

The Psychology of Legitimacy: Emerging Perspectives on Ideology, Justice, and Intergroup Relations, edited by **John T. Jost** and **Brenda Major**. Cambridge, UK: Cambridge University Press, 2001. 477 pp. \$74.95 cloth. ISBN: 0-521-78160-4. \$27.95 paper. ISBN: 0-521-78699-1.

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The Psychology of Legitimacy compiles much of the best current research on legitimacy processes. Its range extends beyond academic psychology to encompass work from several human sciences. The introduction describes a book organized around five substantive sections that contain the work of 30 authors in 17 chapters. Yet, the book succeeds in defying most problems inherent to edited collections. Papers within sections display remarkable cohesiveness, and there is reasonable coherence across sections.

Newcomers wanting or needing a broad introduction to the subject will find the first two substantive chapters (Zelditch and Kelman) informative and enlightening. Zelditch neatly summarizes two thousand years of conceptual, empirical, and theoretical writings on legitimacy. Kelman reinforces Zelditch's conceptual discussion and uses his own research (e.g., on desegregation and the My Lai massacre), to illustrate the empirical range of legitimacy studies. Both chapters proclaim the importance of legitimacy as a foundation for moral society.

Several chapters focus on the legitimization or delegitimation of inequality (Robinson and Kray, Olson and Hafer, Major and Schmader, and Ellemers). Olson and Hafer, and Major and Schmader are particularly interested in understanding why members of disadvantaged groups attribute legitimacy to systems of resource inequality.

Ridgeway introduces a theory of status beliefs and shows how status beliefs legitimize existing resource distributions and undergird their reproduction. Others (Glick and Fiske; Sidanius, Levin, Federico and Pratto; Spears, Jetten, and Doosje) use the idea of legitimizing ideologies to show how systems of inequality acquire legitimacy.

Elsbach uses her research on Sears' response to early 1990s auto repair scandals to show how organizational legitimacy facilitates the achievement of organizational goals. Her discussion also complements Tyler's discussion of procedural legitimacy as a key component of institutional legitimacy.

This book will be useful for graduate courses, and some chapters are suitable for advanced undergraduates. The authors minimize the use of jargon and carefully define terms that might be unfamiliar to readers outside their particular disciplines. Authors describe empirical studies briefly but clearly and avoid statistical formulae. In short, the book satisfies the editors' goal of effectively and efficiently describing the most recent and important conceptual and theoretical developments. It maintains this advantage at a price.

Despite substantial coherence, the volume wants and needs one or more integrative chapters. Fulfilling that desideratum probably asks too much of the publishers, who undoubtedly watched nervously as the manuscript crept inexorably toward 500 pages. Moreover, asking the editors to create such a chapter is presumptuous. Nonetheless, I point to chapters that seem to cry out for integration or raise questions for which at least partial answers can be found in companion chapters.

The idea that bad people deserve bad treatment is a linchpin of several discussions (Crandall and Beasley, Olson and Hafer, Sidanius et al.). Following Kelman and Zelditch, groups clearly legitimize taken-for-granted ideas and also the patterned inequalities on which other writers focus. More important, it is unlikely that such ideas could generate the motive force the writers describe without legitimization. One wonders whether Ridgeway's theory or Elsbach's analysis of legitimization processes in organizations offers insights into how such ideas acquire legitimacy.

As a second example, chapters by Ellemers and Wright show how limited mobility (tokenism) can legitimize the status quo and reduce the likelihood that groups with subordinate status will initiate conflict. Other writers (Robinson and Kray, Jost, Burgess and Mosso, and Tyler) also explore facets of this issue. Lipset's effectiveness hypothesis (Zelditch) and ideas that connect

intermittent reinforcement and endorsement seem particularly useful as starting points for theoretical development.

The final chapter (Jackman) enters the debate about the role of instrumental violence in expropriative relationships. It expands the idea of violence to understand the apparent "consent of the governed" in systems riddled with violence. The chapter describes two extremely important phenomena. First, legitimized instrumental violence can coexist with stability. Second, other forms of violence (e.g., lynching or cosmetic surgery), can become standard social practice. Jackman contrasts legitimate (i.e., acceptable or moral), and hidden violence as methods for maintaining consent. Alternatively, the idea of system-level (collective or "constitutive") legitimacy (Zelditch and Kelman) implies that systems can maintain stability without consent. Gorbachev disavowed the use of force to keep satellite states in the Soviet orbit. The disavowal of force stripped its use of system-level or constitutive legitimacy and left the regime handcuffed in the face of democratization movements. Chinese dissidents confronted legitimized force and suffered a serious setback at Tiananmen Square. Similarly, the incidence and visibility of other behaviors (e.g., lynching, *charivaris*, or cosmetic surgery) can rise or fall as the behaviors gain or lose constitutive legitimacy.

My desire for more integration aside, this is an important book. Any researcher involved in the serious study of legitimacy processes and everyone who wants to better understand how legitimacy affects individual and collective behavior should read this book.

Squaring Up: Policy Strategies to Raise Women's Incomes in the United States, edited by **Mary C. King**. Ann Arbor: University of Michigan Press, 2001. 284 pp. \$65.00 cloth. ISBN: 0-472-06747-4. \$21.95 paper. ISBN: 0-472-06747-8.

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Campaigns to achieve income equality between women and men in the United