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U.S.A. It also offers yardsticks to judge how well the aid is presently being used for development purposes.

V. M. DANDEKAR

Some Problems of Underemployment: An Analytical Study of Underemployment in the Agricultural Sector, N. A. Mujumdar, Popular Book Depot, Bombay, 1961. Pp. xiii + 335. Rs. 25.00.

The first over sixty pages of Mr. Mujumdar's thesis are taken up with the elucidation of the concept of underemployment. He tries to clear his way through a jungle of definitions—and gets lost! For when he has finished with his analysis the concept of 'disguised unemployment' still remains nebulous and indistinct. Broadly, one might suggest, Mujumdar does not make the very basic and necessary distinction between 'work-sharing' and 'work-making'—terms used originally by Nurkse—and as a result of this, arise some contradictions. 'Work-making' arises as a consequence of the small size and fragmentation of a holding but subdivision of fragmentation has been mentioned by Mujumdar only once (p. 49) and certainly not as factors causing disguised unemployment. Almost exclusively he talks of work being shared (pp. 18, 30, 45). So questions arise: If working time is shared by different individuals, could it be said that those who remain idle for at least part of the time would be 'unaware' (p.16) that they are unemployed? If not, could this type of unemployment be properly described as 'disguised'? If there is only sharing 'a certain measure of reorganization' would not *always* be necessary to release the surplus labour; yet Mujumdar makes the release of the disguisedly unemployed conditional on reorganization (pp. 29, 39, 52, 72). All these attributes, *i.e.*, the worker's being 'unaware' of his state of unemployment, unemployment being 'disguised' *as* employment and the necessity of reorganization, are characteristics more of work-making than of work-sharing. On p. 39 the author talks of the marginal product of labour being zero or very close to zero. If this is so, once again, no reorganization of the agrarian structure is called for in order to release the surplus labour. In other words, zero marginal productivity is incompatible with work-making. Finally, Mujumdar forgets his own definition when he describes the wage-paid agricultural labourers as being affected by 'some form of disguised unemployment' (p. 41). Where is the 'disguise' here? And what 'reorganization' would be necessary for the release of the surplus? If Mujumdar had taken care to distinguish between two kinds of unemployment, note the existence of both in the present agricultural situation and deal with the consequences of each separately, his exposition would have gained in clarity and been less confusing.

In Part II Mujumdar sets forth a method of measuring underemployment and uses it, for purposes of illustration, to estimate the extent of underemployment in nine villages in three districts of the former Bombay-Karnatak. He prefers a 'work-norm' to a 'time-norm' as a device of measurement. His procedure is to define, for a roughly homogeneous agricultural tract, a 'standard holding' which would give full employment to an average family consisting of three adult working members and possessing a pair of bullocks. This standard holding is determined in consultation with 'experienced farmers', village officers, etc. Then all those families having less than the standard holding would subject to disguised

unemployment in proportion to the shortfall in the size of their holdings as compared to the standard unit.

Plainly, the standard unit thus fixed would reflect a subjective judgment of those whom Mujumdar happened to consult. (How much care he exercised in this he does not disclose). Thus when he uses the work-norm (*i.e.*, the standard unit) what Mujumdar really does is to get round the problem and not solve it. And yet, one may concede that owing to numerous difficulties involved in fixing a time-norm, Mujumdar's method would be more suitable from the *operational* point of view, if not the theoretical—and if properly used would broadly indicate the extent of underemployment. The second step in his procedure involves an oversimplification because employment need not vary exactly in proportion to the size of the farm, but Mujumdar is quite conscious of this deficiency.

But there are further difficulties. (1) It is not clear how Mujumdar makes adjustments for families which are not of the normal size and/or do not possess the normal work-equipment. (2) The extent of fragmentation of a holding has not been taken into account and thus no allowance has been made for this factor.

Part III deals with surplus labour, savings potential and development planning in the context of underemployment. Mujumdar is inclined to believe that the saving potential of disguised unemployment is largely notional. This is rather an extreme view, though a healthy antidote to the too optimistic theories of Multipliers. He has put together much useful data on the standard of life and consumption of the small farmers. Then he examines the employment impact of various kinds of development projects, agricultural and non-agricultural and makes a number of useful suggestions.

S. H. DESHPANDE

Caste Ranking and Community Structure in Five Regions of India and Pakistan, McKim Marriott, Deccan College of Postgraduate and Research Institute, Poona, 1960. Pp. 75. Rs. 5.00.

While the whole of the India-Pakistan sub-continent is characterised by caste stratification, the rigidity of the caste system varies from region to region. Marriott's is the first systematic attempt to account for these differences in terms of general variables. He has located the relevant variables in certain features of the community structure.

Central to his analysis is the definition of "elaboration" of caste ranking. "Caste ranking may be called more elaborate when a given number of ethnic groups is placed by public opinion in a relatively large number of discrete corporate ranks; it may be called relatively simple or less elaborate when the same given number of ethnic groups is placed by general agreement in a relatively small number of discrete corporate ranks." Thus more elaborate caste ranking represents greater rigidity in the caste system.

The degree of elaboration of caste ranking has been hypothesised to be correlated to four variables of community structure. Caste ranking is more elaborate