

- It will be clear that there is no agreement on the effectiveness of in-plant group counselling. The final paragraph of this section lists the companies and unions for which the University of Michigan has set up such courses. Most of these are large international corporations which presumably believe that these courses are justified from results. I have no information concerning the extent to which these corporations combine personal counselling with the courses.

In the United States, the universities have done much research on the question and several, notably Michigan, Chicago and Drake, have developed "courses" and techniques that are being used within their own organizations and for private industry and the labour unions. Some notes on their activities are also included in Appendix F.

Apart from research and encouragement given by Government and the universities, there are many private organizations in the United States designed to help people bridge the gap into retirement and to provide help and support following retirement. Some of these are directly related to management - The National Industrial Conference Board - some to retired Federal employees, including the Diplomatic and Consular Officers Retired, Inc. (DACOR), and the National Association of Retired Federal Employees, some to retired people from all walks of life and some strictly commercial organizations operating for profit. Some of these are discussed briefly in Appendix H.

(I) BY OTHER COUNTRIES:

There are a few brief and most incomplete notes on what is being done in other countries included in Appendix J.