

if they are to be re-employed, if they lose employment. And as the people grow older they become more and more immobile. To the extent that they grow immobile they close out job opportunities that could exist elsewhere or in a different occupation. This kind of mobility I am talking about is both physical, moving between one place and another, and mental, it means also moving into another occupation that may require retraining or re-educating.

I suggested a few broad ways in which these problems could at least be reduced. The first, and the key one, I suppose is that we maintain employment at as high a level as is physically possible to do it in relation to the competition that we are facing on a regular basis. We note in the statistics that while the unemployment of the older group 45 to 54 and 55 to 64 is a little higher than that of what I sometimes call the ginger group from the point of view of competition, the ages from 25 to 44, these rates have been dropping in the past four years. They were extremely high in 1961 at the end of the last recession. This is something that we have known, that the fuller your employment is the better the chances of course for those who are less competitive in the labour market. This then is a very important aspect of keeping people employed in groups 45 and over.

There are many islands of poverty, as I believe it has been termed in the United States—anyway, islands of slow growth, or actually reduced growth. I hear there is a tendency, because of inability of people to move, even if they wanted to move, to congregate a little bit in old age groups.

In our studies in the Maritimes of five or six of these areas, we discovered that those with the highest education, and who also had some form of useful training, moved. In other words, you syphon off the younger and more capable people who are more able to move, leaving a high level of older people in these areas. So this is a very important aspect.

Then there is what we call the adjustment aspect in the economy, particularly in industry, anywhere where there are establishments, where there is change going on, and people have to be released for one reason or another. It is very important that people who need retraining or refitting be returned, even to that establishment, rather than be pushed out into the labour market in contest with others, or if they do not need retraining, to try to place them as quickly as possible into employment.

I think there is a growing movement in which Canada is taking the lead, in the important aspect of preventing this disassociation from work, which is a crucial problem in industry. I think it is important to get these people back to work again.

I think we need more assistance in the form of mobility for people. If they want to move and know that we can get them employment elsewhere, this is important.

We must continue to emphasize the importance of education. In other words, I think there is a preventive sort of approach here, and that we should seek to get the young people as well educated as possible, because before we know it, they are going to be in the older age groups.

Before they become very old we should enable them to take refresher courses. This is going on to some extent, as far as the individual is concerned, voluntarily, but not much in a formal way. It may be that we need more of a formal approach to that. For example, in manufacturing or mining, the subjects of arithmetic, mathematics, physics, English, and other subjects, should be stressed.

Again, I think the question of health should be reconsidered, and this question should be dealt with early and consistently. Sometimes I think we fail to realize the dividends that may be paid as the result of programs of