

respect to the person that is retrained at the age of 50 and over—say between 50 and 55—there is an average chance that he will stay with that employer for seven and a half years, whereas if you retrain in the same program a person who is between 25 and 35—a younger person—the average duration of his stay is 5.2 years. In other words, for that employer, and not considering the general labour market, the investment in the older worker is a better one than in the younger one, but for the general community probably—well, I do not know; that is a different problem. That means he should be moved elsewhere, or should be more mobile, so that he does not need to stay with this one particular employer.

Senator McGRAND: How does that argument appeal to organized labour which has the slogan: "We are going to protect your jobs"?

Dr. SCHONNING: I think they are prepared to accept this kind of retraining and refitting back into employment.

Mr. CAMPBELL: Organized labour has given this some support.

Senator McGRAND: And it will go along with the training of the older worker for the psychological benefit he will obtain from it?

Mr. CAMPBELL: Yes, and for the job, but there is some conflict with respect to companies where the seniority rule applies. However, they do try to find ways around it.

Senator ROEBUCK: Dr. Schonning, the problem of the older man is, of course, a general problem for everybody, is it not? I wonder if your department has ever made a study of those conditions which lead to maximum employment and those which lead to minimum employment in the world at large? For instance, you can go to New Zealand today and find that there is practically no one unemployed. You can go to Germany at times and find the whole population at work. You can go to England at times and find a very large number of people out of work at one time, and nobody out of work at another time. What are the conditions that bring about these very drastic changes in one country as compared with another, and with respect to the altering conditions with the passage of time? Has your department never made a study of that kind?

Dr. SCHONNING: No. I do not think we have gone very much further—I do not know how far you have gone, but you have raised the question. We have raised the question, and we have discussed it.

Senator ROEBUCK: Right in our own country there are times when employment is very high and when the problem of getting a job is minimum, but at other times it is awfully hard for a person to find something to do. There are general principles involved, and I should think that that is one of the things your department should go into and make a thorough study of. I think somebody said only today that the problem was to put a man to work and to put the resources to work. There is something in that. What is it that puts our resources to work? What is it, therefore, that employs our men? What changes take place that bring about this disaster of unemployment?

Dr. SCHONNING: Well, I do not want to get very far into that, Mr. Chairman, but I would suggest that one thing in the thinking of people at the official level is that we should gradually relinquish the idea that our economy operates by an unseen hand; that there should be no interference by the public, or a minimum of interference. That is one thing. The idea now has been brought forward that there may be times when that unseen hand needs help. Another aspect that is very important, and which we are gradually getting into, is that we ought to know more about what goes on in our economy with respect to other economies; where we are heading, and where other economies that we are competing with are heading.

Senator ROEBUCK: What the future has for us?