

as there is a severe unemployment problem coupled with the emphasis on youth in hiring practices, the lowered voluntary retirement age should not have too much effect. Moreover, with the escalation of salaries that has occurred and will continue to occur in keeping with the inflationary trend in general, the temptation to "hang on" might also be expected to delay retirement (off-set perhaps by the knowledge that with increasing income the income tax rate rapidly increases also, so that an employee may have the feeling that it is hardly worthwhile to work the extra years to add significantly to his pension!)

However, these numbers should not be treated as an "External" problem in isolation because, if anything far reaching and drastic is done by the Department in the field of retirement counselling and the intelligent use of its retired persons, then such policies and actions should be adopted and worked out in co-ordination with other Departments having rotational personnel, and therefore, with similar problems and opportunities. In addition, while the terms of reference cover a study of the problems of Canadian-based members of the Department, any recognition that retirement counselling and procedures need drastic overhaul should carry with it a recognition that the same solutions should also be applied and the policies adapted for the hundreds of loyal and efficient "locally employed" persons throughout the world.

The graph therefore, is simply the tip of an iceberg, showing a trend, but not by any means the depth of the problem. Moreover, this trend is not just a Departmental one but a National and even a world-wide trend. For we are living in an age of rapidly shrinking family size, so that the population pyramid is steadily growing top-heavy. We, in Canada, in company with other developed countries, are "becoming a society of elders". This represents one of the most important changes in society in centuries and one that will have a profound effect on the treatment of and regard for elder citizens in the near future.

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