

the Corps of Commissionaires, a privately operated organization dedicated to finding uniformed employment for trustworthy older veterans. Private industry and government agencies responded and some 3,000 jobs were found.

Review boards were established by the Department of Veterans Affairs and the National Employment Service on district levels to direct special efforts on behalf of veterans who, because of age or other factors, were difficult to place in employment. Newspapers and periodicals were enlisted to editorially educate the public that a man of 40 years of age was not too old to hire. The Departments of Labour and Veterans Affairs produced a film entitled "Date of Birth" to discourage age-hiring limits among employers. This film had thousands of showings to employer groups, conventions, service clubs, etc., and is being brought up to date for new showings.

In January 1951, the Department introduced the "Big 3 Plan", whereby representatives of the Canadian Legion, Unemployment Insurance Commission and Department of Veterans Affairs would sit together on the community level, as required to analyse individually cases of older unemployed veterans in their areas. A book entitled "The Problem of the Older Worker", produced in 1952 by an interdepartmental committee of research specialists, ran into several editions and many copies were requested by other countries.

An interdepartmental committee of actuarial and research specialists studied, and discussed with underwriters, the discrimination against older workers in the terms of industrial pension plans. Its report, entitled "Pension Plans and the Employment of Older Workers", was released in 1956. This study has had the effect of reducing discrimination in the hiring of older persons and has led to further studies on the transfer of pension rights between different employers.

Canadian manufacturing and construction associations and two of Canada's leading merchandizing retail organizations have co-operated in the statistical examination of work, attendance, reliability, etc., of their older employees. The Department, through the Special Adviser, has taken an active part in these co-ordinated efforts and activities which have assisted greatly in keeping the employment door open to older veterans and, at the same time, have done much to make the public aware of the social and economic hazards of allowing chronological age to be a barrier to productive employment of Canadians. By learning to assess the veteran's work capabilities and by giving useful counselling, Veterans Welfare Officers have gained employers' confidence in the employment of older veterans.

When employment is not possible for any reason, the guiding principle is to use all the resources of the Department, the provinces and the municipalities, etc., to ensure that the veteran and his dependants have the necessities of life.

There are now about a quarter of a million World War I veterans still alive, their average age being 69 years, and World War II veterans are coming into the older age group at about 10,000 a year. While by no means all require specialized services, the work load is heavy and will remain so for many years.

In 1921 authority was granted for Unemployment Assistance as a temporary relief to needy World War I small disability pensioners. At its peak in the year ended Mar. 31, 1937, the disbursement was over \$2,000,000 for this assistance. In 1946, \$42,300 was disbursed; in 1948, \$24,900; in 1954, \$11,250; and in 1960 less than \$1,000. The benefit has been useful as a means of relieving municipalities of granting relief to meet urgent needs while applications for War Veterans Allowance are being processed or employment found.

Unemployment Insurance Commission returns indicate World War I veterans are holding their own in the employment field. At Jan. 1, 1960, 9,591 were registered for work; at Dec. 30, 1960, the number was 9,338. These figures are new lows over the past ten years. War Veterans Allowance is available to eligible veterans wherever Unemployment Insurance benefits or other means are within the limitations of the WVA Act.