

Indian culture from the ancient to the present times. However, the question is how we can achieve unity as a nation. Both the writers through their articles and dialogues point out the interconnectedness of various aspects which can contribute in strong nation-building. We cannot evaluate the importance of values, education, culture, diversity, religious tolerance and mutual respect separately while talking about the overall welfare of the Indian nation.

The second part of the book mostly delves on the aspect of development. Articles selected for this section highlight the necessity and ways of both individual, as well as, social development. The utmost importance is laid on raising sensible and responsible children who in the future can become the greatest storehouse of human resource for the nation. Both the authors are deeply concerned about the degradation of moral and social values of the present society. They both agree that informal education that starts at home is the key to unlock the vast possibilities of human potential and creativity. Also, they reflect on the importance of balance in all areas of life. *The Family and the Nation* is a reminder of the rich cultural and spiritual history of India and can be referred to as a guide on holistic living particularly by the new-age Indians who are fortunate enough to live in an era of rising economic prosperity. It shows us ways to position India as a nation by upholding its time tested ethos and integrity.

Dr. Mridusmita Duara*

SHARIT K. BHOWMIK. Industry, Labour and Society.
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Understanding work and labour is a herculean task for social scientists and researchers as it encompasses an enormous range of occupations and workplace conditions. There is variance in diverse parts of the globe even of the similar lines of occupations. Industrial sociology is often used interchangeably with Industrial Relations and Human Resource Management. It mainly focuses on ensuring commitment to work by the workers. Growing demand of psychology is seen in

* Assistant Professor in Social Work, Krishna Kanta Handiqui State Open University, Guwahati, Assam.

the recent years since Organisational Behaviour studies interpersonal relations at the workplace. As Talcott Parsons (1951) had rightly stated that the organisation should be viewed as “a Social System”. An industry permeates changes in the society which makes it necessary to understand and acknowledge the differences in the functioning of an industrial, non-industrial and pre-industrial society.

The book is divided into eight chapters. In the introduction part, the author states the significance of industrial sociology and the changing perspectives of understanding industry, work, workplace relationship its impact on the society and the scope of the book.

The first chapter discusses the process of industrialisation and how it impacts social change. With the growth of Industrial Revolution in the mid-eighteenth century, it had far reaching effect in the lives of people and society at large. There was increased demand of labour and with industrialisation, started the process of urbanisation. As the demand for natural resources increased, exploitation of natural resources like oil, iron ore and other raw materials started to take place. In this chapter, the author discussing how the concept of ‘money’ evolved as an exchange for goods and services. Development of the market system, individualism as a value or a way of life is on the rise. Thus, it has significant effect on the social institutions and hierarchies. Gender, family, kinship and caste are greatly affected by industrialisation. The role of the state as agency of social control, in the form of framed laws and bureaucracy thus rises.

The second chapter focusses on the industry as a social system and thus it terms industry as a social organisation and the milieu of factors that affect it. The author explains that social organisations are new entities that came into existence because of factory production. As division of labour started to take place, hierarchies came into existence. In this context, it is necessary to understand Max Weber’s work on theory of authority structures and authority relations; the three types of authority structure. Thus, bureaucracy as a form of scientific management plays an important role in an organisation with increased specialisation of work and division of labour. The author asserts that human relations play the key role in productivity of an organisation through the illustration of the Western Electric Company at Chicago. It was concluded that productivity was determined not through incentives to individuals, but respecting the work- group. The author states that if the human resource approach is to treat workers with dignity, it will lead to more pleasant social conditions at workplace.

Worker's participation in the decision-making process is critically evaluated in the third chapter. The ownership of and the control over the means of production is the definitive factor that plays an important determinant to power. Therefore, worker's participation/say in management and self-management needs in-depth understanding. This aspect is discussed in the third chapter. The chapter starts with its focus on the working class movement, the women's movement. The book states the significance of the Work's Committee and the Joint Management Councils. It also discusses how the Indian labour conference brought about change in the perspectives of understanding workers' participation and the emergence of worker cooperatives. The author the role of cooperatives in the tea plantations. This chapter analyses the cases of various forms of management practices for worker's participation. Many have failed. The author says that government support should have been more, more funding and there should have been check in corruption.

The origin and causes of rise of the trade unions is analysed in the fourth chapter. It focuses on the history of trade unions, the systems theory and the Pluralist theory of formation and function of trade unions. The Marxist view of trade unions is discussed. Methods of settling disputes through the participation and actions of the trade union is clearly discussed in the chapter. Arbitration may not always be the accepted form of settling disputes and justice may be delayed for the workers in cases where there are long pending cases.

