

the welfare of its former employees alone, the civil servant has no more claim on the public purse than the citizen who works on his own or for private industry - particularly considering that the Civil Service pension schemes are more generous than those of most private industries. It is only if it can be shown that such a programme lowers costs of production by increased morale and productivity that such programmes become desirable and employers justified on that ground alone for assuming the responsibility for "ensuring the welfare, etc."

This view is probably one generally held by industry. One of the leaders in this field of personal counselling in Canadian industry writes "Few would deny that the responsibility of solving the problem of adjustment (to retirement) lies with the individual" - this seems a reasonable and sensible conclusion - a conclusion moreover, that so far at least has hardly been challenged by the labour unions.

Perhaps one of the most telling summaries of the problem is contained in a statement by Senator Desmond, former Chairman of the New York State Joint Legislative Committee on Problems of the Aging:

The thermostat of true aging is set by one's mind, by serenity of spirit, by continued growth, and by purposeful activity. And underlying these, financial security. These are, for the most part, responsibilities of the self. One cannot legislate peace of mind, nor can youthfulness be allocated like roads and bridges and post offices by legislative fiat.

Again to quote from Sister St. Michael:

...our long term aim should be a total reform of our educational system so that citizens of all ages can learn to appreciate the 'works of leisure', to experience the joys of the volunteer who helps build a good community and to relish again the happiness of contemplation and creative play....Education should build an inner room of freedom in man's soul where he can find the mental and emotional energy to celebrate that life.

While the Department cannot be held responsible for changing the national concept of education, its policies for handling its employees during their working life should be framed to recognize the dangers of the "work ethic" as well as its good points.