

important to improve the mobility and the skill structure of the labor force.

You are suggesting with respect to education and vocational training, that these work at two ends of the problem. First, such training takes people off the labor market for the time being, and second, it upgrades the skills and education and knowledge of these individuals. I couldn't agree more with your suggestion.

It is true, of course, that increased training costs money. An expansion in the Federal budget and in State and local budgets would be necessary to provide this higher level and longer period of training. The same is true of social security as well. If we were to make limited and modest advances in the provision of social security for the aged, that, too, would require revisions that cost money.

I am not saying that the increased budgetary costs makes your proposals undesirable. We have to balance the costs against the benefits. But it does run into some problems on the budgetary side that have to be considered.

Senator PROXMIRE. In this connection I understand the reduction in retirement from 65 to 62 did not cost a significant amount because it was accompanied by a reduction in the pension to be received. Similarly, a reduction from 62 to 60 might be accompanied by a reduction in the benefits to be received and it would be completely voluntary whether the people wanted to remain in the labor force and continue to work or whether they would prefer to retire and take a lower pension.

At any rate, the dollar cost could be adjusted, I would think, so it would not be significant.

Dr. HELLER. Yes. This whole question of how much of our advance in economic potential we take out in the form of increased leisure and how much we take out in the form of increased production is a very difficult one and depends a great deal on some of the basic philosophical goals of the society in which we live.

To the extent that we put emphasis on growth for domestic fulfillment and international leadership, we are a little more reluctant to cut down on the size of the labor force and its growth than if we felt that we were at a stage where we were truly affluent and could afford the cost.

I think this administration has placed somewhat more emphasis on the maintenance of high rates of labor force participation and improved opportunities for education and training as a means to faster economic growth.

Senator PROXMIRE. I think we can do both vigorously at the same time. The Senator from New York has 3 minutes remaining.

Senator JAVITS. Thank you very much, Senator.

Mr. Chairman, I have one other line of questioning which I shall make expeditious.

I notice in the various things you laid out under the heading of policy actions you list entirely matters which are already before us. You don't list any measures other than those already before us.

I just wondered whether you would, yourself, consider these actions as being everything that is needed, or what would be your attitude, for example, on the widespread view that we need some better mechanism in law for dealing with national strikes. We have just had a bill introduced by one of our colleagues which I didn't join in because I