

izing countries, resource-rich countries, countries with high youth unemployment, and aging societies. How meaningful these groupings are and why they were chosen over other possibilities is not convincingly established.

While it is true that policy priorities vary across countries, one could argue that there are many common central issues that could be addressed with greater clarity. *WDR 2013* fails to address the logically prior question of what is wrong with the view that the central objectives of employment policy should be to maximize the rate of growth of productive employment, the reduction of underemployment (measured in terms of hours worked or income), and ultimately the attainment of full employment—for example, as defined in the ILO's Employment Policy Convention of 1964. The only hint provided on why the *Report* prefers a different approach is that "open unemployment is not a very telling indicator in countries where a large fraction of the labor force is not salaried." It is a pity that the *WDR's* authors chose not to engage in a debate that could only have served to advance our understanding of employment issues.

The *Report* does, however, make a useful contribution with its call for a major international effort to generate more and better data on employment issues in developing countries. It is correct in noting (in a veiled reference to inadequacies in ILO employment statistics) that "many available employment figures are actually inferred through interpolation between years and extrapolations using data from 'similar' countries, but how reliable these are remains an open question."

Former Economic Adviser
International Labour Organization

EDDY LEE

Note

The views presented here are the author's own and do not represent the views of the International Labour Organization.

MICHAEL C. CRAWFORD AND BENJAMIN C. CAMPBELL (EDS.)

Causes and Consequences of Human Migration: An Evolutionary Perspective

Cambridge University Press, 2012. xv + 550 p. \$99.00.

With 52 contributors, this book covers a vast array of issues surrounding migration. Despite a sometimes curious diversity of approaches, it makes an excellent contribution to the literature by (1) integrating new genetic information that allows us to track and infer past migration and (2) in some cases linking neurobiology to genetics in the same context.

There is a wealth of interesting material in the book, from the influence of particular genes on novelty-seeking and the likelihood of migration, to the sociology of African migrants in Kansas. Yet, like many edited volumes, it suffers a lack of coherence and some large gaps. Each contributor writes about his or her area of expertise, and the editors strive valiantly to pull together a coherent narrative.

The subtitle, *An Evolutionary Perspective*, seems misnamed. Perhaps it was a decision of the publisher. "Evolution" tracks changes in gene frequencies over time: at some level, that can be purely descriptive; here is it mostly so. The book does not cover many of the selective forces resulting in the differential survival and reproduction that create evolutionary change. There is almost nothing about the clearly important role of resource access as a "push" to out-migration or on the role of family and friends in new places as a "pull" to those places. In an interesting chapter, kin are mentioned as being more alike genetically than a random sample, but the emphasis in the chapter is on anthropological issues such as genealogies and splitting of groups. The contributors do not consider the combination of resource constraints and political pressures in creating political refugees, who are migrants of a sort. At least in the overview sections—the introduction and the conclusion—most readers would have welcomed a more general treatment of forces leading to migration besides the roles of a few known genes and certain hormonal levels.

Section 1, on Theory, concentrates on genetics, both as causal factors and as consequences, and also on the role of diet and how historical and archaeological data can contribute to our knowledge. But, as noted above, many more general selective forces are not considered.

In Section 2, on Geography and Migration, the chapters are geographic, and they focus on disparate topics: historical, linguistic, and genetic data; sociology of migrants; issues of assimilation; differences in ancient and modern migration; and so on. The chapters will be of interest to a variety of scholars of migration, but, again, the non-specialist reader will need a more coherent framework that includes factors such as resource access and life history. Setting the varieties of human migration patterns in the overall context of primate migration would also have been exceptionally useful. For example, one chapter notes that subordinate males may migrate "in hopes" of improved status. That is typical of many primates, but in traditional human societies, marital location is typically patrilineal (because males control major resources), so it is usually females who move. These more general considerations would help readers understand the more specialized patterns explored here.

Section 3, Overview, offers a useful summary of the volume, but would have profited, again, from setting these very interesting findings in a broader context.

In sum, this book contains much new material of interest and relevance to scholars. Its simultaneous breadth at one level, and lack of it at another level, is almost certainly due to its being the outcome of a conference with a particular focus. I have found much of value in it, as will others. Nonetheless, if one were considering teaching a graduate seminar on migration, it would need to be supplemented by other materials in order to give a balanced picture of causes and consequences.