

on urban development confound predictions regarding future settlement patterns, a high degree of flexibility in urban planning and use of urban structures is required. Goddard has suggested that the ability to exploit these new fields may well depend on the speed of the response and the inherent infrastructure, industrial and institutional capacity of the individual city.¹ Guidelines are urgently needed for policies that would harness the benefits of technological changes for people who live in cities and in particular for those groups that will lose substantially during restructuring and the innovation process.

These criticisms notwithstanding, the book is uncommonly informative, stimulating and even fun for the general reader or for a classroom introduction to the subject. Urban planners and economic development policymakers also will benefit from acquiring a sounder basis for integrating sectoral/regional/urban policies with the requirements of technological advances. Upon that basis urban scientists might be better equipped to insure that human needs are met by the technological revolution.

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Technology, Work and Industrial Relations edited by Russell D. Lansbury and Edward M. Davis

(Longman Cheshire, Melbourne, 1984) pp. xv + 253, \$18.95 (pb), ISBN 0 582 68892 2.

The general impression which emerges is that, like most British employers, most Australian employers introduce new technology first and think about consequences (in terms of industrial relations etc.) second. Attempts to secure union and workforce participation are rare.

The book consists of four parts. The first contains reviews of technological change and industrial relations in Australia from different perspectives: academic, employer and trade union. The second presents case studies related to these issues in the banking and finance industries, in television and broadcasting, in water, sewage and drainage and in retailing. The omission of any case study material on manufacturing is, perhaps, surprising, although manufacturing is of less relative importance in Australia than, say, in the USA, Japan or Britain. The third part of the book is concerned with relationships between technological change and the design of jobs and the quality of working life; on implications of technological change for

occupational health; for women's employment; and for redundancy protection in Australia. Implications for the future are summarised in the final part.

For me, the best part of the book is the case studies. Perhaps the most interesting is the chapter on the introduction of electronic news gathering in the Australian Broadcasting Commission. In this case, there was a lengthy dispute over demarcation, despite the existence of a commitment to participation epitomised by the setting up of a committee in 1977 with terms of reference to discuss the implications of technological change and to "formulate recommendations by consensus to the General Manager". The authors find the ABS's tendency to deal with problems "on a short term, *ad hoc* and piecemeal basis" to be at the root of the problem: together with the pursuit of narrow sectional interests by individual "robber baron" top managements in ABC, in addition to a "deficient and uncomprising industrial structure". The richness and depth of the material presented in this chapter cannot be captured in a brief review.

The book is intended as an introductory text for students of management. Writing (and editing) a book for students is difficult. A compromise has to be reached between the need to convey basic ideas in a readily comprehensible way, and the need to present interesting, exciting and also some more difficult material to stimulate interest and whet the appetite for the subject.

Perhaps inevitably, then, some of the book is somewhat routine, but necessary. For example, it includes a thorough review of the history of industrial relations in Australia and of trade union, employer and government attitudes to technological change. A chapter by Russell Lansbury and Edward Davis considers the Report of the Committee of Inquiry into Technological Change in Australia in 1980 (CITCA) — The Myers Report — and the response (or lack of response) of various interested parties to its recommendations.

Not surprisingly, the employers' view is that new technology should be welcomed: investment, exports, research and development should all be encouraged, and measures taken to ensure the supply of appropriately skilled people. It is, of course, important that students should be made aware of the somewhat stereotyped positions adopted by people with axes to grind. The tendency to make statements which prompt the reaction 'they would say that wouldn't they?' was at its most pronounced in this chapter by Robert Herbert of the Metal Trades Industry Association:

I would like to repeat that improved technology makes more interesting jobs. The nature of a job is not based on the whim of the employers. What dictates the type of job available is the need of the employer to respond to the demands of the marketplace in relation to the company's products. And in the majority of cases this means eliminating the dull, the boring, the repetitive, the inefficient production process.

The counterblast duly arrives in several places, including Sol Encel's traditional sociologist's attack on technological determinism in the concluding part of the book. All very necessary in a book of this type. But, somehow, with the notable exception of the case studies, most parts of the book lack the excitement of up-to-date controversy — industrial, political and intellectual.

Most of the authors appear a bit tame and 'establishment'. There are, indeed, some fleeting mentions of the labour process school of thought (Harry Braverman, David Noble). The 1978 book by Gershuny on the emerging self-service economy receives fleeting mention, with little attention to later publications in this area. There is no explicit discussion of long waves in economic development, a fascinating and highly controversial subject.

It could be argued that such subjects do not relate directly to the central theme of this book. Nevertheless, the thought remains with me that perhaps more could have been done to liven up this thoroughly worthy textbook.

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Social Innovation and the Division of Labour by *Jonathan Gershuny*
(Oxford University Press, Oxford, 1983) pp. 191, ISBN 0-19-874130-8.

This book arises from research carried out at the Science Policy Research Unit, Sussex University. The book analyses the impact of technical change on economic development. It looks at the industrial and occupational division of labour, and at the division between paid and household work. The analysis has implications for the sexual division of labour, and for discussions of the 'black' economy.

The starting point is a distinction between technical change in production technology and technical change in household consumption patterns. The latter is the main focus of the book. Households have various 'service functions', such as food, shelter, transport and entertainment. A household can satisfy its transport needs, for example, by purchasing final services in the form of trips on public transport; or it can purchase a motor car, which can then be used by members of the household to meet their transport requirements. The way in which a household chooses to satisfy a particular service function is the 'mode of provision' for that function. Systematic changes in the mode of provision are termed 'social innovation', and it is this process which provides the basis for Gershuny's analysis.

The choice between buying services directly and buying consumer durables is influenced by three factors. First, the higher the wage rate, the greater is the opportunity cost of time spent using consumer durables, and the more likely that a household will save valuable time by purchasing services directly. Secondly, goods have tended to become cheaper in relation to services, largely because of the more rapid growth in labour productivity in manufacturing compared with service industries. Thirdly, consumer durables have tended to become more productive in terms of the satisfaction which they yield to the household, because of improvements in their quality. At any given time, higher-wage households will tend to consume more direct services. Gershuny claims that over time, however, the second and third factors have outweighed the first, so that social innovation has involved a move towards the purchase of consumer durables.

He argues that the 1950s and 1960s saw a period of social innovation, during which households' transport, entertainment and domestic service needs were