

You won't have an effective program to deal with the senior citizens of this country, the older people, until you put all these agencies under one umbrella. I wish you luck.

Mr. BECHILL. I would like to say that we have been putting out a series called Useful Facts and this covers a number of key areas ranging from employment, health, housing, and living arrangements. As various materials and reports that are received in the Administration on Aging is to extrapolate from that information its relationship to the needs and problems of older people. That kind of report is proving to be quite useful.

It is something I think we should build on in the future. The other thing I do want to mention is that we are quite aware of the real serious problem of bringing together in a concerted way efforts of individual agencies on problems which are really quite common to the individual involved, the older person.

Our concern and my concern, if I may speak frankly, is how our program and other programs affect the individual living in a local community. A lot of the problems that we deal with are problems that I think we are trying to resolve by establishing much better working relationships with the other agencies, not only in the Department but in the Federal Government.

Mr. PUCINSKI. I wonder if your Commission is doing anything, conducting any research or any studies on the economic factors involved in discrimination because of age?

We have had previous discussions in here and I have read studies on the subject from various sources around the country. When we talked about barring discrimination because of age, witnesses have indicated or testified that there is an economic factor involved in that it has very often cost an employer, in terms of the various fringe benefits, more money to hire an older person.

I have introduced legislation which would give an employer a tax credit for this differential so we could eliminate the economic factor totally and hire people on the basis of experience and all the other factors involved.

Does your Commission contemplate doing any studies to see whether or not indeed there is an economic factor and, if so, how extensive and what role will it play in this important legislation?

Mr. BECHILL. No; we have not conducted any study of this kind in this area up to now. I would go back to one of the real advantages of the legislation before the committee; that is, the provision in the bill giving the Department of Labor authority to conduct both research and education of this kind.

How the employment of the older worker influences cost is one of the areas that really requires some major analysis.

Mr. DENT. Thank you.

I must apologize but I have to attend a serious meeting of another committee this morning. I will turn the chair over to Mr. Hawkins.

I would like to pay my respects to the next witness before I leave because for some 30-odd years in the field of legislation I have had the privilege of introducing State legislation in the field of problems of the aging and the Eagles were the first in the United States to appear on the scene advocating pensions for the aged; they have been in the forefront of workers in America to help the aged.