

IX. CONSERVING MANPOWER

Aside from the universal problem of acquiring the scientific and technologic capabilities that are essential to all of the foregoing subjects, one of the key factors in providing the growing mineral needs of our nation in the years to come is the availability of manpower. The industry can meet these mineral needs only as rapidly and effectively as the men in it can produce the necessary raw materials. So, in a very real sense, adequate resources of skilled manpower are as essential as proved mineral reserves and the techniques to extend these reserves.

These manpower resources are limited today and all indications point to continued shortages, despite industry's recruiting efforts. It is evident, therefore, that we must conserve these human resources. And we can do this by strengthening our ability and intensifying our efforts to assure safe and healthful working conditions. In doing so, we will encourage those already employed to continue working, and at the same time we will provide incentive for promising young men to join the production team.

Through the combined efforts of industry, and the Federal and State Governments, notable achievements have been made in promoting safety and protection of workers. But we must never forget that this effective cooperation is only part of what is needed. Safe performance of a job, like efficient performance of a job, requires the energy, the conviction, and the wholehearted commitment of the individual worker. Moreover, safety demands continuous attention; constant cooperation by all concerned is essential to assure the protection of the man on the job. His well-being is the goal. He must share the responsibility, and the pride, in attaining it. We must work energetically and unremittingly to promote this responsibility and pride if we are to conserve the valuable human resource so necessary to the fulfillment of our mineral and metal needs.

Senator GRUENING. Dr. Hibbard, thank you for a very magnificent and comprehensive and important statement.

I have one or two questions I would like to ask you.

What is the role of Government vis-a-vis private industry in forecasting future needs?

Dr. HIBBARD. I think the Government has a major role, because industry forecasts generally are done on an individual commodity basis. And generally, they look at a specific, narrow area of the mineral economy. I think only the Government has the capability and the broad interest to do these broad types of forecasts.

Now, I think these forecasts should be made available to industry, and then they can use them as a basis for their more focused forecasts, which are concerned with the particular business which a given corporation is in. But I think the Government must provide the basic information.

Senator GRUENING. What more is needed than what is being done now to enable the Government to fulfill that role? It seems to me that if it is essentially the role of Government to open the doors of information and to explore the possibilities so that industry can take over, how much more should the Government be doing? Should there be a separate branch of the Bureau of Mines to do this, or should it be done by—

Dr. HIBBARD. We actually do have a separate branch in the Bureau of Mines to do this. But, sir, the problem is in two areas. First of all, we do not have the international capabilities. I think that the Bureau should be authorized to expand its data-gathering resources to overseas, at least to the key overseas mineral areas, so that we can have the same degree of accuracy, the same degree of detail, the same degree of sophistication with respect to our knowledge of world resources that we have with respect to our knowledge of U.S. resources.

The Bureau does not now have this kind of authority, in my opinion. And I believe this is very important. These people should be on