing under high levels of human development (case studies from Hong Kong, South Korea, Costa Rica, and Mexico; housing under medium levels of human development (case studies from Brazil, Colombia, Cuba, Thailand, and the Anglophone Caribbean); and housing under low levels of human development (case studies from Egypt, Tanzania, Zambia, Ghana, Pakistan, and India). The contributions highlight the solutions that have been successful and effective, as well as those that have failed. The contributors are of the opinion that for housing policy to be effective, local traditions and culture must be taken into account keeping in view the changes in ideology and policy at the global level. The direction in which research and analysis in the housing field are moving is presented well and would be of some importance to town planners, architects, and geographers, to name a few.

Bernhard Glaeser. *Housing, Sustainable Development, and the Rural Poor: A Study of Tamil Nadu.* New Delhi: Sage Publications. 1995. 432 pages. Hardbound. Indian Rupees 465.00.

This book is an empirical work that reviews efforts to improve housing technology for the rural poor in the state of Tamil Nadu. The volume is conveniently divided into five parts: Part I deals with concepts and the geographical setting; Part II discusses the empirical examination of a concept; Part III looks at constraints of housing in rural society; Part IV examines the question of how to implement housing technology in a village; and Part V presents the recommendations of the study. It is to be noted that the author has used the habitat concept, which treats housing and issues related to the household as components of twin systems—the environmental and the social—to elaborate the empirical part of his study.

The book has two main conclusions. The first is a set of guidelines that emerge from the analysis and which determine the appropriate technologies for rural housing; the second serves as an empirical test of the concept of eco-development as applied to housing. The material in the book covers a number of disciplines such as appropriate technology, sustainable development, environmental issues, sociology, and human ecology, all topics of current concern in a large number of developing countries.

David Vaughan–Whitehead, et al. *Workers' Financial Participation: East–West Experiences*. Geneva: International Labour Office. 1995. (Labour-Management Series No.80). xv+240 pages. Paperback. Swiss Francs 30.00

This monograph examines the experience of various workers' financial participation schemes in Belgium, Czech Republic, Slovakia, France, Hungary, Italy, Japan, Poland, The United Kingdom, The United States, and the former Yugoslavia.

The strengths and weaknesses of each scheme are reviewed in depth for each country. In particular, it deals with those schemes where fixed pay is not the only remuneration period to workers but also includes a certain percentage of pay which is linked to some indicator of enterprise performance. For example, gain-sharing is a remuneration system that rewards employees of an organisation who are able to suggest improvements in the performance of the organisation.

However, gain-sharing is largely applicable to small groups or organisations. Of more relevant concern to large companies are profit-sharing and workers' share-ownership plans. In the former scheme, profit-sharing is linked to the profits generated from the economic activity of the organisation and is a collective scheme in which all employees are covered. The latter scheme involves the distribution of a company's shares to its employees at preferential prices or free of cost. After examining the various strengths and weaknesses of the different types of schemes in the countries mentioned, the book concludes that these schemes are the result of specific systems of industrial relations and the attitudes and bargaining powers of the trade unionists and politicians of these countries. Results cannot be generalised for other countries not mentioned in this book.

Anne Trebilock (ed.). *European Labour Courts: Remedies and Sanctions in Industrial Action, Preliminary Relief*. Geneva: International Labour Office. 1995. (Labour-Management Relations Series, No. 81). vii+107pages. Paperback. Swiss Francs 20.00.

This book discusses the experiences of labour court judges in dealing with the different issues on which they have had to adjudicate in the area of labour rights. The book is divided into two parts: Part I deals with remedies and sanctions in industrial disputes with country experiences from Denmark, Finland, France, Germany, Hungary, Israel, Norway, Spain, Sweden, Switzerland, and the U.K. The issue addressed here is how to deal with industrial action (strikes). There are various arbitration procedures in each country depending on whether the industrial action is sanctioned (lawful) or unlawful. In some countries (for example, Finland, France, Germany, Norway, Spain, and Sweden), if industrial action has

been resorted to in a prescribed and lawful manner, then the courts have no jurisdiction. However, the very definition of what is lawful or not varies from country to country.

Part II looks at the subject of temporary relief in individual labour disputes with country experiences from Germany, Hungary, Israel, Norway, Spain, Sweden, and Yugoslavia (Slovenia). Two questions need to be answered here. The first is: When does such a situation arise? And the second is: How can the employee be protected from dismissal till the merits of the case have been examined. The book is useful in that it provides information about the functioning of labour courts in the resolution of collective and individual disputes.

Arturo Bronstein and Constance Thomas (eds.) *European Labour Courts: Decisions and Jurisprudence on Sex Discrimination*. Geneva: International Labour Office. 1995. (Labour-Management Relations Series, No. 82). vii+115 pages. Paperback. Swiss Francs 20.00

This volume consists of papers presented at an international seminar held in Brussels in September 1993. The countries which participated in the seminar included Finland, Germany, Hungary, Israel, Norway, Slovenia, Spain, and the United Kingdom.

The seminar had a two-point agenda. The first examined the role and use of international and European Labour Standards in labour court judgements; the second looked at labour court jurisprudence on sex discrimination. Of particular importance in this volume are the summaries presented by the editors as these present the essence of the seminar with respect to the two-point agenda.

The material in this book is of value in that it shows how the various legal systems (similar and not so similar) operate in Europe.

Janet Siltanan, Jennifer Jarman, and Robert M. Blackburn. *Gender Inequality in the Labour Market: Occupational Concentration and Segregation. A Manual on Methodology*. Geneva: International Labour Office. 1995. xi+124 pages. Paperback. Swiss Francs 22.50

This book is a manual that outlines the methodology of measuring gender inequality in the labour market. In other words, it examines the problems of segregation and concentration in connection with gender inequality in the labour force. This manual, therefore, sets out to assist those who are involved in the production of information about gender concentration and segregation in the occupational structure so that the issues raised can be appropriately tackled. In addition, the manual serves as a guide to the question of data quality and the selection of appropriate measurement procedures; it reviews the methodological issues involved in studying occupational segregation over time and recommends criteria for choosing a measure. The manual introduces a new procedure applicable to segregation analysis over time, that of Marginal Matching, and includes guides to using computer software such as SPSS and Lotus 1-2-3 for measuring segregation.

This publication is part of the ILO's Interdepartmental Project on Equality for Women in Employment. It makes a major contribution to the debate on occupational segregation, a problem that confronts women workers in the labour market.