

creating safety problems. The problem is a combination of several factors, thus increasing the difficulty of finding a single solution.

It is important to note the magnitude of the increasing numbers of aged persons as percentages of the total population. Forty years ago the average life expectancy of an urban worker was 46.6 years. Today this figure approaches 69 years. In 1900 about 65% of the men over 65 years were in the labor force and by 1960 the percentage had fallen to 35% even though the number of men over 65 had increased 500% in those years. A more striking change has been the increased number of women workers and particularly those over 45.

B. V. H. Schneider -- "The Older Worker" makes the following predictions for the next 15 years:

1. "An increased supply of middle-aged and very young workers, but nevertheless -
2. "A continued shortage of 25 to 44 year old workers, and
3. "A slight increase in the proportion of the population 65 and over.

At the same time most likely there will be:

1. "A further increase in the proportion of clerical, sales, professional and technical jobs, and
2. "An increased demand for those white collar skills which normally are acquired by women and college graduates."

It is important to keep these developments in mind and to consider the implications for individuals, employers and the community in being concerned with three groups of elderly workers:

The first is those who have retired voluntarily while in good health.

The second group is that group who are between 45 and 65 years of age and are employed.

Finally, the third group with whom we do not have to concern ourselves is the group 65 years of age and older who are employed.

Those who are retired continue to pay their bills, their taxes, buying household goods while serving their communities and enjoying leisure time as well. The group with which we are concerned is the older unemployed, the about-to-be involuntarily retired, the disabled, the unskilled, the dislocated. The question to consider either as an individual or at some government level is who is responsible in this matter. We must adopt an attitude in solving the problem of finding "what older people can do for themselves, first, if they are permitted and second, if they are encouraged".