

I think we should persuade the States to lift the age of leaving schools, to provide education programs, to do what they can to prepare these young people for the jobs that are not filled now.

That is one aspect. This involves well over a million people who are unemployed and under 20. The second aspect as Chairman Heller told us, is that one of the reasons the work force had not grown, and it was the only specific reason he gave, was because of the earlier retirement period on social security.

They can now retire at 62 instead of 65. He didn't quantify this but I think there may be a substantial number involved. I can tell you from having gone to hundreds of plant gates in my State that this is something our working people want very much, an opportunity to retire at 60 but to do so they would have to accept a lower benefit.

You can't increase social security tax very much, I agree. It is very high now. There is no reason why they can't have the opportunity to retire earlier if they wish to do so.

These two things, I think, are one kind of approach to this situation. While recognizing that we have a terrific challenge from the Soviet Union we have to do all we can to build up our economy, we have not grown enough, that we have a long way to go, still I think we could constructively look at limiting our labor force.

I am not one of those who is ready to die when the labor unions say they are interested in a 35-hour week. I am against a 35-hour week. I think there is not much excuse for people working less than 40 hours. But there is nothing sacred about 40 hours.

We had a 60-hour week and a 48-hour week. If labor unions want to talk about it and negotiate down to 38 hours or 37 hours and gradually work toward a 35-hour week, if people choose leisure instead of higher income, I think this is a perfectly legitimate consideration.

The thing is that we have gotten frozen on the notion that we have to have virtually full employment of a labor force of people between the ages of 14 and 62 or 68, and we have not recognized that in the kind of mature and developed economy that we have with a terrifically strong surge of research and automation that it is perfectly possible for us to achieve wonderful growth and to continue to lead the world without being frozen in this labor force concept we have now.

Mr. RUTTENBERG. I can comment on this if time permits. I agree with you fully that we have a very serious problem of training our youth as they come up. We have a very serious problem of what to do about earlier retirement.

Obviously, I think people want to retire earlier. People are living longer than they used to. This creates the problem who assumes the responsibility for the leisure time of the individuals who retire at 60 or 62.

But aside from these problems, I would like to call your attention to the fact that if one looks at the labor force problems of the last 7 or 8 years, it is true that the number of individuals 14 to 19, their participation rate in the labor force has declined.

It is also true that the participation rate, the number of individuals 62 years of age and over has also declined in the labor force.

This is a partial explanation for the failure of the labor force to grow, but only a partial explanation. It has been my good fortune to be a member of the President's Committee to appraise employment