

involved in the shutdown are enrolled in the MDTA program. You have to be careful about taking the gross MDTA enrollment figures in a given situation without knowing precisely the people in terms of their previous employment, who the people enrolled in MDTA are. When we don't have institutionalized followup studies, you have to be wary of those figures.

To be a little objective about this, I hope Congress will appropriate the money for studying that kind of followup problem and we can't have our cake and eat it. If we want to know what happens, it costs money to find out. They can't do it without more money for research.

Let me mention some other facts. I think that the problem of older workers is greater than it usually appears. It may be getting worse. Again we don't have the data organized in such a way as to prove what I believe is the case. There are suggestions in the data.

The facts point to the possibility that as older workers become unemployed and experience obstacles in their job hunt, many of them become discouraged and simply stop looking.

For example, if you look at the 1967 manpower report—table A-7, page 208—you will see that in 1956, there were 226,000 men 35 to 44 years old not in the labor force. Ten years later, in 1966, the number of men 10 years older—45 to 54—who were not in the labor force was more than double the earlier figure. It was 499,000.

If you do the same thing with men who were 45 to 54 years old in 1956 and 55 to 64 10 years later in 1966, you will see that the numbers not in the labor force jump from 321,000 to 1,253,000.

Now, many of these men became disabled during the 10 years following 1956, and were forced to leave the labor force. But it is difficult to believe that all of the additional men out of the labor force in 1966 were out originally because of an illness or disability.

In one recent national study on nonparticipation by the Department of Labor, reported in the July issue of the "Monthly Labor Review," 40 percent of the men 55 to 64 years old were not ill. The belief that it was impossible to find a job was clearly correlated with the age of what I call the labor force dropout.

I believe that something happens in the work lives of many workers when they move into their 40's and 50's—something that we really have not analyzed in any deliberate, systematic fashion—but nevertheless, something which shows up 10 years later in our aggregate statistics about manpower and employment and about unemployment.

One of the things that happens, and this we do know through solid research, is that layoffs and plant shutdowns occur—and that the workers facing the greatest difficulty in finding new jobs, or in finding jobs that paid the same as their old jobs are the older workers.

While we do not know completely how much of the long-term unemployment and how much of the labor force dropout rate is due to actual age discrimination, we can be quite certain that age discrimination is among the causes of these problems.

I have always been impressed by the fact that when the Packard plant shut down permanently in 1956, a research study I conducted found that the big three auto companies in Detroit did not discriminate between Negro and white ex-Packard workers. Ex-Packard Negro workers had just as good a chance of getting new and decent jobs with these companies as did the whites. I don't think it was a