

questions which arose in the course of the research but were beyond its scope. It is to be hoped that the book is available in this country if only because it reinforces the view that, in the author's words, 'A very small amount of dependence seems to provide the environment for a considerable degree of independence'.

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Nancy J. Osgood, *Life After Work: Retirement, Leisure, Recreation, and The Elderly*, Praeger, New York, 1982, 367 pp., no price, ISBN 0 03 060437 0.

This book contains a selection of papers presented at a conference at the State University of New York at Cortland, supplemented with other chapters solicited after the conference. It has four sections preceded by a three-chapter 'overview' of the relationships between retirement (as a modern institution) and work, leisure, and the life-cycle developmental approach. The four sections compare the differential experiences of men and women in work and retirement; examine the differential experiences of minorities; compare blue collar, white collar, and professional workers; and survey the elusive issue of preparation for retirement.

The main purpose of the book (and presumably the conference) is to show that retirement 'is not uniform as a process nor in its subsequent effects'. To this end a considerable amount of space is devoted to literature reviews and a certain amount of empirical analysis of the central and controversial relationship between occupation and retirement. In an interesting introductory essay Nancy J. Osgood focuses on the 'monotonous, dull, boring, unfulfilling, tedious, strenuous, and dirty' nature of much of the work in industrial society. Even when work is conventionally considered to be pleasant and rewarding, as in the professions, research into the emerging phenomenon of mid-career change suggests an increasing dissatisfaction with work, a tendency to search for self-identity in leisure. There is thus no doubt that leisure can replace work almost effortlessly as a source of personal satisfaction: as a society we may be coming to have less investment in occupational life (apart, that is, from the money) than an undue fascination with the theory of the Protestant ethic would imply. At the same time the book is sufficiently grounded in harsh economic reality to show how the struggle of minority groups in the United States for even a meagre income precludes the luxury of retirement and transforms the concept of pre-retirement education into a fanciful indulgence. As Alejandro Garcia puts it in his study of work and retirement amongst a sample of elderly Chicanos: 'The issue of the choice to retire or to continue in the labour force is nonexistent'.

The situation is not much better for a large number of women. Their position in the labour market has a tendency to make longevity a mixed blessing. Janice Davidson shows how single women aged sixty-five and over are particularly

at risk of falling into poverty since they do not have a husband's income to support them. 'The idea of women being "liberated" by returning to the job market', she writes, 'does not square with the realities of low pay, poor working conditions, and routine jobs that are the only ones available to many women over age 40 as well as to many younger women.'

For those who do have better employment prospects, leisure itself may be a complex matter. In what is one of the best speculative ventures in this collection, John R. Kelly offers a 'role-identity model of leisure', wherein leisure is conceptualised as 'pluralistic' in the sense of being not wholly determined by any institution or set of institutions. According to this analysis the *style* of leisure participation is more important than the actual activities themselves; in other words the significant issue is 'not so much what people do as how they do it and what it means to them'.

Needless to say, the general conclusion to which the reader is repeatedly invited is that more research is needed into retirement, especially in the context of the changing meanings of work and leisure and the particular experiences of poorer members of society. In the words of Russell A. Ward, research on leisure and retirement 'contains many more questions than answers'. This collection is therefore long on speculation and short on substantive conclusions. Nevertheless, the editor and publishers have provided a useful reference book which will serve as a timely reminder that research into retirement must always take into account its structural, historical, and subjective ramifications.

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MIKE HEPWORTH

Eric Midwinter, *Age is Opportunity: Education and Older People*, Policy Studies in Ageing, No. 2, Centre for Policy on Ageing, London, 1982, 84 pp., ISBN 0 904 139 301.

This is the second in a new series of monographs promoted by the Centre for Policy on Ageing. These monographs are designed to stimulate discussion about policy issues which affect the older members of our society. The subjects to be covered in this series will include not only the traditional concerns of policy makers with health, housing and social services, but also such wider aspects of policy as retirement, income maintenance, education and the use of leisure.

Three categories of readership are identified: those in central and local government, the health authorities and voluntary bodies who are responsible for the formulation of policies for education of the elderly or its implementation in practice; those students of social policy or administration and continuing education in universities, polytechnics, and colleges; and finally, the general reader who takes an intelligent interest in improving the scope and quality of education for the older person.

Although Dr Midwinter is the named author of the monograph, he