

"older worker." In our study, an older worker was anybody over the ripe old age of 38. It so happened half of our sample was over 38, so we had a 50-50 division in our sample to separate the young from the old.

If something else besides age is the explanation for the problems of older workers, why is it that, in another recent study of hard-core unemployed in Detroit, it was found that even when every other factor was taken into account—by means of the most sophisticated type of statistical analysis, multiple-classification analysis—age was still found to be significantly related to the unemployment status of the workers studied? This same study revealed that out of a total list of eight factors, age was the fourth most important explanation for the problems of these hard-core unemployed workers.

My main point here is that pure and simple age discrimination is among the important factors that cause serious economic and personal problems of unemployed workers—even among skilled persons and often among technical and professional people, too—and that intelligently designed legislation can make a major contribution toward eliminating such discrimination, and, hence, reducing the economic and personal problems.

I would like also to put in a plug here for the need to advise the Department of Labor, notably through its Employment Service, to abide by the same principle embodied in the proposed legislation. H.R. 4221 states that it shall be unlawful for an employment agency to discriminate against any individual because of his age.

In the Upjohn study I have already referred to, we found that, if the older workers went to the local employment service for help in finding a new job, more than one-half of them reported they received no help at all, in contrast to less than two-fifths of the younger workers. By help I mean job counseling, referral to MDTA, referral to an employer, preparation for a job interview, and so on.

The main point of all this is that if the personnel in a local employment service office know that there is a law against age discrimination they will be more likely to give more help to older jobseekers, such as the important step of referring them to employers for a job interview. At the present time, many employment service personnel will hesitate to refer older workers to certain employers if they know or believe that such companies will not hire older men and women. There is also the possibility that such personnel themselves might be practicing—consciously or unconsciously—their own form of age discrimination in the course of their work with people coming to their offices.

I am happy to see that the Department of Labor is reviving its concern with the problems of older workers, and has created a staff to deal with them. Secretary Wirtz has testified before other committees that this is a problem. Equally important, Secretary Wirtz just appointed a Mr. Charles Odell, who for the last 10 or 15 years has been dealing with the problem of older workers, so I am optimistic about the future except this still depends on personnel, not law. Charles Odell will not be USES Director forever and Secretary Wirtz will not be Secretary forever.

There has been ups and downs in this type of interest. In the early 1950's there was a flurry of studies and the appointment of special staffs. But they weren't permanent. In the mid-1950's, there was a