

7. Attitudes Towards and About Retirement

Certain workshops directly related some of the pressures for employment by many older workers to the concerns of many about financial security, personal adjustment, and purpose in retirement. There was agreement that often such concerns were valid in view of the growing use of fixed retirement and the lack of more flexible policies other than those based on chronological age alone for determining the time of retirement. There was an accompanying opinion that these pressures could be lessened if policies were developed that permitted a gradual transition from work to retirement, accompanied by a systematic program of retirement planning, education, and counseling about the various aspects of retirement.

A basic point made was that retirement must include adequate financial security and be made more attractive by creating for the retiree a role and place in his community. The opinion was expressed that proper planning and support of both preretirement preparation and suitable post-retirement activities should be more broadly encouraged than it is now by employers, labor, and government. It was felt that a basic responsibility in this area rested with the State's adult education system, and one workshop proposed that the Legislature request the State Department of Education to undertake the development of curricula that would meet this need, and that courses developed as a result be implemented at the earliest date in cooperation with local adult education programs and other key groups at the state and community levels.

8. Community Support and Organization

Virtually every workshop felt that community support or understanding was vital to any specific solution to the expansion of employment opportunities for older persons. Considerable concern was expressed regarding the lack of an adequate community organization at the local level which could serve to mobilize community support and understanding. The proposal was made that such an organization should consist primarily of members drawn from employers, labor, public and private employment services, older persons themselves, and those involved in training programs. A specific recommendation was that a position should be established within the Employment Service which could exclusively function to organize such community committees and work cooperatively with them in encouraging improved programs of education, information, and job developments for older persons.

9. Other Proposals and Suggestions

Many other specific proposals and suggestions were weighed in individual workshops. Several are related to the areas already described, including consideration of the possible transfer of basis of protection in Workmen's Compensation