

employed and using the consulting services of a British psychologist who spent a lot of time on this with the OECD in Europe. They have an experimental group training older workers and they hope as a result to diffuse this throughout the country for specific skills.

There are three areas—the employment service discrimination, whether unconscious or conscious; the employer patterns; and, third, beliefs of older workers themselves.

Mr. HAWKINS. In your statement you endeavor to emphasize the more subtle types of discrimination against the older workers and to a large extent discount the economic reasons or what might be considered real reasons, not imagined reasons. Yesterday a witness indicated that a voluntary educational program might be a better solution than passing a law such as the one now being proposed. Do you believe the problem is to a large extent imagined and do you believe the problem can be reached by voluntary effort in an educational program for a law of this nature?

Dr. SHEPPARD. For the last 10 years I have been hearing that. I have heard it much longer in race discrimination. I believe it has to be accompanied by a law in order for it to be effective. I would hope if this bill were passed it would include provisions for an educational program both among the employment service agencies, private and public, and among employers, public and private.

I don't think the strictly voluntary approach would be financed to the extent it should be, and, No. 2, would have the effect as soon as we wanted it to.

Mr. HAWKINS. Thank you, Dr. Sheppard.

Mr. DENT. Thank you, Mr. Hawkins.

Mr. Scherle.

Mr. SCHERLE. Good morning, Dr. Sheppard. It is a pleasure to have you here this morning.

Dr. SHEPPARD. Thank you.

Mr. SCHERLE. To pursue one question asked by my fine colleague from California with regard to discrimination in the OEO. I think it would be complementary to the department or organization if they did use some of the older people for their wisdom, their knowledge, and their experience and stability. I think they could add tremendously to this program.

Dr. Sheppard, is this more or less the well-known Eagles bill?

Dr. SHEPPARD. The bill we are now taking up?

Mr. SCHERLE. Yes.

Dr. SHEPPARD. I don't know what organization sponsors this bill.

Mr. SCHERLE. The reason I ask is that in the legislature we did have firm backing from the Eagles and I favored the bill at that time and now as well. I am not certain whether the measure was ever passed in one or both of the Houses, but I am sure it deserved a great deal of consideration and certainly has a great deal of substance to it.

I notice certain reasons why these older people are not being hired and there is one problem that I am fearful will probably take a great deal of work before any solution can be reached. I do know it is a concern of business along the lines suggested in your statement. The third paragraph of your statement reads, on page 10:

They include the arguments about the cost of pensions, workmen's compensation and disability costs, costs of health insurance and related arguments.