

their employees so that the delegates are all reasonably resourceful people with a positive outlook toward retirement. They believe that the best feature of their course is the residential aspect and while each session (normally three per day) has a speaker, emphasis is on discussion among the delegates.

GENERAL: A few companies have experimented with some success with setting up separate companies to manufacture some light components that do not require heavy work. This is staffed entirely by elderly workers who physically cannot continue in their normal factory employment. Thus, these people may extend their useful working life to the benefit of both employer and employee.