

REVIEWS

Evelyn Nakano Glenn. *Unequal Freedom: How Race and Gender Shaped American Citizenship and Labor*. (Cambridge, Massachusetts: Harvard University Press, 2002). x, 306 pp., notes, index, \$39.95 cloth.

Evelyn Glenn is among the pioneers who laid the groundwork for an intersective approach of race, class, and gender to the analysis of social inequality. This new book carries on and extends her well-established intellectual project along this line of inquiry in both depth and breadth. In *Unequal Freedom*, Glenn offers an exemplary historical and comparative analysis of how race and gender as fundamental organizing principles of social institutions shaped American citizenship and labor system from the end of Reconstruction to the eve of World War II. She begins with a brief introduction to the book project in the introductory chapter. In the next three chapters, she lays out a conceptual framework for her analysis, devoting one chapter to each of the three twisted threads: race and gender, citizenship, and labor. Glenn also provides historical backdrops at the national level for her analyses of citizenship and labor. The following three chapters shift to regional-level analysis with three case studies: Blacks and whites in the South, Mexicans and Anglos in the Southwest, and Japanese and haoles in Hawaii. The final chapter epitomizes the common themes across chapters and compares the three regional cases in citizenship and labor systems.

Glenn's analytical framework that integrates race and gender is

a further synthesis and extension of social constructionist streams. She treats race and gender as interacting, interlocking structures not only socially constructed by social institutions but also mutually constructed. While there is no dearth of work on citizenship and labor, Glenn contributes to the conceptualization of both by weaving in race, gender, and sometimes class. Moreover, her unique contribution is to tie race and gender with citizenship and labor and to cogently and skillfully demonstrate how race and gender structured American citizenship and labor systems and how citizenship and labor systems in turn helped create and maintain racial and gender inequalities. Glenn's regional approach allows her to uncover the common trends as well as variations across the three regions in the definition, enforcement, and practices of citizenship and labor rights; in the contestation of those rights and resistance to the imposition of white ideology and institutions by racial minorities and women; and in interracial dependent lives and identities.

Unequal Freedom is a work of painstaking synthesis and insightful analysis. This book moves a step closer to a more thorough understanding of the centrality, simultaneity, and intersectiveness of race, class, and gender in American life. While the book focuses on the role of race and gender in organizing citizenship and labor systems, from time to time Glenn factors in class in her analysis. Nonetheless, class is not treated in its fullest as an organizing principle as granted to race and gender. A simultaneous analysis of race, gender, and class at the parallel level should be the next step to go. The nuance between race and gender and racial and gender inequalities should be attended to as they seem to be used synonymously or inclusively at times. It appears that Glenn has started an expandable project. This book will no doubt inspire scores of future work on the interaction of race, class, and gender with other social institutions such as the family, school, religion, and political system for other regions, groups, and periods. Scholars in gender studies, ethnic studies, citizenship studies, labor studies, history, and the social sciences will find this excellent book thought-provoking, illuminating, enriching, and invaluable.

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