

Again in the report of the "Special Senate Committee on Aging" (Chapter I, Para. 4), when questioning whose responsibility it is to provide for services and facilities for old people, there is this significant conclusion: "...the individual should be expected to carry a personal responsibility for his own health, welfare and happiness in old age as in earlier life up to the limits of his means and capacity."

There are other reasons why we should not necessarily accept generalized conclusions concerning the employer's responsibility. First, we may be exaggerating the problem or rather over-evaluating the possibility of correcting it insofar as the Department is concerned. (Most studies on the problem can present ample statistics to support the theory that the majority do not prepare and have few resources to fall back on when the event does occur, but it is difficult to determine to what extent pre-retirement counselling has seriously cut into the actual problem, while undoubtedly improving morale and relations between employee and employer. Probably External's employees are no more prone to prepare in advance than any others, but because of their type of work they should have developed more varied resources on which to depend after retirement.)

Secondly, the failures are surely more the result of our educational system and the way in which society is organized as a whole, more than the fault of the employer. In saying that the employer has the principle responsibility for the "welfare" of its employees after retirement, are we not suggesting that the employer is responsible for the educational system and for the broad criteria under which society operates? If our educational system is geared primarily toward educating people to earn money, and if society judges a man by the success he makes of his working career, should the employer be held responsible if, at the end of that career, an employee has no or few resources to help him to stop work happily - simply because the employee has found happiness in devoting his whole life to make that work satisfying and productive (admittedly in his own interest as well as that of his