From the origin and rise of trade unions, the emergence of labour movement in India is discussed in the fifth chapter. The Trade Union Act was passed long back in 1926 which gave a formal sanction to the existence and further emergence of worker bodies for supporting each other in seeking justice and fair work conditions. While the first law regulating work conditions was passed in 1881 as the Factories Act. The formation of the All India Trade Union Congress is a significant milestone in establishing strong union activities in the country.

Informal sector occupies a major part in the economy of the country. A huge section of the labour force is engaged in the informal sector. Thus, this aspect is discussed in the sixth chapter. In India, formal and informal employment are known as 'organised' and 'unorganised' employment. While the formal sector is protected by a range of labour laws guaranteeing employment permanency, health facilities and retirement benefits, the informal employment is mostly devoid of such privileges. The informal sector has grown rapidly in India. The

Unorganised Sector Workers' Social Security Bill was passed in Parliament in 2007 by the Government of India. Many schemes were included in the bill mostly related to insurance. Thus, this was the main drawback of the bill.

The seventh chapter shifts its focus on the impact of globalisation in the work scenario and the author discusses how globalisation fuels organisation of work. Globalisation as we know, is a result of the information and technology revolution. International organisations like the International Monetary Fund (IMF) and the World Trade Organisation (WTO) have been encouraging developing nations to be receptive of foreign direct investment for higher economic growth. The World Bank also emerged as a significant supplier of financial aids. In India, since the implementation of the New Economic Policy of 1991. Going back further, around the second five year plan, focus shifted to establishing steel, coal, power and metal industries with the Industrial Policy Resolution of 1956 to create self sufficiency of the country. The policies gradually moved towards Liberalisation and also emerged the trend of small scale industries. The social set up itself underwent sharp changes with the emergence of globalisation. Women were employed to a large extent and then came in the demand for equal pay for equal work.

The eighth chapter describes the international labour standards and what is termed as 'decent work'. Rights at work, social protection are important aspects that are discussed in the chapter. Protection of rights and fair justice system for workers can be assured through associations, cooperatives, self help groups and unions. These should be of special concern for informal sector workers, marginalised groups and other vulnerable workers for effective social dialogue and negotiation power.

The author has stated that the book is a compilation of his lectures and notes on different aspects of industrial sociology of his prodigious teaching experience in various universities and colleges across the globe and thus it is a comprehensive work covering significant interdisciplinary domains. The book critically analyses the various aspects of industrial sociology, labour studies and parts of economics. This book would be more beneficial for the postgraduate and above level; mostly who would be oriented into research since the approach is critical analysis of industry as a social system, impact of industrialisation, globalisation and sociology of work that focuses on the 'nature of work'. However, the aspect of informal employment should have been dealt with more elaborately.

This is also a challenge since the unorganised sector encompasses a wide range of occupations that remain vaguely mentioned in the book.

Reference

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Krishna Kalita*

IVAN ILLICH. Deschooling Society.
 London: Marian Boyars Publishers Ltd., 2002 (Reprint)
 pp: i-viii+116, Price: US\$ 14.95, ISBN: 0-7145-0879-9, 978-07145-0879-5

Deschooling Society by Ivan Illich is essentially a collection of essays that also includes an afterthought by the author. The book is set in the American society of the 1970's which remains relevant even after 50 years, in which the author delves on the fact that the school system is ultimately the same everywhere. The book is a document that serves as a good reference for those who particularly argue against institutionalisation of society. The philosophy that the author desires to establish through the essays is that 'institutionalisation leads to global degradation and modernized misery'. Although, the book takes up 'school' as the paradigm, yet it indicates all kinds of institutionalisation, whether it is health, defense, religion, media or any other sub-system of society. According to it, education is not, and cannot be, confined to schooling and various other significant aspects of life should be the means of education. Unfortunately, schooling influences various aspects of our lives through its 'curriculum' and all the more through its 'hidden curriculum'. The author strongly opines that schooling only forces us to accept ideas which are shaped by others.

The book, thus lays the ground on which the role of the school and the teacher is established more as a factor of discrimination rather than a factor for uplift of the poor. The age-specific schooling only limits the education of the people. The author compares the students to consumers and indicates that development of a nation cannot be gauged by the 'number of hospitals and

* Assitant Professor in Teacher Education, Krishna Kanta Handiqui State Open University, Guwahati.