

Retirement is not a problem for everyone. Perhaps as many as 10% looked forward to it....people who throughout their education, training and work, have continually been making new contacts and adapting themselves to new circumstances. To them, the change from full time employment to the full time leisure of retirement is no more than a change on a well planned journey.

Also a University of Michigan study of a large sampling of retired people presents evidence to show that those who develop absorbing interests outside of the job at least five years before retirement are most apt to have a rewarding time of it.

Surely it may be assumed that many of External's people, certainly more than Miss Hubbard's 10% would come within the category described as 'looking forward to it' and would meet the criteria of having a more than even chance of successfully meeting it. Again, because of the exposure to different styles of living, new interests, new problems for much of one's working life, many of External's people will have developed "absorbing interests" outside of their particular work years before retirement and, therefore, are more apt to make a go of it.

In any case, by any sort of sensible argument, the use of leisure time after retirement must be the responsibility of each individual. What the Department can do is to offer to use the store of experience and training built up over the years in the service of Canada, or at least encourage the continued participation of its former employees in the affairs of Canada after retirement. 15.

As long as 12 years ago, Dr. Wilder Penfield vigorously sounded the warning of wasting the assets of people who have retired. After pointing to the "...ever increasing company of men in Western countries between 60 and 90", he claimed that

The theory that the man or woman of 60 has nothing more to contribute to society during the 10 or 20 years of active life that remains is wrong. The belief that men in late years cannot learn new skills and educated men new professions is false. Most men who retire could continue on in constructive work, if they saw that they were needed.