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## *Who We Are: A Second Look.* Margaret Gibelman and Philip H. Schervish.

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economic issues more directly and made a much more significant contribution to the limited literature on this subject. It will, of course, be a useful resource for those who are interested in international developments in social policy.

Margaret Gibelman and Philip H. Schervish, *Who We Are: A Second Look*. Washington, DC: NASW Press, 1996, \$27.95 papercover.

Social work is today well established in the United States where its leading professional association, the National Association of Social Workers (NASW), now has no fewer than 150,000 members. While this number is less than a quarter of the country's estimated 650,000 professionally qualified social workers, the association's membership data base provides a useful opportunity to study those who belong to NASW and to draw wider inferences about the profession's characteristics.

This informative book presents the results of an in-depth analysis of NASW members. It reveals some very interesting trends. Because it only covers NASW's membership, it does not claim to provide a generalized account of the social work profession as a whole. Nevertheless, its findings are instructive and suggest that significant changes are taking place in social work today.

The book's findings are presented around four major topics. Firstly, it analyses who the members are. Next, it reports on the settings in which the members are employed. Thirdly, it analysis the tasks and functions NASW members perform, and finally it reports on their earnings. A concluding chapter contains a particularly useful discussion of the major trends and issues facing the profession today. The authors note that while social work has become increasingly feminized over the years, it has not become more ethnically diverse. They point out that the vast majority of NASW members are white and that the association has not been very successful in recruiting more people of color. The authors found that more and more social workers are employed in mental health settings. Social workers are engaging more frequently in private practice and fewer than ever before are employed in statutory agencies. In addition, the numbers of social workers employed in for-profit agencies is increasing. These data are indicative of a gradual trend within social work to work with middle class clients rather than the poor. They also

pose a major challenge to the profession's leadership to identify ways in which social work can renew its commitment to the most vulnerable groups in society. This useful book should be read by all social workers and by anyone else who is interested in the field of social work today.

Daniel Patrick Moynihan, *Miles to Go: A Personal History of Social Policy*. Cambridge, MA: Harvard University Press, 1996, \$22.95 hardcover.

Daniel Patrick Moynihan knows a great deal about social policy. He has been personally involved in the field as an academic, administrator and politician, and has served both as an architect of social policy innovations and a critic of unsound proposals. An opportunity to read his personal history and to gain insights into his experiences is thus an exciting one.

Unfortunately, the book disappoints largely because it does not meet the expectations of its title. Instead of providing a chronically structured account of the author's long involvement in social policy, it consists of a loosely organized collection of observations and reflections on a number of social policy issues. Some of the chapters read like speeches, others consist of peregrinating remarks, and some contain homilies which exhort social policy makers to engage more vigorously in systematic research into the effectiveness of social programs. Others are prophetic warning of the troubles that are likely to arise from the demolition of social safety nets such as AFDC.

This is not to deny that the book provides fascinating insights into Moynihan's personal views and experiences. His recurrent concern about the disintegration of the nuclear family is repeated in many places and his insistence on scientific evaluation is apposite. Perhaps the most intriguing section of the book deals with the recent struggle over welfare reform. With fervor, Moynihan persuades us that the transfer of responsibility for poor relief to the states will not result in greater programmatic flexibility, increased local control and improved services but in a dramatic increase in poverty and deprivation among the nation's children. However, very few members of his party voted with him against the Republican welfare reform bill. This is not the first time that Moynihan's prognostications have been ignored. But, as social