

sons. It is a serious thing to contemplate; and there is nothing more pathetic, in my opinion, than the closing down of a community's only employment-sustaining operation.

I have seen it often in my region, coming from the coal mines, and then the steel fabricators and producers of secondary manufacturing products which are gradually dropping out because of the automation, monopolization, and importation. And I say there is nothing more pathetic than a person over the age of 40 who has been working for the single most important employer in the community when suddenly that place shuts down.

It is something that is terrible to behold when you see 800 or 900 men suddenly without work and no alternative employment readily available. It is happening right now in the original kitchen utensil plant in the United States, which is moving out lock, stock, and barrel. These workers have an average of 27 years of service and there is absolutely no future prospect for them. If they do have a prospect it is to move away, uproot their family from their friends and associates they have known, and move to a strange community. I think it is the most pathetic thing in an industrial complex when a plant closes down and a group of people or families find themselves strangers within 48 hours.

Your efforts in your fight for older people should give you a personal satisfaction. Those of us who have read some of your material are very pleased with the research you have done.

I notice you read the figures on page 8 dealing with the study made by, I think, Wachtel, on the hard-core unemployment in Detroit. Now, the summation or analysis of his figures, to my mind, would show immediately a very misleading finding because unless that study was only concerned with those over 45 or over 40 years of age, then the eight factors that were used in the research would not be a true figure of the findings on the aging because you say—

Dr. SHEPPARD. This was not a study of older workers. It was a study of all hard-core unemployed.

Mr. DENT. That is what I am driving at. Since it was a study of all hard-core unemployed, his study on each of the eight factors and the causes for unemployment, while the age problem is fourth in the total study, it could be No. 1 in the case of the workers over 45 years of age and, therefore, that ought to be refined so that this picture that we are trying to study will be clear.

Dr. SHEPPARD. It is at least the fourth most important.

Mr. DENT. If it is fourth in importance in the whole study of unemployment, it has to be near the top when you are dealing with those 45 years of age.

What were one, two, and three : do you know?

Dr. SHEPPARD. I think there is an omission in the footnote. I think it was in the 1965 proceedings of the Industrial Research Association. One was education and another was previous skill level. I can't remember the others right now. Some had to do with rural-urban origin, another was race. That is about five. I can't remember the other three. Sex may have been another.

Mr. DENT. I have instructed the staff to get a copy of the study. Is this the right one to get?

Dr. SHEPPARD. If I am wrong on the year of the proceedings, I will let you know. Otherwise it is the 1965 proceedings published in Madison, Wis.