

technological change are shaped by unique organizational factors, the interactions of these two forces may leave workers with skills that are essentially “firm-specific” and thus, have diminished transferability. Yet, Hephaestus is often treated as a static, closed system where the culture has an almost unmediated influence on workers’ loyalty.

Finally, the selection of Hephaestus as a study site is itself somewhat problematic. Cultural considerations aside, workers who are fortunate enough to be employed by a Fortune 500 firm and enjoy even an illusion of job security must by now be in the minority. Thus it is difficult to know how far these findings can be generalized.

Despite my criticisms, I highly recommend this book. Hephaestus may not represent the typical North American workplace but it does seem to be the kind of firm currently idealized in organizational excellence rhetoric. Though she is not the first to do so, Casey’s challenge to the hyped-up claims of cultural proponents is fascinating, insightful and persuasive. Others who are contemplating using an ethnographic approach to workplace research could use her discussion of qualitative field methods (in the Appendix) as a model. She clearly succeeds in constructing herself as a “credible witness” (p. 199) of the complex social implications of a culture which not only provides succour but in the words of one member can also, “suck you dry if you’re not careful” (p. 165). Believers in organization culture and skeptics alike can learn much from this study.

University of Guelph

Kathryn Schellenberg

François-Pierre Gingras, ed., *Gender and Politics in Contemporary Canada*. Toronto: Oxford University Press, 1995, 273 pp.

Gender and Politics in Contemporary Canada, edited by François-Pierre Gingras, is based upon the fundamental premise that all Canadians are affected by the political process, and gender is an integral part of that process. Gingras clearly outlines the intent of the book — “... to show a few of the very diverse ways in which gender is related to politics” (p. viii) in Canada. If that is the goal, then the book has succeeded — chapters by a variety of authors, addressing a variety of topics, using a variety of methodological approaches.

The book begins with an introduction by Gingras, followed by twelve chapters based on original material, and then a conclusion by Caroline Andrew which draws the chapters together. The authors are all affiliated with Canadian universities, and come from a variety of disciplines, including political science, sociology, communications, and women’s studies.

The chapters are divided into three sections, each section addressing a particular aspect of the political process. The chapters in Part I “Gender and the

Party System,” all address the issue of female participation in politics and its relationship with “feminist” advances. Alan Whitehorn and Keith Archer look at gender-based stratification in the NDP in terms of female participation in the party hierarchy and the attitudes of male versus female party members.

The chapter by Manon Tremblay is based on a survey of party candidates in the 1989 Quebec General Election regarding the women’s issues that female candidates support, the uniformity of their responses to these issues, and the issues dividing male and female candidates. In the next chapter, Jane Arscott explores the theorizing which has been done about this core issue; whether more women in politics necessarily means greater feminist representation. All three chapters in this section demonstrate the ambiguity in addressing this issue; that is, the overlap among male and female politicians’ attitudes, the lack of homogeneity among female politicians, and the diversity of “feminism” and “feminist” issues in the larger population.

Part II of the book is titled “Gender and Public Policy.” Sandra Burt’s chapter explores both the demands of national feminist lobby groups from 1984 to 1993, and the federal government’s responses to those demands in the areas of justice, employment, social services, and women’s health/safety.

In the next chapter, Lesley A. Jacobs discusses how to evaluate pay equity legislation (such as the 1987 Ontario Pay Equity Act) and employment equity legislation (such as the 1986 Federal Employment Equity Act). Jacobs points out that while such legislation is often evaluated in terms of equality of results (i.e. the size of the wage gap), the intent of these acts is equality of opportunity, which does not necessarily coincide with equality of results. Jacobs goes on to discuss such programs in the context of John Rawls’ theory of fair equality of opportunity.

Meredith Ralston’s chapter looks at the personal experiences of twenty homeless women with substance addictions in the context of the political theory of the New Right. Ralston demonstrates how neo-conservative theory regarding the welfare state and the family is inconsistent with the experiences of these women.

The next two chapters in this section both explore the relationship between feminism and nationalism in Quebec. Roberta Hamilton’s chapter is historical in nature, going back to the turn of the century. Focusing on the pro-natalist stance of Quebec nationalism, Hamilton demonstrates the often conflictual nature of relations between these two forces. Micheline Dumont’s chapter focuses on more contemporary issues, including the Meech Lake Accord; Dumont draws attention to the complex interrelations between feminist and nationalist groups, between women’s issues and constitutional issues.

Part III of the book is titled “Portraying Gender.” The first two chapters in this section analyze portrayals of male and female politicians in the media. Gertrude Robinson and Armande Saint-Jean conduct a narrative analysis of 250

magazine and newspaper articles over a 30-year period. They find representations to have been modified over that period, from a traditional narrative style, to transitional, and finally to egalitarian. In his chapter, Gingras conducts an exploratory quantitative content analysis. He looks at three Ottawa newspapers over nine consecutive weeks. He addresses (a) the presence of women and men in articles and photos, and (b) whether the women featured are portrayed in a favourable, unfavourable, or neutral way. Not surprisingly, he finds women to be under-represented, especially in the arena of political coverage.

The following chapter is also by Gingras. In this chapter the results of a survey of military personnel are reported in terms of their attitudes toward various issues, including peace. He finds no statistically significant differences between the attitudes of male and female personnel. Although this is an interesting chapter about an under-researched topic, one wonders why it would be included in a section about portrayals of gender.

One wonders why the last chapter is included in this section as well. In this chapter, David A. Northrup addresses an important methodological issue; that of interviewer sex effects. Using three large surveys, he demonstrates that interviewer sex does affect attitudes toward affirmative action reported by respondents. He then goes on to discuss the implications of such effects for the validity of survey results.

Finally, Caroline Andrew draws the various chapters together in her conclusion. She looks at each of the essays in the framework of the politics of disengagement versus mainstreaming contained in academic research, and the balance between.

Overall, this book consists of a highly-readable collection of interesting essays about a diversity of topics, and uses a variety of methodological approaches. This book would prove useful for graduate students or higher-level undergraduate students in a variety of courses, such as sociology, women's studies, and political science. Those who are familiar with the area of gender and politics, as well as those new to the area will find this book both interesting and informative.

University of Alberta

Tami M. Bereska

David Kettler and Volker Meja, *Karl Mannheim and the Crisis of Liberalism: The Secret of These New Times*. New Brunswick, New Jersey: Transaction Publications, 1995, x, 350 pp.

The work of Karl Mannheim (1893–1947) is attracting renewed interest among social scientists. David Kettler and Volker Meja, in previous publications, have been at the forefront of this revival. In this new book, they offer us a fresh view

