

them to all company get-togethers. Some companies help with the costs of holding annual pensioners' gatherings even to the extent of paying transportation and over-night hotel accommodation.

If any conclusion can be drawn from these examples, it is that personal counselling is used widely but that courses are neither very common nor are they particularly popular among employees. Most companies make a particular point of seeing to it that employees are made fully aware of all their pension benefits and the options open to them. Also, companies find it to their advantage to take an interest in their employees after retirement and provide the means for them to keep contact.

(D) CANADIAN COUNSELLING SERVICES AVAILABLE:

In Appendix C, I have given a summary of some of the counselling services available for those wishing to attend "classes" on their own time for a fee, together with sources from which help in organizing courses may be drawn. This survey does not pretend to be complete by any means, but it covers at least some of the services available in Ottawa, Toronto and Montreal.

The main point to be noted here is that in recent years a demand for some sort of pre-retirement help has influenced the setting up of courses, particularly in Ottawa and Toronto. At the same time, very few commercial companies have taken advantage of the help made available to them to set up programmes. It also shows that considerable research has been undertaken on the subject of older people and on the question of retirement problems. In other words, there is already a lot of help available, literature, bibliographies, that will help any Department in setting up counselling programmes whether in the form of courses or of personal counselling.

(E) ADDITIONAL ORGANIZATIONS OF POSSIBLE INTEREST AFTER RETIREMENT:

In Appendix D, I have listed a few organizations that possibly might be of interest to persons after retirement - whether as a means of further employment in Canada or abroad on a voluntary or paid basis.