

automobiles in Taiwan, Ji-Hong Kim for ship-building, coal mining, textiles and apparel in Korea, and, finally, Sueo Sekiguchi for ship-building, and paper in Japan.

The country and industry studies do not follow a common methodology which perhaps could have been useful in systematizing the origin of "distress"; for instance, either more demand induced adjustment pressure (secularly declining income elasticities of demand), or foreign trade induced pressures (after liberalizing imports), or technology-induced pressures (as a result of important process innovations). However, the freedom given to the authors to explain the background of distress and the domestic adjustment policies to cope with the problems, has brought a rich harvest of facts, assessments and policy implications.

Beyond all differences in reasons for, and responses, to distress, I see two basic outcomes supported in this volume. First, resource-rich countries have been more plagued with temporary distress than resource-poor countries because of the burden of an appreciating exchange rate on the industrial sector and because of the generally higher importance of external shocks. Second, the studies show that the "Asian population" countries did not rely as much on the protection of factor income through import protection as the "non-Asian population" economies (United States, Canada, also Australia and New Zealand), and that they targeted aid for adjustment assistance more directly to the companies and workers rather than to the goods they produced. In brief, import protection through VERs and other NTBs seems to have enjoyed a stronger weight in the toolbox of the latter than the former type of countries. It is perhaps because of this more market-oriented approach that countries like Taiwan, Korea and Japan, not to speak of the city states Hong Kong and Singapore, seem to have better records in managing adjustment including wage bargaining.

Overall, despite the fact that the volume has suffered somewhat from a publication lag (the majority of the studies covers the period until 1986-87), it can be strongly recommended to all

scholars working on adjustment pressures and assistance policies for industries in open economies.

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Human Resources Development in South Asia.
Edited by Sirajuddin H. Salleh and Sant B. Gurung. Kuala Lumpur: Asian and Pacific Development Centre, 1992. Pp. 222.

Human resources development is a pre-condition for economic growth. Countries are underdeveloped because most of their people had no opportunity to expand their potential capacity in the services of society. Needless to say, economic development is essentially the result of human efforts. In a very real sense, the wealth of a nation and its potential for social, economic and political growth come from the power to develop and effectively utilize the inner potential of human beings. Human resources development, thus, is a very meaningful indicator of modernization or development. Investment in human beings does not promote continuous economic growth unless it is accompanied by investment in physical capital. But if human capital formation is insufficient, physical capital cannot be productively used. This has been well-demonstrated by Denison, Schultz and many others.

It, thus, becomes very essential to take stock of the problems of human resources development in less developed countries (LDCs). A recent attempt in this direction was made by the Asian and Pacific Development Centre of Kuala Lumpur. This book is the outcome of a comprehensive research programme on human resources development in the South Asian region. It examines in detail the human resources development problems of four South Asian countries namely, Bangladesh, India, Nepal and Sri Lanka. The study on every country presents a common thematic schema: employment and unemployment problems, stock of human

capital by gender grouping, education and skill formation, and their growth rates, and then identifies the policy drawbacks. Each study also recommends measures for more meaningful human resources development and manpower planning.

Almost all countries of the South Asian region discussed in this study have had certain common problems relating to human resources development. These problems are: high rate of population growth, low rate of literacy, high poverty syndrome, increasing unemployment, ill-health, low life expectancy and so forth. In other words, the quality of human life is very low. Among the countries studied, Sri Lanka has a high rate of literacy and also a high rate of educated unemployment. In all the SAARC countries, as Salleh's article reports, poverty and low growth have become the main stumbling blocks for the productive absorption of labour. Such countries are marked by labour market disequilibrium with respect to supply and demand. The gap between policy pronouncement and policy implementation is found to be the significant factor responsible for unsatisfactory progress in human resources development (HRD).

One of the weaknesses of manpower planning in the SAARC countries, Salleh complains, is the absence of linkage between public sector planning and labour market situation.

Gurung's article concentrates on the broad HRD problems of the SAARC region. He has pinpointed the failure of the central level mechanism in India and Sri Lanka to create adequate employment through decentralized village level organization. In some of the SAARC countries, the conservative (traditional) education system is still a major component of education.

In his analysis of HRD in Bangladesh, Zahurul Huq has observed two types of imbalances in manpower. First is the overall imbalance between manpower supply and manpower demand, and second is spatial imbalance: some areas have surplus educated manpower and some areas experience shortages. This has very important policy implications indeed. According to Huq, if necessary facilities are provided for the growth of the informal sector, much of the labour with

zero marginal productivity can be absorbed productively.

