

the common tendency to focus on the consequences of migration for individual migrants at the expense of the examination of consequences for receiving and, especially, for sending areas. Research is typically used to show that migrants who remain in the area to which they have moved are very likely to be both subjectively and objectively better off than comparable non-migrants. However, the authors pose the question of whether or not migration is a situation where the best interest of the individual does not necessarily correspond to the best interests of the societies to which and from which the move is made. Relative neglect of the consequences of migration for sending and receiving societies may bias conclusions about its impact on the aggregate and, hence, policy implications.

Still another weakness is that existing models commonly do not attempt to relate migration to underlying structural characteristics of the society, such as changes in investment, land tenure systems, foreign and domestic markets, etc. The resulting preoccupation with proximate causes in turn restricts the extent to which the effects of development policies on migration can be evaluated.

In sum, this is a very good and useful book. Anyone dealing with migration research or with development planning will find it valuable.

Nevertheless, one element of the approach seems debatable and serious enough to deserve comment. The choice was apparently made not to integrate into the review of the literature any detailed discussion of the demographic characteristics of migration flows for the regions. Rather, relationships between migration and social and economic factors were emphasized. The question should be raised whether such relationships can be studied effectively in relative dissociation from the analysis of specific demographic processes in migration. To do so is likely to interfere with the understanding of precisely how migration is related to other aspects of development as it proceeds from one phase to the next.

Aside from this one point, the work of Simmons, Dias-Briquets and Loquian will

prove to be very useful to all concerned with internal migration and socioeconomic development.

*Manpower and Employment in Arab Countries: Some Critical Issues.* Selected Papers and Reports of the ILO/ECWA Seminar on Manpower and Employment Planning in Arab Countries, Beirut, May 1975. Geneva: International Labor Office, 1976. Pp. 229. 27.50 Swiss Francs

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This volume represents the first and possibly only review of manpower and employment issues in the Arab world to date. It is extensive both in substantive and in national coverage. A vast array of information, systematic data, and cross-country comparisons are presented. Some policy implications are delineated accordingly. The volume is the result of an ILO ECWA seminar held in Beirut, in May of 1975, and as such represents a moderately recent assessment of the situation. Since then, of course, there have been important changes in the employment patterns of each country as well as in the movement of labor across national boundaries. These changes affect the degree of interdependence in the labor markets of the individual Arab countries and, to some extent, in the internal distribution of labor by activity and by occupation. Nonetheless, this compilation is important, professionally respectable and of potentially long-standing value.

Among the topics examined in some detail are the issues of employment in relation to the choice of technique in production, the relationship of employment to education, the interconnections among trade policy, relative prices and levels of employment, and the migration of labor across national boundaries. Each of these issues and attendant problems is complex in its own right and no single analysis can do justice to the intricacies involved. However, almost uniformly, the individual authors have made a

dent in an otherwise complex set of problems. It is not the detail of what is said that is important, so much as the attempt to sketch some of the broad aspects of the issues at hand. In the course of such a review, the individual authors provide the reader with some specific information of value and therefore contribute to the information base on labor and employment in the Arab world. As is the case with most compilations, the essays are of uneven strength, but there is a certain complementarity that benefits the volume as a whole.

The seminar concluded with a "plan of action" in the area of manpower and employment planning. It is a general statement of intent, reviewing the issues and presenting a common position. The sections on population and employment bear some similarity to the Plan of Action of the World Population Conference, one year earlier. The recommendations on choice of technology and employment emphasize the importance of access to advanced technology and of facilitating education and training. With respect to trade, it is recommended that the Arab countries agree on a common policy of industrial specialization, particularly with respect to raw material processing. Considerable emphasis is given to education and its relationship to manpower requirements with the view of buttressing both the formal and informal channels of education. Special stress is placed on the responsibility of the Arab States toward the Palestinians in terms of admission to educational institutions and the compilation of information and analysis relevant to their problems. Finally, a fairly comprehensive list of recommendations is made in support of cooperation with international organizations.

It is unfortunate that the "plan of action" remains somewhat isolated from the main body of the volume, and does not appear directly informed either by analysis or by results of the individual chapters. This is a predicament common to almost all international seminars. The form of international discussion within the United Nations idiom imposes a certain conformity of style and approach that often detracts from the sub-

stantive contributions at hand. This appears to be the case with this otherwise informative and sometimes insightful volume.

*Immigration et développement économique et social.* By Ancit LePors. Paris: la Documentation française, 1977. Pp. 364. (Text in French).

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This book is a report to the French government prepared by a special working group. The Ministry of Economy and Finance, the Ministry of Labor, and the cabinet level Office of Immigrant Workers requested the study in July 1975; the research was done between September 1975 and May 1976. The stated objective of the inquiry was to permit the government to make "rational budget choices".

This book, therefore, is not an ordinary academic analysis of economic and social development and immigration. It is far from it, but perhaps not for the reasons one would expect. Despite an obvious amount of expended resources, especially in terms of personnel, the study is constrained by the very explicit mandate established by those who asked for the research. The first sentence of the *lettre de mission* setting up the committee to prepare the report should warn anyone as to the limited nature of the study: "our foreign transfer payment situation calls for vigorous efforts of rectification".

Obviously government civil servants are not enslaved to their superiors. The degree of enslavement, however, is perhaps higher in France than in North America. Yet, LePors and the rest of the working group choose to respect or do not even question the definition of the problem as expressed by their superiors. Three objectives are defined by the government: 1) to study the effects of immigration on foreign transfer payments; 2) to analyze the "social" effects of immigration ("social" is reduced to two aspects of public expenditures for immigrants, programs designed for immigrants