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### Review of *Care Work: The Quest for Security*. Mary Daly (Ed.). Reviewed by Katherine van Wormer.

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and a process of identity assimilation. Such “mindful approaches toward the world” can reduce prejudice and stereotyping by increasing discrimination not against persons but between them. In other words, making distinctions about a given individual can serve to prevent one characteristic (e.g., age) from dominating or defining them. This suggests the value of students, researchers, and educators engaging in planned interactions with older adults, such as intergroup dialogue techniques, in which such differences can be openly confronted, grappled with and understood.

Developing such mindful approaches toward the world has implications for how we educate and prepare our students to be more conscious of how their own ageism is embedded in their cultures, interactions and worldviews. To support a process of critical thinking and reflection, this edited volume is a useful supplement to required gerontology and social work courses. This volume can be a useful resource for educational programs that seek to bring a multicultural lens, embracing age, race, gender, ethnicity, sexual orientation and physical/mental ability, to bear on all students’ learning experiences

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Mary Daly (Ed.) *Care Work: The Quest for Security*. Paperback. Geneva: International Labour Office, 2002. \$20 paperback.

In contrast to America, which promotes marriage and welfare-to-work mandates as the road to ending poverty, Europe is far more family friendly in terms of the offering of adequate social supports to reconcile work and parenting. Apart from law wages and poor health care benefits, a major cause of the high poverty rate among U.S. women is the unwillingness of the state to shoulder the costs of care work. The concept, “care work”, which is the subject of this book, is the British term for the “work of looking after the physical, psychological, emotional, and developmental needs of one or more other people.” (p. 17).

The topic of care work has been neglected historically, as Mary Daly, the editor of this text, argues. Among the causes of this neglect are: the universality and taken-for-grantedness of

the caring; the fact that economists and statisticians have failed to measure the extent or value of this work; and the legacy of the belief that this form of work was unproductive labor. Daly predicts care work will occupy a much higher place of prominence in the 21st century due to the changing social and economic status of women, the deconstruction of extended families, and the aging population.

What is the role of the state in making care available for dependents (children, the aged, persons with disabilities)? By what means should carers be compensated? Should it be by payments to the person in need of care or to the provider? Should it be for low-income persons only? Will care work be less valued when it is done not out of love or duty but for remuneration? These are among the issues addressed in this volume. Its thirteen chapters, each written by an observer from the country in question, provide detailed (at times too detailed) information on the nature of relevant provisions within the social and economic context of the nation. Innovative programs, and the lobbying that led to their establishment, are described.

This study is one of the first to stem from the International Labour Office (ILO) In Focus Programme on Socio-Economic Security. The theme of the study reflects the twin themes of ILO that the fundamental principle of distributive justice requires basic income security and people in need of care have the basic right to have sufficient voice in decisions affecting their lives.

These themes run through the four divisions of the book. The three chapters of Part I establish the framework for understanding care. The focus of chapter 1 is on the need to subsidize personal care giving and the need for an organizing body such as a union to represent the workers.

Paid parental leave is one of the subjects covered in Chapter 2. This policy, strangely, is endorsed throughout Western Europe, in all countries except the United Kingdom and Ireland. These latter countries and Italy, however, are quite generous regarding care provisions at the other end of the age spectrum. In other countries where family solidarity is stronger and family care (usually by female relatives) a given, there is less reliance on government funding. Chapter 3 pursues this theme further with a focus on gender. The author's singling out of the Scandina-

vian "dual earner model" is helpful. The Scandinavian model recognizes the need for family care and imparts permission for workers to exit the labor market without penalty. Swedish "lone" (or single) mothers get almost as much income from the state as they do from earnings.

The chapters of Part II discuss care arrangements in India, Brazil, and Russia. The interdependence and male gender-bias themes are key to East Indian child rearing; care of the elderly becomes a problem under conditions of modernization. The Brazilian and Russian social structures are characterized by great social inequality; in Russia higher income families qualify for higher monthly child allowances than do poor families.

The writers of Part III explore social benefits in Finland where informal care has been transformed from a public to a private matter; universalism of care is the theme. Nevertheless, the attention to the needs of the elderly has failed to match the generous provisions for small children. In the Netherlands, care is becoming highly privatized; care dependents such as the frail elderly are given personal budgets with which to purchase the services they need. The third chapter of this section discusses relevant issues in the provision of services in the U.S. such as the distress of managed health care limitations. The availability of unpaid family leaves for some employees is shown to be clearly inadequate to the need. Elder care provisions are clearly inadequate, forcing many nursing home residents to have to exhaust their personal resources before Medicaid pitches in.

The two chapters of Part IV highlight case studies of political organization among professionals who provide care. Descriptions of collective action in England, Ireland (where neighbors often provide the care), as well as in Los Angeles County in the U.S. provide an encouraging note on which the book concludes.

Since each chapter is written by a scholar who discusses the strengths and liabilities of case provisions in that country, it is hard to compare the living standards cross-nationally. From my personal knowledge of conditions in post-Communist Russia and the Netherlands, moreover, I felt that the description of care provisions in the former was too rosy and of the latter, too critical when viewed in the international context. These drawbacks, notwithstanding, Mary Daly has provided researchers and policymakers

with an informative and well-documented resource. Americans, especially, can learn a lot from this international survey of how governments can help eliminate much of the mess in arranging for high quality care for its most needy citizens.

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