Mahajan's article on India finds fault with the allocative domain of education. He observes that higher education absorbs most of the resources and only a little is allocated to primary education. In fact, many studies have shown that marginal net returns are higher in primary education, but it is neglected. Mahajan could have thrown some light on the shortage of skilled manpower for certain categories along with the general surplus of educated manpower, and suggested recommendations for the productive utilization of surplus educated manpower with reference to sectoral demand, particularly in the agricultural sector which is the proverbial abode of labour with zero value.

In a rather interesting paper, Bista and Devkota examine HRD problems of Nepal. They observe that although the stock of labour has overtaken the growth rate of the economy, the real human quality level is very low and unemployment is rampant in Nepal. In view of this, the authors have recommended better agricultural development methods, higher skill formation and higher rate of economic growth.

Ranasinghe's very detailed paper is a storehouse of information about Sri Lanka's manpower dynamics. He has brought to the fore the acute labour market imbalance in Sri Lanka. General unemployment coupled with the problem of educated unemployment have given rise to serious politico-economic problems in Sri Lanka. He observes that Sri Lanka does not have a consistent manpower and employment policy. In this context, he has recommended a viable and consistent national policy on employment and manpower, and proper co-ordination of human resources development activities of the public and private sector institutions.

In a short but precise paper, Gurung has concentrated on the present status and future thrust of HRD in Asia-Pacific countries. Low income per capita is the major constraint on HRD in these countries. HRD is quite low in South Asian countries. But the performance of Sri Lanka is the best among these countries. Readers would have

benefited more had Gurung constructed a composite index of HRD with such variables as per capita income, literacy, infant mortality, and doctor-population ratio for the Asia-Pacific countries. This could have been different from the index formulated by the UNDP but meaningful at the same time.

All the papers included in the book are quite well-documented and informative. Although only four countries have been studied, the conclusions and the generalized recommendations of these studies can be extended to almost all the countries of Asia, except perhaps Malaysia and Singapore where the problem of shortage of labour seems to be very acute now. The major issues in HRD of Asian countries are starkly similar: low income per capita, low quality of human life, sectoral imbalance in manpower supply and demand, low rate of human capital formation but high rate of growth of labour force and so on. Given these parameters, what is required is a total balanced approach to the qualitative and quantitative development of human resources. This truth has been well-focused by this volume.

The book is a welcome addition to the stock of literature on the subject of human resources development. It should be highly useful to the students and teachers of demography, economists, planners and those who determine public policy, especially policies for HRD. It is indeed a treasure trove of valuable data on the population dynamics of South Asian regions.

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Burning Question: Environmental Limits to Energy Growth in Asian-Pacific Countries during the 1990s. Edited by K.V. Ramani, Peter Hills and Grace George. Kuala Lumpur: Asian-Pacific Development Centre, 1992. Pp. xiii, 375.

Energy Policy Implications of the Climatic Effects of Fossil Fuel Use in the Asia-Pacific Region. By

United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP). Bangkok: UNESCAP, 1991. Pp. v, 242.

The first book published by APDC addresses a wide range of energy and environmental issues, both in the form of technical analyses and from the standpoint of national governments in the region. The book is divided into two parts. The first part deals with the issues of energy and environment. In this part, topics such as energy development and the environment: trade-offs and options, conventional environmental effects of energy systems, global climate change effects of energy systems, environmental impact assessment, and environmental considerations in energy policy and planning are discussed. The second part of the volume examines energy-environment interactions in China, Japan, the Republic of Korea, Malaysia, Nepal, Pakistan, Thailand, Vietnam and the island countries of the South Pacific.

In addition to the discussions of these issues, an executive summary of the books on energy supply development, energy demand management and energy-environment integration has also been provided in the book. The summary is excellent and provides the understanding of the main environmental effects and developmental constraints of energy supply, need for end-use oriented planning, sectoral strategies, policies relating to national, local and regional effects, preferred general actions and constraints especially for the Asia-Pacific region.

The second book, published by UNESCAP, after a scenario overview provides country specific and regionally aggregated pictures of likely patterns of fossil fuel utilization and the effects on greenhouse gas emissions. The three scenarios developed are "business as usual" (S1), "moderate intervention" (S2) and "maximum feasible intervention" (S3). S1 is the base case and in S2 it is assumed that countries of the region try to tackle the greenhouse gas issue through improvements in end-use energy efficiency in all sectors. The intervention will be complemented by afforestation and reduction of deforestation programmes. A