

Based on that report and other information, the administration has recommended this legislation to cope effectively with the unfounded and wasteful practice of employment discrimination based on age. The legislation embodies a concept with which I am in complete agreement; that is, to uphold the dignity of the older worker and to require the fullest possible utilization of our manpower resources.

Age discrimination is not only unnecessary and unjustified, it is injurious both to the Nation's economy and to the potential contributions of the person at whom it is directed. The legislation before us seeks to preclude such damaging practices and to afford employable persons an opportunity to be productive and self-sustaining.

In addition to prohibiting discrimination in employment on account of age, the legislation also directs the conduct of studies and the dissemination of information to management, unions, and the public on the needs and abilities of older workers, and a continuing program of education and information.

I think this is an important provision. Age discrimination has become an accepted practice. I sincerely feel if the practicing institutions were shown, through education and information, that the capabilities of workers are not necessarily affected by age, and that internal policies and procedures need not be adversely affected by employment of older workers, a large segment of our employable labor force would have an opportunity to contribute to the Nation's economic growth and stability and to offset the present squandering of our manpower resources.

We have scheduled hearings on this legislation for approximately 3 weeks, through the end of August. We will be happy to schedule additional dates if necessary to give every interested person an opportunity to be heard.

We are pleased to have with us this morning, as our leadoff witness, the Honorable W. Willard Wirtz, Secretary of Labor, under whose expert direction the excellent study of age discrimination in employment was conducted for the Congress.

Mr. Secretary, welcome to the hearing.

Mr. Secretary, you may proceed in any fashion you wish in order to give us the benefit of your knowledge in this field.

**STATEMENT OF HON. W. WILLARD WIRTZ, SECRETARY OF LABOR,
ACCOMPANIED BY LOUIS H. RAVIN, SPECIAL ASSISTANT FOR
OLDER WORKERS**

Secretary WIRTZ. Under those circumstances, I would request that my statement be made a part of the record.

Mr. DENT. It is so ordered without objection.

(Mr. Wirtz' prepared statement follows:)

STATEMENT OF HON. WILLARD WIRTZ, SECRETARY OF LABOR

Mr. Chairman and Members of the Committee, the point of H.R. 4221—"to prohibit age discrimination in employment"—is so plainly and unarguably right that to belabor it is to dull it.

Nobody defends such discrimination. There is general agreement that "it ought to be stopped." That, despite this, so little had been *done* about it is probably explained (i) by the lack of realization that unwarranted discrimination on this basis is as widespread as it is, and (ii) by a vague uncertainty as to whether much can be done about it by law. There is also the fact that most thinking about