

language can only be learned properly by, say, a two year extensive course while "off the job"; we might combine this in-depth language training with a thorough study of some art form. Supposing an officer showed a genuine interest - the development of Japanese pottery from its earliest forms to the present. He might be given two years to live with a Japanese family, to study the language, and at the same time concentrate on Japanese pottery. When it was all over, he would not only be an expert Japanese speaker, but he would have an insight into the Japanese character and attitudes that could never be developed by normal attachment to the Embassy. Moreover, Canada would have gained an expert in a field where few experts exist - on retirement his services should be very much in demand for the further development of this particular interest. Other forms of this sort of activity of more direct application might be to assign an officer in the same way but to concentrate on a study of the Japanese credit system while learning the language. There are simply two examples used to illustrate an idea - there are, of course, endless opportunities for developing the idea in other fields and in other countries.

R 22

Tapering Off:

Since one of the problems met on retirement is the abrupt change in activity and in status, from one of total occupation and position to one of leisure and non-status, the more this division can be blurred the better. Some companies are already doing this at the executive level and on the work bench; when their people find that they can no longer keep up the accustomed pace, they are given less onerous tasks, sometimes cutting down on the work week, with of course correspondingly less pay.

It is difficult to see how this tapering off could be put into effect in the Civil Service, with its rigid work rules, but perhaps those who do not feel up to accepting the responsibility