

ness I should add that Grade I production (18 to 20 per cent ash) is also affected by the price cut but only the part that has more than 19 per cent ash — the last 1 per cent. Secondly, Grade II price was a ceiling figure, not "fixed" as for other grades (last para, p 30, Report of Coal Price Revision Committee). Thirdly, the coal industry had and has no intention to accept payment on the basis of sampling. They were pushed into agreeing to it by Sir Biren Mookerjee in the Standing Committee on raw materials for tile steel industry.

The industry knows that it has been supplying Grade II coal (by actually adding muck to otherwise perfectly good coal) and charging Sel A Grade price. Analysis at Jamshedpur month after month confirms that deterioration in quality was deliberate.

Fourth, manual picking to remove shale and stone to upgrade the coal is uneconomic at the differentials granted by the Ministry *but* is equally uneconomic at the prices suggested by the industry itself. This point was put squarely to the Chairman of the Mining Association using his own figures and he did not refute it. This also supports the contention that the industry had no intention to improve quality.

Actually, the coal industry is badly caught in its own toils. At the Delhi meeting, the big coal producers yielded to Government pressure, but the position remains uncertain.

No Constitution for Kenya Yet

THE discussions and public debates on the question of the Rhodesian Federation had shifted for a while the focus of limelight from the Lancaster House Constitutional Conference on Kenya. The Conference has dragged on for weeks together now without any apparent resolution of the deep cleavage between the two main parties, the Kanu and the Kadu.

Mr Maudling, who has given Northern Rhodesia a very halting lead towards an African majority Government, at the risk of enraging Sir Roy Welensky without pleasing Mr Kenneth Kaunda, has actually an equally difficult problem on his hands in reaped of Kenya, although here the white ver-

sus African issue is not so dominant. His call for a Constitution that will give individuals "freedom from fear, freedom from oppression and an assurance of equality before law" is easier admired than implemented. The Kadu delegates claiming credit for the party's contribution to the Government of Kenya since April 1961 are holding out for a federation which alone they feel will render dictatorship impossible and keep communism away. Mr Kenyatta, the Kanu leader, has asked that a date be set for independence.

The Kadu claim for federalism is based on the principle of the central and regional Governments being coordinate and independent in their respective spheres. Their conception of a federal Constitution, they have explained, is one that

Letter to Editor

Over-full Employment among Economists

IN his article "Over-full Employment in the Economists' Sector' in the Annual Number of *The Economic Weekly*, Professor Das Gupta has put his finger on the right spot. Excessive turnover and promotions in the profession are definitely hampering the working of many departments, institutions and colleges, "reducing the efficiency of an organisation not only by reducing the output of the migrating workers, but also by impairing the effectiveness of others whose services are complementary to the former." To meet this challenge, some departments and organisations have resorted to the semi-totalitarian method of not forwarding the application or not relieving an employee on his appointment elsewhere. Needless to point out, such a method, apart from being an attempt to come in the way of somebody's progress, does not serve the desired purpose because a frustrated youth is hardly useful to the department in which he is retained.

Apart from the long term remedies suggested by Professor Das Gupta, one useful device which may reduce the dimensions of the problem considerably may be an understanding among all the employers to make appointments for at least a year and that, too, in a particular month only, say, June-July. If all emplo-

allots to the central and regional Governments distinct, well-defined and in general mutually exclusive fields of power, evidently to thwart possible Kikuyu domination. It has been contended by the Kanu that a federation of this character will militate against the larger federation of East and Central African States, that Kenya is too small a country for such a Constitution and that tribal loyalties and consequent divisions will become all the stronger as a result of it. The question of the coastal strip, legally belonging to the Sultan of Zanzibar, is another complicating factor, like the Somali question. Friends of Kenya cannot be happy at the spectacle at Lancaster House where they are still groping for an acceptable compromise.

vers including Government departments, private industries, various institutions, universities and colleges adopt this rule, it will reward all by ensuring at least one year's continuity of employment. It will also be very helpful to the employees as they can be assured that no opportunity will In-pass them, due to the caprices of their employers and wherever they go, they will be able to put in a year's work and will not have to worry lest they be by-passed.

This system of making the market more precise and limited will bring out a truer picture of demand and supply of economists. And then we shall be in a better position to judge whether there is overfull employment, or whether rigidities and malpractices (in short imperfections) of the market, as it is functioning today, are responsible for the present unsatisfactory situation.

It will be for the Indian Economic Association to take the lead in this matter, as its authority and experience will be necessary for tackling a problem of this magnitude.

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